



# About the report

Jupiter Wagon Limited (JWL or we or our) is pleased to publish its first Sustainability Report, marking a significant milestone in the company's ongoing commitment to transparency and sustainability. This comprehensive report, developed in accordance with the Global Reporting Initiative (GRI) Standards, provides a detailed overview of JWL's sustainability performance for FY 2023-24.

In this report, we have highlighted the key topics that represent the organization's most significant impacts on the economy, environment, and people. These topics reflect the sustainability issues that greatly affect the company's performance and that of its stakeholders. Further we have outlined the strategic initiatives and actions we have undertaken around each material topic, along with the outcomes achieved during the reporting period. Additionally, this report reflects our commitments to responsible business practices, underscoring our continuous efforts to generate long-term stakeholder value by safeguarding the environment, fostering societal connections, and diligently managing risks.

#### **Reporting boundary**

The coverage of this report includes:

- JWL corporate office at Kolkata
- JWL registered office at Jabalpur
- JWL 6 plants located in Madhya Pradesh,
   Jharkhand and West Bengal

#### **Reference standards**

 Our sustainability report is in reference to GRI standards



# A letter from the Chairman

#### Dear Stakeholders,

It is my privilege to present our first Sustainability Report for FY 2023-24, centred around our guiding principle of "Driving Growth through Sustainable Mobility." This report highlights our environmental, social, and governance (ESG) endeavours throughout the fiscal year, illustrating our unwavering dedication to evolve as a sustainable enterprise, one that thrives not only in profitability but also in ethical responsibility towards our stakeholders.

As we navigate an increasingly interconnected and dynamic world, the importance of sustainable development in global business practices has never been more critical. Nations and industries alike are grappling with the impacts of climate change, resource scarcity, and shifting societal expectations. Against this backdrop, the mobility sector, in particular, stands at a pivotal juncture—one where the transformation towards cleaner, more efficient transport systems is essential for both economic growth, environmental stewardship and social upliftment.

Against this backdrop, the Indian government's ambitious allocation of ₹2.40 lakh crore towards Indian Railways in the Union Budget 2023-24 sets a significant precedent for infrastructure development. As a leading manufacturer of freight wagons, passenger coaches, and components for the rail industry, Jupiter Wagons Limited is well-positioned to contribute to this modernization. This development aligns with our long-term strategy to support the expansion of India's rail network, which will not only bolster economic growth but also help reduce the nation's carbon footprint by promoting more efficient and sustainable transportation solutions





I am confident that by leading the way in sustainable mobility, Jupiter Wagons Limited will continue to create lasting value, driven by our focus on innovative solutions that promote responsible growth and contribute to a more sustainable future.

Our approach to the future is anchored in our commitment to 'Driving Growth through Sustainable Mobility.' This ethos reflects our strategic vision of providing innovative, environmentally friendly solutions that cater to the evolving demands of the railways and the broader mobility sector. As the industry shifts towards decarbonization, energy efficiency, and digitalization, we are adapting by developing energy-efficient wagons, incorporating cutting-edge technologies, and actively working to minimize our carbon footprint. JWL is committed to leading in this transformative landscape, ensuring that we contribute meaningfully to the future of sustainable mobility.

We also recognize that the foundation of our success lies in the strength of our relationships with stakeholders—our employees, customers, investors, shareholders, and the communities we serve. By fostering an inclusive work environment, ensuring fair labour practices, and engaging in community development initiatives, we uphold our social responsibilities alongside our business ambitions. Moreover, we are equally committed to strengthening our governance practices to maintain the highest levels of transparency, integrity, and accountability in all aspects of our operations.

Our focus on Environmental, Social, and Governance (ESG) principles is not merely a compliance exercise; it is a reflection of who we are as a company. Our sustainability initiatives are embedded in our day-to-day operations and long-term planning, ensuring that we not only meet the expectations of today but also safeguard the interests of future generations.

Thank you for your continued support and trust in Jupiter Wagons Limited. Together, we will continue to steer towards a future where sustainable mobility drives both our growth and the prosperity of our nation and planet.

Warm regards,

M.L. Lohia

Chairman



# A letter from the Managing Director





Our vision is to drive the future of mobility with cutting-edge, sustainable solutions, advancing the industry toward a more ecofriendly and efficient future.

#### Dear Stakeholders,

JWL stands at a crucial juncture where both our growth trajectory and sustainability commitments are aligned with the future of India's transportation and infrastructure sectors. The global economic landscape, recovering with a projected growth of 3.2% in the year 2023, provides us with a robust platform to expand our operations, especially as India emerges as the fastest-growing major economy. With a GDP forecast of 7.6% in FY 2024, India's infrastructure development, particularly in the railways sector, offers unprecedented opportunities.

Our strategic focus continues to be closely aligned with the evolving needs of Indian Railways, which has seen a marked increase in freight traffic—5% year-on-year—primarily driven by coal, steel, and iron ore, sectors where JWL plays a pivotal role. As Indian Railways continues to move towards its goal of transporting 3 billion tonnes of freight by 2040, we are well-positioned to cater to this growing demand. The progress of the Dedicated Freight Corridors (DFC), with the Eastern DFC nearing completion and the Western DFC 81% complete, is directly linked to our growth prospects. Additionally, the government's plans to initiate three new freight corridors will further increase the demand for wagons, rail components, and infrastructure.

Our strong relationships with key stakeholders, particularly Indian Railways, are essential in this journey. As a trusted partner, we are contributing innovative, sustainable solutions designed to enhance the performance and longevity of freight movement in India. The production of advanced freight wagons and related components, which have lower life-cycle costs and higher efficiency, is one of the ways we are adding value to the industry while ensuring that sustainability remains central to our operations.

Our sustainability strategy is multi-faceted and focuses not only on reducing our environmental impact but also on creating long-term value for our stakeholders.

From an environmental perspective, our initiatives in energy management, waste reduction, and emission control are not only designed to meet regulatory standards but also to foster a sustainable future. We have implemented advanced technologies, such as energy-efficient lighting and solar energy systems, at our Indore and Jabalpur plants underscoring our commitment to reducing our environmental footprint. Our commitment to circularity is evident in our increased use of recycled materials, with 3,113 MT of input materials now sourced from re-used or recycled sources. These efforts are central to our goal of driving operational efficiency while contributing to a lower environmental impact.

Equally important is our commitment to our employees and workers. We have enhanced our training and development programs, ensuring 100% participation in initiatives focused on skill enhancement, human rights, and occupational health and safety.

