



# **JUPITER WAGONS LIMITED**

**CIN: L28100MP1979PLC049375**

## **Business Responsibility & Sustainability Reporting Policy**

## 1. INTRODUCTION

Jupiter Wagons Limited ('the Company') is a public limited company incorporated on 27th July 2006 under the company act 1956. The equity shares of the Company are listed on the BSE Limited and National Stock Exchange of India Limited and as such the provisions of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations') are applicable and binding on it.

## 2. SCOPE AND PURPOSE

This Policy has been developed in accordance with the requirements of Securities and Exchange Board of India (SEBI) for Business Responsibility & Sustainability Reporting (BRSR) and validates that the Company's commitments to follow the principles laid down in the National Guidelines on Responsible Business Conduct (NGRBC) on Social, Environmental and Economic responsibilities of Business brought out by the Ministry of Corporate Affairs.

## 3. DEFINITIONS

- **Accountable:** Being responsible and answerable for their actions, willing to explain them to others, and taking ownership of all repercussions if so required.
- **Board:** Board of Directors of the Company.
- **Circular Economy:** This is an alternative to a traditional linear economy (make, use, dispose), in which resources are used for as long as possible, the maximum value is extracted from them whilst in use, after which products and materials are recovered and regenerated at the end of each service life. The idea of a circular economy is called circularity. It is also referred to as "cradle-to-cradle".
- **Collective Bargaining:** Negotiating between the employees' organization and employer's organization; management in good faith with a view to agree on terms and conditions of work and / or settlement of disputes and grievances of employees represented by a representative body of employees.
- **Corporate Social Responsibility (CSR):** Corporate Social Responsibility (CSR) means and includes but is not limited to (i) Projects or programs relating to activities specified in Schedule VII of the Indian Companies Act 2013; or (ii) Projects or programs relating to activities undertaken by the board of directors of a company (Board) in pursuance of recommendations of the CSR Committee of the Board as per declared CSR Policy of the company, subject to the condition that such policy will cover subjects enumerated in Schedule VII of the Act.
- **Disclosure:** An organization's practice of reporting to all stakeholders on its economic, environmental and social impacts. It also presents the organization's values and governance model and demonstrates the link between its strategy and its commitment to sustainable development.
- **Discrimination:** Unjust or prejudicial treatment of people, especially on the grounds of, but not limited to, caste, creed, sex, race, ethnicity, age, colour, religion, disability, socio-economic status or sexual orientation.
- **Diversity:** An understanding that every individual is unique and therefore embracing and respecting the differences on account of, but not limited to, caste, creed, sex, race, ethnicity, age, colour, religion, disability, socio-economic status or sexual orientation.
- **Equity:** An approach which recognizes the need, plans and delivers a fair and equivalent opportunity across stakeholders to engage gainfully from their interactions with the business.

- **Ethical:** Individual or collective behaviour that is in accordance with accepted written and / or unwritten codes of principles and values that govern decisions, actions and conduct within a business in the context of a particular situation and is consistent with accepted norms of behaviour.
- **Freedom of Association:** Workers and employers, without distinction whatsoever, have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization.
- **Grievance Redressal Mechanism:** Mechanism for any stakeholder individually or collectively to raise and resolve reasonable concerns affecting them without impeding access to other judicial or administrative remedies. The mechanism should be:
  - Clear, transparent and have independent
  - governance structures
  - Accessible
  - Predictable
  - Equitable
  - Based on dialogue and mediation
- **Stakeholder:** Individual or group concerned or interested with or impacted by the activities of the businesses and vice-versa, now or in the future. Typically, stakeholders of a business include, but is not limited to, its investors/shareholders, employees (and their families), customers, communities, value chain members and other business partners, regulators, civil society actors, and media.
- **Sustainability:** The outcome achieved by balancing the social, environmental and economic impacts of business. It is the process that ensures that business goals are pursued without compromising any of the three elements.
- **Sustainable:** Being aligned with the tenet of meeting the needs of the present without compromising the ability of future generations to meet their own needs.
- **Transparent:** Being open about decisions and activities that affect society, the environment and the economy, and the willingness of businesses to communicate information in clear, accurate, honest, timely and complete manner.
- **Value Chain:** Refers to both the supply chain as well as the value created by the distribution channel for end-use customers. It also includes business partners and those employed by value chain partners who may work out of their own premises.
- **Vulnerable and Marginalized Groups:** Group of individuals who are unable to realize their rights or enjoy opportunities due to adverse physical, mental, social, economic, cultural, political, geographic or health circumstances. These groups in India can be identified on the basis, inter alia, of the following:
  - Gender and transgender (women, girls et al.)
  - Age (children, elderly et al.)
  - Descent/identity/ethnicity (caste, religion, scheduled castes, scheduled tribes, et al.)
  - Occupation (displaced, landless small / marginal farmers, migrant workers, et al.)
  - Persons with disability

- Political or religious beliefs

## 4.OBJECTIVE

The objective of this policy is to establish a uniform framework for the Company for ethical, sustainable and socially responsible business practices, while considering the environmental impact of the company' operations. The policy outlines the company's commitment to comply with National Guidelines in Responsible Business Conduct core elements and provide guidance on responsible business conduct.