We prioritize a safe, inclusive, and productive workplace where every employee is empowered to contribute to our success. Recognizing that our people are our most valuable asset, we conduct regular safety audits and share learnings from past incidents and accident to maintain a secure working environment. This proactive approach underscores our dedication to employee well-being and safety as central to our operational practices.

In terms of community engagement, we are proud of the partnerships we have built with local communities, suppliers, and customers. Our community development initiatives have touched lives, with investments in health and sports promotion and allied activities. These efforts reflect our belief that we must grow together with the communities we serve, creating shared value for all stakeholders.

On the governance front, we continue to uphold the highest standards of corporate governance and risk management. Our Board overseen enhances the governance framework, ensuring transparency, accountability, and robust risk management processes. We have also reinforced our commitment to ethical conduct, with 100% of our employees receiving training on our updated Code of Conduct and anti-corruption policies. These actions underscore our belief that sound governance is the foundation of sustainable growth.

As we look forward, we remain dedicated to driving progress across all dimensions of sustainability—environmental, social, and governance. We are confident that our ongoing efforts will position Jupiter Wagons Limited for sustained success in the years to come, creating lasting value for our shareholders, employees, communities, and the planet.

Thank you for your continued trust and support.

Warm regards,

Vivek Lohia

**Managing Director** 



# 1.1 Sustainability highlights

Total energy consumption

2,73,641 GJ



**Energy intensity** 

0.75
GJ/ INR lakhs



GHG emission intensity (Scope 1+2)

0.13
tCO2e/INR lakhs



GHG emission intensity (Scope 3)

3.05 tCO2e/INR lakhs



**Water intensity** 

0.07
KI/INR lakhs





Waste disposed through authorized vendor

11,301 MT





1938
Total workforce



**Training coverage** 

100%



LTIFR

2.43 (employees)



**CSR** expenditure

INR 2.5 Cr.





## 2.1 About Jupiter Wagons Limited

Jupiter Wagons Limited (JWL), established in 1979 and headquartered in Kolkata, is a distinguished leader in the railway engineering industry, specializing in the manufacturing of freight wagons for Indian Railways. With over four decades of expertise, JWL has expanded its operations to provide a comprehensive range of mobility solutions, including high-quality railway wagons, alloy steel casting components, brake systems, and containers for rail, road, and marine transportation.

JWL is at the forefront of the mobility sector, known for its industry leadership in manufacturing 25-tonne wagons, making it India's largest manufacturer in this category. Our robust infrastructure, coupled with an expansive manufacturing network across multiple facilities, reinforces our market position both domestically and internationally. Serving a diverse clientele across public and private sectors, JWL remains synonymous with quality and operational excellence.

Driven by an agile approach, JWL consistently evolves its portfolio to meet changing market demands, including the production of application-based load bodies for commercial vehicles, brake systems, and containers. We leverage strategic joint ventures, technology transfers, and global collaborations to integrate advanced technologies into our operations. JWL is committed to innovation, particularly in environmental stewardship, adopting energy-efficient production methods and focusing on minimizing our carbon footprint.



# **Our vision**



To become first National and then a Global contributor to fundamental growth engines that include mobility, defence, civic services and healthcare sectors by employing state-of-the-art technologies at an optimum cost. We shall generate employment, develop skills for the local youth, be equal opportunity employer, uphold the social obligations and control environmental risks.



## **Our mission**

To be the finest in the mobility solution domain throughout our country both in terms of Railways and the Roadways.

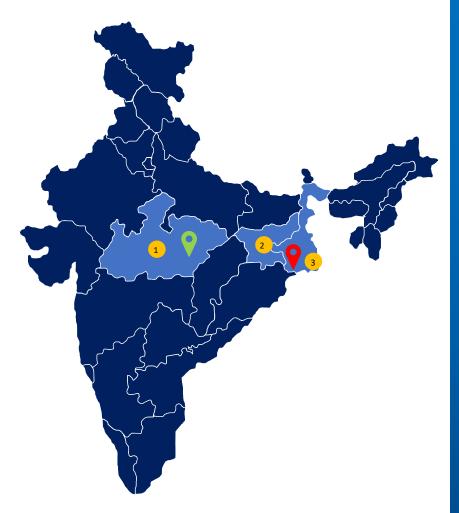


# **Our value**

We shall build up a suitable social fabric with our employees, staffs, vendors and associates to spread the message of equality, harmony and peace. With our product and services, we shall offer the optimum value and effectiveness for a delightful nation.



# 2.2 Our geographical footprint



Corporate office , Kolkata

Registered office, Jabalpur

1 Madhya Pradesh

Richhai

Udaipura

Deori

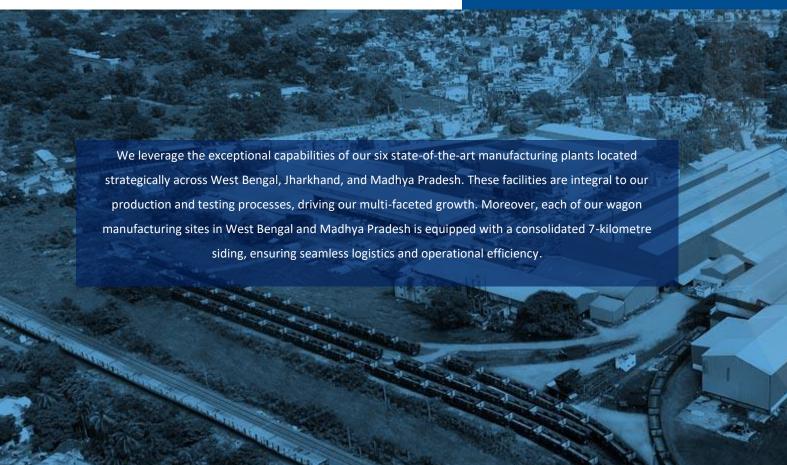
Pithampur

2 West Bengal

Bandel

Jharkhand

Jamshedpur



# 2.3 Our product portfolio

We excel in crafting custom load bodies, tailored to meet the diverse requirements of commercial vehicles. Over the years, we have established ourselves as India's leading provider of comprehensive solutions for freight wagons and passenger coaches, a reputation that reflects our unwavering commitment to quality and innovation. Our extensive product portfolio also includes tippers and trailers specifically designed for the mining, infrastructure, and construction sectors. Additionally, we offer a wide array of specialized load bodies, including those for municipal waste disposers, refrigerated vans, military and reconnaissance vehicles, RAF vehicles, water and oil tankers, among others.

# Our diversified product ranges

Wagons



Wagon accessories



**Complete track solution** 



**Load bodies** 



**Containers** 



Brake system & brake disc



<sup>\*</sup>for more details, please visit <u>www.jupiterwagons.com</u>

# 2.4 Membership and association



At JWL, we recognize that collaboration and knowledge-sharing are key to driving sustainable business practices. In our commitment to fostering industry excellence and staying at the forefront of emerging trends, we proudly engage with several leading industry bodies. Our active participation in these organizations underscores our dedication to continuous improvement, innovation, and leadership in the sector.

- 1. Member of National Council of Railways, ASSOCHAM
- 2. Member of Federation of Indian Chambers of Commerce & Industry (FICCI)
- 3. Member of Confederation of Indian Industry (CII)
- 4. Member of Indo-German Chamber of Commerce
- 5. Member of Indian Chamber of Commerce

## 2.5 Certifications

We are committed to upholding the highest standards across our operations, as evidenced by certifications from independent third parties. These certifications serve as a testament to our unwavering focus on excellence and our proactive approach to upholding best practices across all aspects of our operations.





## 3.1 Stakeholder engagement

In today's complex global landscape, the importance of Environmental, Social, and Governance (ESG) principles is more evident than ever, commanding attention from decision-makers at all levels. At JWL, we recognize that cultivating strong relationships with our stakeholders is crucial to ensuring the long-term resilience and success of our business. By actively engaging with our stakeholders and fostering open dialogue, we gain critical insights into their needs and expectations, which empower us to refine our approaches accordingly. Embracing diverse perspectives broadens our view, driving continuous improvement, innovation, and enhanced transparency in our operations to elevate our ESG performance and promote sustainable business practices. Through collaborative discussions with stakeholders, we work to build a shared understanding of these dynamics, striving for solutions that offer mutual benefits for both our business and stakeholders. Our BRSR policy emphasizes the importance of meaningful stakeholder engagement, highlighting its role in strengthening decision-making processes and enhancing accountability. This proactive approach is fundamental to our strategy for navigating challenges and capitalizing on opportunities for sustainable growth.

# 3.2 Mode of stakeholder engagement

At JWL, we carefully identify our key stakeholders by considering their dependence on our company, the urgency of their concerns, our responsibilities towards them, and their influence on our decisions. This approach helps us engage regularly and effectively with stakeholders, ensuring we capture a wide range of perspectives and address their needs. By fostering open communication, we aim to build strong relationships that drive sustainable practices and shared benefits. Our key stakeholders include employees, workers, shareholders, investors, customers, supplier, regulators and communities.

Our Stakeholder	Mode of engagement	Frequency	Expectation
Employees and workers	Company meetings, training programs, email, WhatsApp group, poster, in person discussion and workshops	Daily	Grievances, health & safety, employee, wellbeing, trainings and career development
Shareholders and Investors	Email, annual report, meetings/ conferences/ publication	Quarterly and on need basis	Financial and nonfinancial performance of Company and its subsidiaries
Customers	Email, phone, feedback form	On need basis	Services warranty
Regulators	Email, meetings, conference calls, annual return report	On need basis	Compliance, laws and audit

Our Stakeholder	Mode of engagement	Frequency	Expectation
Community/ NGOs	In person meeting	On need basis	Community development
Suppliers	Annual conference, email, meetings, conference callas	On need basis	Payment cycle, business opportunities, awareness on NGRBC

# 3.3 Materiality assessment

A materiality assessment is a crucial process that involves identifying and analysing the key economic, environmental, and social issues that significantly impact stakeholder decisions and require the business's attention. This assessment serves as an essential tool for evaluating the risks and opportunities within our operations and value chain, enabling us to understand stakeholder expectations and incorporate their perspectives into our strategic decision-making.

Prioritizing these material topics is critical, as it provides us with the framework needed to enhance our ESG performance. This process includes developing action plans, setting targets, and formulating strategies to address these important issues. By committing to this thorough approach, we ensure our business remains responsive to stakeholder concerns while continuously striving for improvement and sustainability.

# 3.4 Materiality assessment process

1

#### **Identification of material topics**

Through thorough research and analysis of current and emerging industry trends, regulations, peer practices, ESG rating standards and indices etc, we identified an initial set of material topics.

2

# Understanding the significance of material topics to the stakeholders

We invited our key internal and external stakeholders to participate in a structured consultation process and recorded their response on the impact and influence of each material topic.

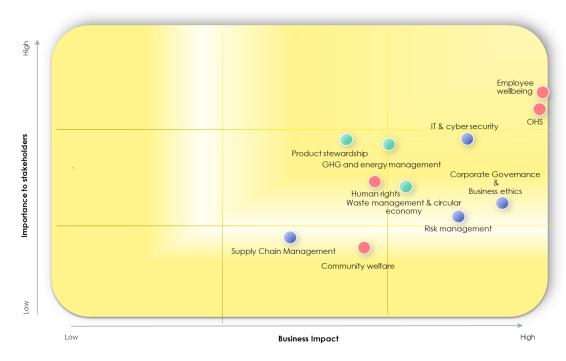
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#### **Prioritization of material topics**

We analysed the feedback and responses from stakeholders, and our top management evaluated them to prioritize key aspects that align with our business objectives and sustainability targets.

# 3.5 Development of materiality matrix

The outcome of the materiality assessment exercise is presented in the form of a matrix that depicts the material topics in respect to two dimensions- importance to external stakeholders and importance to business.



#### Environment

Environment



- GHG emissions and energy management
- Waste management
   & circular economy
- Product stewardship

## Social



- Employee wellbeing
- Occupational health& safety
- Human rights
- Community welfare

## Governance



- Corporate governance
  - & business ethics
- IT & cybersecurity
- Risk management
- Supply chain management

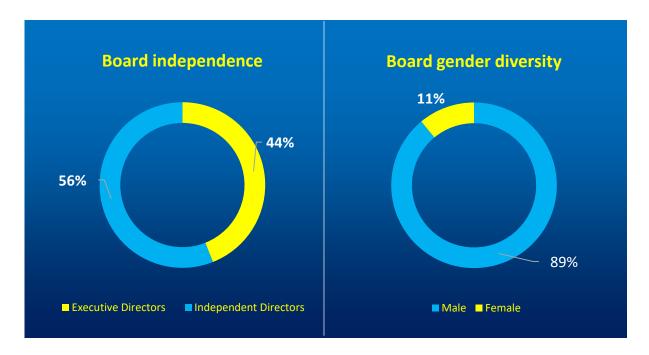


## 4.1 Corporate governance

Strong corporate governance is essential for building resilient and successful organizations. At JWL, we have developed a comprehensive governance framework that focuses on diligent oversight of business strategies, strict accountability, ethical conduct, and fair treatment of all stakeholders. Our dedicated Board of Directors leads this effort, ensuring that the principles of good governance are consistently upheld and embedded across all areas of our operations.