## 5.APPLICABILITY

The policy covers all the directors,employees, workersand value chain partners of the Company across all functions, and units.

## 6.AUTHORITY

This Policies has been adopted by the Company's Board of Directors of at its Board Meeting dated 25th May,2023.

## 7.IMPLEMENTATION AND MONITORING

- The Company's Business Responsibility and Sustainability Reporting policy is disseminated to all employees and workers across all departments, functions, teams, and verticals, and is also available on the Company's internal communication portals.
- The BRSR committee holds absolute authority to supervise and ensure the implementation of these policies.
- The Functional Heads of the Departments/Unit Heads are responsible for implementing the policies across all operations and businesses.
- Functional Heads of the Departments/Unit Heads of the Company will monitor and evaluate adherence and compliance with the policies at regular intervals.
- The BRSR committee must be informed of any grievances or complaints regarding a breach of the policies, which they will then present to the Board for review.

## 8.REVIEW & AMENDMENT

The policy will be periodically reviewed and evaluated to ensure that they align with the objectives of relevant legislation and continue to be effective. The Board retains full authority to make amendments to this policy, in whole or in part, without providing any explanation, at any time.

## 9.KEY PRINCIPLES

### **Ethical, transparent, and accountable**

The Company acknowledges that ethical behaviour is fundamental to its operations, functions, and processes, guiding the governance of economic, social, and environmental responsibilities. The principle offers guidance and

support in identifying and addressing ethical concerns, establish procedures for reporting unethical behaviour, and promote a culture of transparency and accountability.

The company intends to:

1. Ensure that the principles outlined in this policy are well understood, adopted, and implemented across all its operations.
2. Disclose and communicate transparently, enabling stakeholders to access information about its policies, procedures, performance, and decisions that may impact them, particularly those who are most vulnerable to business impacts and marginalized communities.
3. Meet all its legal obligations in a manner that promotes fair competition and treats all stakeholders equitably.
4. Establish appropriate structures, policies, and procedures to manage conflicts of interest involving its members, employees, and business partners.
5. Refrain from engaging in illegal and abusive practices, bribery, and corruption, and take prompt and fair action if any such transgressions are detected.
6. Contribute to public finances by making timely and complete payments of all applicable taxes in accordance with the laws and regulations governing such payments.

## **10. Product Stewardship**

The Company recognizes the link between sustainable production and consumption, and their positive impact on enhancing the quality of life and protecting the earth's natural resources. As part of its commitment to sustainability, the Company prioritizes safety and resource efficiency in designing and manufacturing its products. Moreover, the Company ensures that its products are used in ways that create value while minimizing and mitigating any adverse impacts on the environment and society at all stages of the product's life cycle, from design to final disposal.

The company intends to:

1. Use resource-efficient and low-carbon processes and technologies to minimize adverse environmental and social impacts.
2. Provide stakeholders across the value chain with adequate information about environmental and social issues and impacts across product life cycle from design to disposal.
3. Promote reuse and recycle of its product at the end of product life.
4. Evaluate and enhance its manufacturing procedures and technological applications to increase productivity while minimizing resource consumption, all while maintaining the quality of its products.
5. Make an effort to decrease its environmental impact, and also encourage its stakeholders to do the same by promoting environmentally conscious behaviour.
6. Encourage suppliers to comply with all applicable laws, legal regulations, directives, and guidelines.

## **11. Employee Wellbeing**

The company values the important role played by all its employees in generating and sustaining the business. It is committed to provide a decent, fair, equal, fair work environment of all employees engaged within the business operation, without any discrimination and in a way that encourages diversity.

The Company intends to:

1. Ensure that the business complies with all regulatory requirements pertaining to its employees.
2. Ensure equal opportunities for all job candidates during recruitment, throughout employment, and at the time of departure, without any discrimination.
3. Foster and respect employees' right to freedom of association, participation, and collective bargaining, regardless of their employment status (including contract and temporary workers).
4. Eradicate any form of forced labour, child labour, or involuntary labour, whether paid or unpaid.
5. Promote work-life balance of all its employees.
6. Ensure that all employees, including those on contract or temporary basis, are paid fair, timely, and transparent statutory wages without discrimination.
7. Provide a workplace that is safe, hygienic, and accessible to all employees, including differently abled.
8. Ensure that all employees have access to the necessary learning opportunities to upgrade their skills and competencies on an ongoing basis.
9. Create a humane workplace environment that is free from violence and harassment (including sexual harassment), where employees feel safe and secure, and where there are adequate provisions for addressing grievances.

## **12. Stakeholder Engagement**

The Company acknowledges the importance of engaging with stakeholders in a meaningful way to enhance decision-making and accountability. It has made a commitment to safeguard the interests of all stakeholders, particularly those who may be vulnerable or marginalized.