# 4.1.1 Board diversity

Our leadership is guided by a 9-member Board comprising a mix of Independent and Executive Directors, chaired by the Chairman serves as the highest decision-making authority. The members of the Board are appointed by the Nomination and Renumeration Committee based on their demonstrated experience, skills, competencies and achievements.



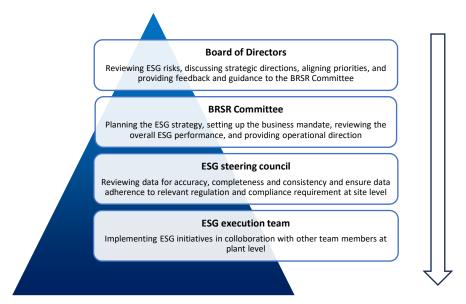
# 4.1.2 Board oversight

The Board oversees its duties through a structured delegation to various specialized committees. These include the Audit Committee, Nomination and Remuneration Committee, Stakeholders Relationship Committee, Risk Management Committee, Corporate Social Responsibility Committee, Committee of Directors, Fund raising Committee and QIP Committee. Each committee is tasked with specific responsibilities, operating under established policies and charters that define their roles and responsibility. This framework ensures that all critical aspects of governance and management are addressed effectively, supporting the Board's comprehensive oversight of the company's operations.

Further information related to JWL's Corporate Governance can be found in the 2023-24 Annual Report.

## 4.2 ESG governance

To advance our sustainability journey, we have established a four-tier ESG governance framework that ensures comprehensive oversight and execution of our ESG strategy. At the top, the Board of Directors provides strategic direction and oversight, setting the tone and guiding the overall ESG agenda. Positioned below the Board, the BRSR Committee, which includes Key Managerial Personnels (KMPs) and Senior Managements (SMs), meets quarterly to review and monitor ESG performance, fostering accountability and ensuring that our ESG goals are on track. At plant level, the ESG Steering Council which includes COO, VP, AVP, GM and AGM reviews data accuracy, completeness and consistency while the ESG Execution Team at the plant level ensures the effective implementation of initiatives across our operations. This robust governance structure allows us to seamlessly embed ESG considerations into our business, driving sustained value creation for our company, stakeholders, the environment and the community.



## 4.3 Business ethics

At JWL, our commitment to strong corporate governance is rooted in a foundation of ethics, transparency, and accountability. To uphold these values, our Board of Directors has implemented a comprehensive Code of Conduct for Directors and Senior Management, setting clear expectations for ethical behaviour and integrity in all business dealings. This Code, accessible on our website, is reaffirmed annually by our leadership, underscoring their dedication to these principles Extending beyond leadership, our HR policies establish clear ethical standards for all employees and workers, who acknowledge and adhere to these principles as part of their commitment to fostering a consistent ethical culture throughout the organization. To further reinforce our commitment, we have established a robust Whistle Blower policy that allows confidential reporting of any unethical practices, including concerns related to bribery, corruption, or other misconduct. Throughout the reporting period, we maintained a clean record, with no reported violations of our Codes of Conduct or complaints related to bribery, corruption, or anti-competitive behaviour, demonstrating the effectiveness of our governance and ethical framework.

## 4.4 Compliance management system

A strong compliance framework is essential not only for mitigating risks and avoiding legal penalties but also for enhancing the company's reputation, building stakeholder trust, and promoting operational excellence. To achieve this, JWL has implemented a comprehensive compliance management approach, supported by well-defined policies and standard operating procedures. Compliance is managed by our dedicated secretarial team, which ensures adherence to all applicable economic, environmental, and social regulations. This team reports compliance matters to the Board through the Company Secretary. Additionally, we conduct regular internal audits to identify and address potential compliance related issues. Throughout the reporting period, we maintained full compliance, with no significant fines, non-monetary sanctions, or legal actions related to violations of economic, environmental, or social regulations. Furthermore, there were no legal actions taken against the company for anti-competitive behaviour, reflecting our commitment to lawful and ethical business practices

## 4.5 Risk management

At JWL, effective risk management is a cornerstone of our operations, particularly in today's dynamic environment. Guided by our comprehensive Risk Management Policy, our framework, overseen by the Risk Management Committee, integrates environmental, social, and governance (ESG) risks alongside other business risks, embedding these considerations into our corporate decision-making and internal control processes. The Risk Management Committee regularly reviews and assesses the Risk Management Policy, evaluating the effectiveness of our systems to ensure robust control over risks through a well-defined network. Heads of departments are accountable for implementing the risk management system within their respective functional areas, ensuring a proactive and thorough approach. By aligning ESG risks with our broader risk management strategies, we not only address regulatory and market expectations but also reaffirm our commitment to sustainable and responsible business practices, driving value for our stakeholders.

Risk identification
Risks are
continuously
identified through
top-down and
bottom-up

approach.

Risk analysis
Identified risks are
analysed and
assessed to
determine the
severity and
likelihood of impact.

Risk scoring

Evaluate risks based on impact and likelihood, assigning scores from 1 (Minor) to 4 (Critical) for effective prioritization.

Risk mitigation
Formulate
responsive actions,
including
preventive,
detective, and
corrective controls,
to manage and
mitigate identified
risks.

Risk monitoring
Continuously track
and evaluate the
status and
effectiveness of risk
mitigation
strategies.

Risk reporting
Report key risks,
their causes, and
mitigation actions
to the Board or Risk
Management
Committee.

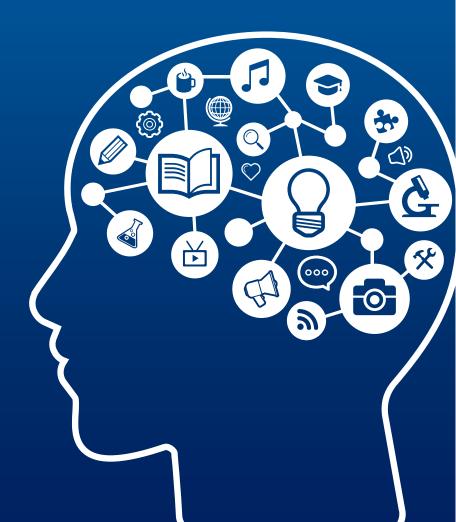
# 4.6 Information technology and data security

In today's digital age, data security and privacy are crucial for companies across all industries. As reliance on digital infrastructure grows, so do the risks of data breaches and cyber threats. The introduction of the Digital Personal Data Protection Act, 2023 highlights the pressing need for enhanced data protection measures. This legislation sets stringent requirements for the collection, storage, and processing of personal data, emphasizing increased accountability and transparency in data handling practices.

To address the growing data security and privacy challenges, JWL has developed a Information Technology Policy dedicated to the secure and efficient management of IT resources. This policy is designed to support our business objectives while ensuring compliance with relevant laws and regulations.

We conduct regular training programs for all employees to keep them updated on the latest security protocols and best practices. These training sessions are integral to cultivating a culture of security awareness, equipping our staff with the skills necessary to identify and respond to potential threats effectively.

Our commitment to stringent data protection measures is reflected in our performance for FY 2023-24, where we achieved zero incidents of data security or customer data breaches. This success underscores the effectiveness of our security policies and our unwavering dedication to upholding the highest standards of information security.





Rapid industrialization and unsustainable practices have accelerated environmental degradation, making responsible resource management a top priority for businesses like JWL. The urgency of the situation is underscored by the 6th Assessment Report (AR6) from the UN's Intergovernmental Panel on Climate Change (IPCC), which highlights the escalating risks of climate change, particularly for heavy industries.

For JWL, operating within the heavy industry sector, these climate related challenges present material risks to our operations, including resource scarcity, supply chain vulnerabilities, and tightening regulatory frameworks aimed at reducing greenhouse gas emissions. Our reliance on natural resources such as water, fossil fuels, metals etc combined with climate-induced disruptions, requires us to take decisive action. Recognizing the strategic importance of mitigating climate risks, we are committed to embedding sustainability throughout our value chain. By aligning with international sustainability standards and prioritizing energy efficiency and emissions reductions, we are not only safeguarding our business continuity but positioning ourselves as a resilient, forward-looking leader in an increasingly climate-conscious global economy.

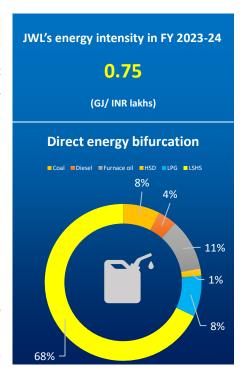
In response to these risks, JWL has developed Business Responsibility and Sustainability Policy (BRSR Policy). This policy, aligned with the National Guidelines on Responsible Business Conduct (NGRBC) by the Ministry of Corporate Affairs, provides a framework for environmental conservation for us. The policy ensures compliance with relevant laws, regulations, and emerging best practices, which we regularly review to keep pace with industry trends and stakeholder expectations.

## 5.1 Energy management

Effective energy management is a critical component of our sustainability strategy at JWL. As a leading player in the heavy industry, optimizing energy use not only enhances operational efficiency but also contributes to our commitment to reducing our environmental impact.

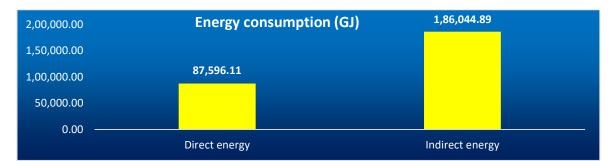
At JWL, our energy management approach focuses on enhancing energy efficiency, reducing greenhouse gas emissions, and increasing the use of renewable energy. We implement energy-efficient technologies, conduct regular internal audits, and continuously monitor key performance indicators (KPIs) like total energy consumption and energy intensity. Energy management is overseen by our sustainability and operations teams, with regular reporting to the BRSR committee. We also promote energy awareness through employee training programs and comply with all relevant regulations. This approach supports our commitment to operational efficiency and environmental sustainability.

Our direct energy consumption in FY 2023-24, amounting to 87,596.11 GJ, primarily consists of fuels such as diesel, coal, liquefied petroleum gas (LPG), furnace oil, essential to powering our



manufacturing operations. These resources are integral to driving our processes, from raw material handling to heavy machinery operations. However, we recognize the environmental costs associated with these energy sources and are actively working to reduce our reliance on conventional fuels by implementing efficiency upgrades and exploring alternative, cleaner fuel options.

In addition to direct energy, our operations rely heavily on indirect energy sources, primarily electricity, which in FY 2023-24 accounted for 1,86,044.89 GJ of our total consumption. In line with our sustainability objectives, we are focusing on enhancing the share of renewable energy in our electricity mix, which is a key step towards decarbonizing our operations and achieving long-term energy efficiency.



Looking ahead, JWL remains dedicated to improving energy efficiency across all operations. By continuing to invest in innovative technologies, reducing energy intensity, and increasing the use of renewable energy, we are positioning ourselves to meet the evolving demands of a sustainable future while strengthening our operational resilience.

## 5.1.1 Energy and GHG reduction initiatives

#### **Energy savings initiatives**



#### **Gas fired heat treatment:**

We have introduced gas-fired heat treatment furnaces, by replacing less efficient heating methods at our Bandel plant. This shift has improved our energy efficiency and reduced the reliance on fossil fuels, contributing to our broader environmental protection efforts.



#### **LED lighting implementation:**

To optimize energy consumption, we replaced traditional lighting across our plants and offices with energy-efficient LED systems. This switch has significantly reduced overall energy usage, aligning with our sustainability goals.



#### Power factor correction system:

We have enhanced energy efficiency by implementing Power Factor Correction (PFC) systems across our facilities. This technology reduces reactive power losses, minimize energy wastage and lowering per-unit energy. costs, while supporting increased production capacity and sustainability goals.



#### Installation of electric substation:

In a bid to optimize energy consumption and enhance operational efficiency, Jupiter Wagons Limited (JWL) has established a 33 kVA electric substation. This initiative will ensure reliable power distribution while monitor and minimizing energy losses across its manufacturing operations.



### **Modernization of equipment:**

In a move to further reduce energy consumption, we replaced the old air conditioners and welding transformers with new, inverter-based machines,: Implemented technologies like regenerative braking and energy-efficient lighting to reduce consumption. This modernization effort has led to a more efficient energy use profile across our operations, reinforcing its commitment to sustainable practices.