To uphold this commitment, the Company will strive to achieve the following objectives:

1. Foster transparency regarding the effects of its policies, decisions, products, and operations on all stakeholders and the natural environment.
2. Establish and implement procedures, systems, and mechanisms to identify stakeholders, comprehend their expectations and concerns, define the extent and purpose of the engagement, involve them in shaping policies and procedures that impact them, and pledge to resolve conflicts and address grievances in a just, equitable, and constructive manner.
3. Ensure that the benefits generated by the business are distributed equitably among stakeholders.

## **13. Human Rights**

The Company believes in upholding human rights and treating individuals with dignity in its all business operations. The Company is committed to complying with national and international regulations that support human rights. This includes promoting decent work practices, prohibiting child labour and forced labour, preventing discrimination, and providing opportunities for employees to voice their concerns through forums and representation.

The Company intends to:

1. Make employees and workers aware of their human rights.
2. Establish an effective mechanism for addressing human rights-related grievances.
3. Prohibit the use of child labour and ensure that the minimum age for employment is 18 years.

4. Provide fair living wages that meet the needs of employees, taking into account local living standards and excluding overtime pay.
5. Ensure that all employees are treated fairly and with dignity, and that there is zero tolerance for discrimination, harassment, or abuse based on factors such as caste, race, birth, nationality, gender, origin, religion, disability, family responsibility, marital status, political opinion, age, union membership, and sexual orientation.
6. Notify employees and representatives in a timely manner of any changes in operations.
7. Empower employees and members of the value chain through communication and training to recognize and report instances of non-compliance, which will be investigated confidentially.
8. Solicit feedback from employees at regular intervals to promote an equitable work environment.

## **14. Respecting and Protecting the Environment**

The Company recognizes that environmental responsibility is a prerequisite for sustainable economic growth and for the well-being of society. The Company is committed towards continuous improvement on its environmental performance and minimize impact on the local and global environment.

The Company is committed to:

1. Formulate effective strategies that prioritize the sustainable and efficient use of natural resources and manufactured materials while considering the expectations and concerns of all stakeholders.
2. Adhere to all environmental regulations and legislation applicable to the Company.
3. Establish measurable key performance indicators and targets to monitor the Company's environmental performance.
4. Enhance resource productivity and conserve resources by promoting the 4R principles (reduce, reuse, recycle, recover) among all members of the value chain.
5. Utilize the latest energy-efficient technologies to ensure optimal resource utilization without compromising the quality of the Company's products.
6. Implement pollution control measures at all stages of production and within the workplace, including administrative offices, units, depots, and other operating areas.
7. Foster environmental accountability, responsibility, and awareness among value chain partners by demonstrating good practices, offering training, and facilitating communication.

## **15. Public Advocacy**

The Company understands the importance of advocating for the interests of its stakeholders by expressing its concerns about policies established by competent authorities. To this end, the Company actively participates in advocating for or against policy changes through competent associations or directly.

The Company is committed to:

1. Engage in policy advocacy via trade and industry chambers, associations, and other collective platforms.
2. Ensure that policy advocacy positions uphold human rights and promote fair competition.
3. Maintain an impartial and equitable standpoint in the interest of stakeholders and business sustainability.
4. Promote fair and transparent competition and respect.

## **16. Inclusive Growth and Equitable Development**

The company is committed to conducting its business in a socially and economically responsible manner, in alignment with national and local sustainable development goals. The company recognizes the interdependent relationship between business success, inclusive growth, and equitable development, and strives to operate in a way that contributes to all three. The company is aware of the social and environmental context in which it operates and seeks to identify opportunities to collaborate and contribute to the local economy, thereby promoting inclusive growth.

The Company intends to:

1. Evaluate, measure, and comprehend the Company's impacts on social and economic growth and take appropriate action to minimize and alleviate any adverse effects on society.
2. Promote investment in innovative products, technologies, and processes that promote the welfare of all sectors of society, including those that are vulnerable and marginalized.
3. Involve, collaborate with, and solicit feedback from all relevant stakeholders and communities to increase understanding of environmental and social issues and address national and local development priorities through the Company's CSR programs.
4. Honour all types of intellectual property and traditional knowledge and make efforts to ensure that the benefits derived from this knowledge are equitably shared.
5. Prioritize procurement from suppliers from marginalized or vulnerable groups who meet the necessary technical and financial qualifications

## **17. Customer Relationship**

Ensuring customer satisfaction is crucial to the Company's long-term business sustainability. The Company is dedicated to delivering goods and services that are safe for consumers to use and provide value for both parties.

The Company strives to:

1. Ensure that the business minimizes and mitigates any adverse impact of its goods and services on consumers, the natural environment and society at large.
2. While designing, promoting, and selling products, the Company should not limit consumer choice or engage in anti-competitive behaviour.
3. Disclose all product related information accurately, through labelling and other means.
4. Manage consumer data in a manner that respects their right to privacy.
5. Inform consumers about safe and responsible use and disposal of their products, and provide guidance on these matters.
6. Promote and advertise products in ways that do not mislead or confuse the consumers.
7. Provide appropriate grievance redressal mechanisms that are transparent and accessible, to address consumer concerns and feedback.