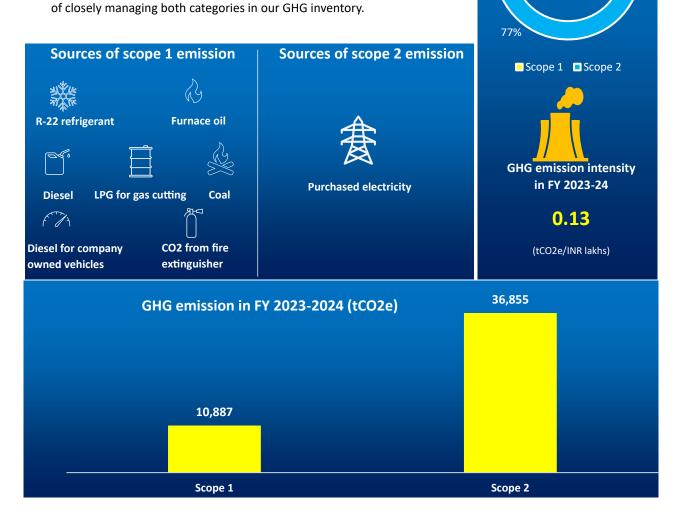
## 5.2 GHG management

At JWL, we recognize importance of mitigating environmental impact of emissions generated by our operations. As part of our commitment to sustainability and India's pledge under the Paris Agreement to reduce carbon intensity by 2030, we prioritize managing and reducing our GHG emissions.

Owing to our operational dependence on both direct and indirect energy sources, we carefully monitor our greenhouse gas (GHG) emissions inventory, encompassing both Scope 1 and Scope 2 emissions. For FY 2023-24, our total GHG emissions amounted to 47,742 tCO2e, with Scope 1 emissions—generated from the combustion

of fossil fuels such as diesel, coal, and LPG—contributing 10,887 tCO2e, which accounts for approximately 23% of the total emissions.

Scope 2 emissions, arising from purchased electricity, make up the remaining 77%, totalling 36,855 tCO2e. This significant share of indirect emissions highlights the energy-intensive nature of our operations and the importance



23%

To effectively achieve our climate objectives of reducing our overall carbon footprint and contributing to global efforts to mitigate climate change, it is crucial to address emissions across the entire value chain. These objectives align with our commitment to decarbonization and are rooted in the GHG Protocol's principles. While reducing direct emissions (Scope 1 and 2) is essential, our long-term climate goals can only be met by tackling Scope 3 emissions—those that result from activities beyond our direct control but are a significant contributor to our total environmental impact.

Scope 3 categories		Emissions in tCO2e
Category 1	Purchased goods and services	2,98,890
Category 2 Capital goods		249
Category 3 Fuel and energy related activities		17,983
Category 4	Upstream transport	9,741
Category 6	Business travel	77
Category 10	Processing of sold products	5,38,907
Category 11	Use of sold products	2,52,235

Our Scope 3 emissions are categorized into seven key areas: purchased goods and services, capital goods, fuel and energy-related activities, upstream transport, business travel, processing of sold products, and the use of sold products. By understanding the distribution of emissions across these categories, we are better positioned to implement targeted strategies that reduce our emissions across the value chain, helping us progress toward our long-term decarbonization goals.



### 5.3 Air emission

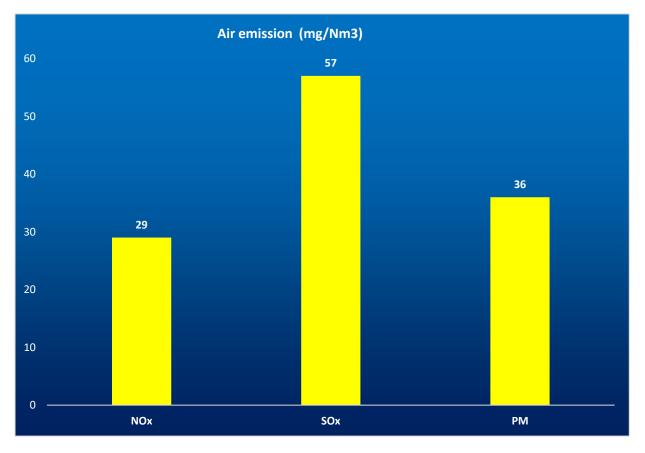
Effective management of air emissions is vital for protecting public health, enhancing air quality, and ensuring compliance with environmental regulations. At JWL, we are committed to minimizing our negative impact of emission on the environment through rigorous air quality controls and adherence to emission standards.

At JWL, we are committed to minimizing air emissions to reduce our environmental impact and contribute to cleaner air quality. Our approach to managing air emissions is aligned with the regulatory standards, focusing on monitoring, reducing, and controlling emissions across our operations.

At JWL, we employ continuous monitoring systems at our manufacturing facilities to measure and control emissions. We ensure that all emissions are well within the permissible limits set by the State Pollution Control Board. Regular inspections are conducted to verify compliance with applicable laws and regulations.

We invest in modern technologies to mitigate emissions, such as advanced filtration systems, scrubbers, and dust collection systems. Additionally, process optimization and energy-efficient practices are employed to reduce the generation of pollutants. Our ongoing efforts include exploring opportunities to switch to cleaner fuel sources, thus reducing emissions from combustion processes.

To uphold our commitment to environmental stewardship, we adhere to stringent emission norms and regulations. Our emissions are meticulously tracked through annual monitoring, conducted by NABL accredited third-party agencies to ensure accuracy and compliance. This approach helps us continuously evaluate our performance and implement necessary improvements to reduce our air emissions footprint.



## 5.4 Water management

Effective water management is essential for ensuring operational efficiency and minimizing environmental impact. At Jupiter Wagons Limited (JWL), we are committed to responsible water management as part of our

broader sustainability and environmental stewardship goals.

We recognize the critical importance of managing water resources effectively. Our operations primarily involve limited industrial water use, with water mainly utilized for domestic purposes, washing, and gardening. Our water withdrawal sources include groundwater and water supplied by third parties.

During the reporting period, we have implemented practices to monitor and manage our water consumption. As part of our commitment to sustainability, we are in the process of installing Sewage Treatment Plants (STPs) at all our facilities. These STPs will allow us to monitor water discharge data, recycle wastewater, and reuse it within our operations and for gardening purposes.

Additionally, we conduct regular internal audits to ensure regulatory compliance and develop corrective action plans to meet reporting requirements.



## 5.5 Waste management and circular economy

As natural resources continue to deplete at an accelerated rate, efficient waste management and the adoption of a circular economy are critical to both environmental sustainability and operational resilience. At Jupiter Wagons Limited, we prioritize these practices as a core part of our sustainability responsibility.

By effectively managing waste streams, we aim to reduce our environmental footprint, minimize the volume of waste sent to landfills, and conserve valuable natural resources. Our approach to waste management emphasizes recycling, reusing, and repurposing materials wherever possible. This commitment helps to reduce the need for raw materials but also leads to cost savings by lowering disposal expenses.

Through the integration of circular economy principles, we can close the loop on resource use, ensuring that materials are used efficiently throughout their lifecycle. This approach supports both our sustainability intentions and contributes to long-term business viability.

## 5.5.1 Our approach

Guided by our BRSR policy, JWL has established firm commitments to curb excessive resource consumption while fostering the principles of waste reuse and recycling. This reflects our dedication to minimizing environmental impact through responsible waste management.

To translate this vision into action, JWL has developed comprehensive SOPs for waste management. These SOPs serve as a detailed guide for the proper handling, segregation, and disposal of both hazardous and non-hazardous waste, in strict adherence to applicable regulations. By adopting these measures, we ensure that our waste management practices not only meet regulatory standards but also align with our broader commitment to circular economy and resource conservation.

## **5.5.2** Our waste management practices

At Jupiter Wagons Limited, we prioritize waste segregation and responsible storage to ensure efficient handling and disposal. Each plant has separate scrap yards to store hazardous and non-hazardous waste with proper labelling, ensuring clear differentiation and compliance with regulations.

Hazardous waste is disposed of through authorized vendors to ensure safe management. For non-hazardous waste, we work with recyclers and local vendors for its responsible processing.

In FY 2023-24, 3113.93 MT of metal scrap was reused in our foundry operations, contributing to resource efficiency. Additionally, used sand is repurposed as moulding material for smelted steel parts for bogies and associated components.



Waste management practice				
Waste generated				
Hazardous waste	MT	2.54		
Non-Hazardous waste	MT	11,459.92		
Total	MT	11,462.46		
Waste diverted from disposal				
Other recovery operation		161.16		
Waste directed to disposal				
Other disposal operation		11,301.30		

## **5.6 Product Stewardship**

Product stewardship is crucial for Jupiter Wagons Limited (JWL) as it ensures responsible design, production, use, and disposal of our products while minimizing environmental and social impacts throughout the product lifecycle. In the wagon manufacturing industry, this approach helps reduce resource depletion, waste generation, and emissions, aligning with our commitment to sustainability.

## 5.6.1 Our approach

At Jupiter Wagons Limited (JWL), we are committed to implementing effective product stewardship practices that emphasize sustainability throughout the entire product lifecycle. Our Business Responsibility and Sustainability Reporting (BRSR) policy establishes clear guidelines for, production, use, and disposal of our products, focusing on minimizing environmental impacts.

To ensure effective implementation, a dedicated BRSR committee oversees compliance with our policies and evaluates progress toward our sustainability objectives. By fostering collaboration across departments, we enhance accountability and drive innovation in our product stewardship initiatives.

## 5.6.2 Material management

At Jupiter Wagons Limited (JWL), our products are designed in accordance with the guidelines established by key regulatory bodies, including the Research Designs & Standards Organisation (RDSO), Rail India Technical and Economic Service Limited (RITES), and the International Automotive Task Force (IATF). These standards ensure that our material management practices prioritize safety, quality, and sustainability throughout the entire product lifecycle.

Material consumption in FY 2023-2024				
Material	Unit	Material consumed (MT)		
SS Steel	MT	1,04,170		
MS Steel	MT	27,608		
Hydraulic oil	KL	683.21		
Furnace oil	KL	201.13		

We are committed to integrating recycled input materials into our manufacturing processes, significantly reducing our environmental footprint. Specifically, we utilize metal scrap and waste sand in our foundry operations, maximizing resource efficiency and minimizing waste. By repurposing these materials, we not only conserve natural resources but also decrease the energy consumption and emissions associated with producing new materials.





## 6.1 Employee wellbeing

At JWL, we are committed to driving long-term value through organizational vitality, anchored in innovation, strong consumer relationships, and operational excellence. This vitality flourishes in an environment that emphasizes empowerment and accountability, enabling our workforce to realize its full potential.

In a competitive market, we recognize that our employees are crucial to delivering exceptional performance and enhancing our reputation. We focus on workforce engagement and fostering a performance-driven culture, investing in consumer-centric innovation, advanced technology, a digitally integrated ecosystem, and sustainability initiatives.

Our commitment to organizational vitality is underpinned by a robust HR and BRSR policy that all employees and workers strictly adhere to, ensuring consistency and fairness across all HR functions. The Corporate HR Manager plays a pivotal role in overseeing HR-related activities, aligning them with JWL's strategic objectives under the guidance of the MD & CEO. This governance structure ensures that our HR practices are effectively implemented across the organization, fostering a culture of inclusivity, respect, and accountability.

Our employee engagement is demonstrated through a range of initiatives, including, talent attraction and onboarding, diversity and inclusion, learning and development, performance evaluation, employee benefits, human rights, and occupational health and safety. These initiatives form the cornerstone of our strategy to foster growth, enhance productivity, and ensure employee satisfaction.

#### 6.1.2 Talent attraction & onboarding

At JWL, we aim at attracting skilled and diverse talent that aligns with our core values. Inclusivity and diversity help us build a workforce that meets the industry's evolving needs.

To retain top talent, we offer learning and development programs, retention strategies for key roles, and internal growth opportunities. We are committed to fostering a secure and inclusive work environment, providing benefits such as maternity leave, health and life insurance, and retirement plans.

Our onboarding process ensures a smooth integration for new hires, with comprehensive orientation, role-specific training, and the resources needed for success. Through continuous engagement and feedback, we create a sense of belonging and support long-term employee success at Jupiter Wagon Limited.



## 6.2 Diversity and inclusion

At JWL, we are dedicated to fostering a diverse and inclusive workplace where every employee is valued and respected. We believe that diversity in thought, experience, and background drives innovation and strengthens our organization. We cultivate an inclusive environment where all individuals, regardless of gender, ethnicity, age, or background, are encouraged to contribute their unique perspectives.

In recent years, we have successfully integrated differently abled employees into our factories, providing them with the necessary work support and trainings to excel in their roles. Our corporate office is equipped with elevators and infrastructure designed to facilitate better movement for differently abled individuals. Our policies and practices are designed to ensure equal opportunities for all, enabling us to attract, retain, and develop top talent from across society. By embracing diversity and



inclusion, we are better positioned to meet our clients' needs and drive sustainable growth.

## 6.3 Learning and development

We recognize that learning and development (L&D) are essential to enhance the skills, knowledge, and competencies of our employees, which directly impact the overall success of our business. A well-trained workforce drives operational efficiency, fosters innovation, and maintains the highest standards of safety and quality. This, in turn, strengthens our company's growth, competitive edge, and long-term sustainability. Our HR department and HODs are responsible for organizing and managing the training programs at both the corporate and plant levels, ensuring that our employees are equipped to meet JWL's strategic objectives.

#### **6.3.1 Training identification**

100%

Employees and workers are covered under skill upgradation trainings

At JWL, we systematically identify training needs through a comprehensive gap analysis for both permanent employees and contractors. For our permanent staff, technical and behavioural gaps are addressed with targeted training sessions, while new hires participate in a thorough two-day induction program covering essential topics such as safety protocols, code of conduct, and business ethics.

Contractors receive tailored training aligned with their specific roles and operational requirements, ensuring that all personnel are equipped with the necessary skills and knowledge. We maintain training calendar, updated monthly, to schedule all sessions effectively. Additionally, we respond promptly to emerging training needs identified by department heads, reinforcing our commitment to continuous learning and development.

#### 6.3.2 Types of training provided

JWL offers a diverse range of training programs, categorized into technical, behavioural, safety, and policy-based training:



#### **Technical training**

We offer specialized sessions on Kaizen, welding defects, Statistical Process Control (SPC), preventive and predictive maintenance, and other key technical areas.



#### **Behavioural training**

We focus on developing essential soft skills, such as personality development, communication, time management, and leadership



#### Safety training

We provide training on critical topics such as first aid, general safety awareness, the use of personal protective equipment (PPE), and adherence to job safety norms.



#### **Policy Training**

Our employees are educated on vital company policies, including the Whistle Blower & Anti-Bribery Policy, the Code of Conduct, and JWL's core values, vision, and mission.

These training initiatives are designed to ensure that all employees and contractors at JWL are not only proficient in their roles but also fully aligned with our commitment to sustainability, safety, and ethical business practices.

## 6.4 Employee benefits

Employee welfare is at the heart of JWL's culture. We are committed to fostering a supportive and inclusive workplace where the well-being of each employee is a priority. Our approach focuses on comprehensive care, addressing not only the physical and mental aspects but also the financial, social, and career development needs of our workforce.

At JWL, we ensure a secure financial future for its employees through robust retirement and welfare benefits, including the Provident Fund scheme, Gratuity, and Employee State Insurance (ESI). These programs empower our employees to make informed choices, aligned with their financial objectives, while feeling confident in their long-term financial security.

Benefits	% of employees and workers covered
PF	100%
ESI	100%
Health Insurance	100%
Accident Insurance	100%

Additionally, employee engagement is essential to fostering a positive work culture at JWL, as it encourages active participation, enhances retention, and boosts overall satisfaction. We organize various team-building activities, social events, and celebrations to create a strong sense of community and belonging among our employees. These initiatives not only elevate morale but also contribute to a supportive and enjoyable work environment, leading to increased productivity and job satisfaction.

# 6.5 Performance evaluation and career progression

Performance evaluation is a critical component in fostering a culture of continuous improvement and growth within any company. It serves as a structured mechanism to assess employee contributions, align individual goals with organizational objectives, and identify opportunities for professional development. A robust performance evaluation system not only enhances productivity but also ensures that employees are recognized and rewarded for their



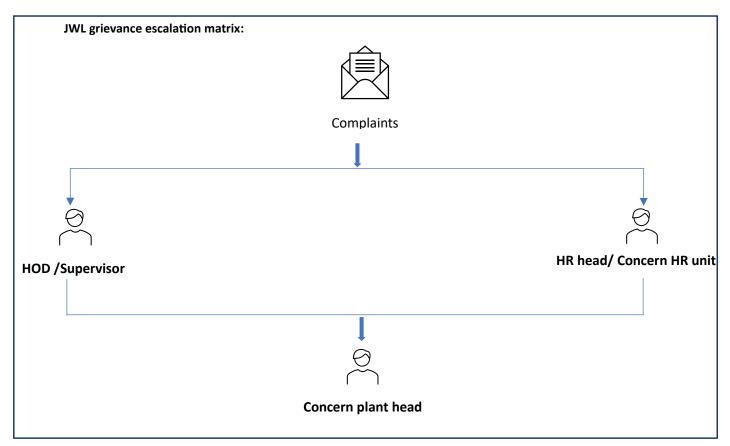
efforts, contributing to higher job satisfaction and retention. In the context of sustainability, effective performance management supports the development of a skilled and motivated workforce, which is essential for long-term business success.

At Jupiter Wagon Limited (JWL), the performance evaluation process is designed to be both comprehensive and transparent, ensuring that every permanent employee receives a fair assessment of their contributions. This process is conducted annually and involves both the Human Resources (HR) department and the respective Heads of Departments (HODs). The evaluation is structured around a detailed feedback form that captures key performance indicators, areas of strength, and opportunities for improvement.

## 6.6 Grievance mechanism for employees

At JWL, we understand the importance of providing our employees with a clear and reliable process for addressing their concerns. A well-defined grievance mechanism is essential for maintaining fairness, fostering trust, and ensuring a positive workplace culture. We have established a structured grievance redressal mechanism that ensures accountability at every level. Our employees and workers have multiple channels to voice their concerns, including direct access to supervisors, HR, and higher management.

We have implemented a comprehensive grievance redressal process to address employee concerns efficiently. Workers and employees can raise grievances anonymously through conveniently placed grievance boxes or discuss them directly with their immediate supervisors or the HR department. If a concern remains unresolved, it can be escalated to the Plant Head for further investigation and resolution. This multi-tiered approach ensures that all grievances are handled with the utmost care and attention, contributing to a positive and supportive workplace environment.





## 6.7 Human rights

Human rights have a profound impact on both economic performance and societal well-being, affecting individuals' quality of life and the stability of business operations. At JWL, we believe that upholding human rights is essential for fostering a fair workplace and promoting sustainable development.

#### 6.7.1 JWL's policy and commitments on human rights

We are deeply committed to respecting and upholding human rights across all aspects of our operations. We have integrated human rights guidelines into our Business Responsibility and Sustainability Report (BRSR) policy to ensure that all employees are treated fairly and with respect. Additionally, our Prevention of Sexual Harassment (POSH) policy outlines specific procedures for addressing and resolving instances of harassment, reinforcing our commitment to a safe and inclusive work environment. In alignment with our commitment to human rights, we have established an opendoor policy that encourages all employees and workers to express their concerns directly to top management and leadership. To ensure that grievances are addressed effectively, our supervisors and HR team are responsible for managing and resolving these issues promptly and fairly.

## 6.7.2 Actions to manage human rights impacts

We proactively mitigate potential human rights risks and promote positive practices through clear policies, regular employee training, and awareness initiatives. In our manufacturing facilities, we display posters emphasizing critical issues like the prohibition of child labour and forced labour. Additionally, we conduct annual human rights training for all

100%

employees and workers receive human rights training

employees and workers, ensuring ongoing compliance with human rights standards. Our efforts are further supported by regular visits from factory inspectors to maintain adherence to legal regulations. Further, we have established internal compliant committee (ICC) to address human rights related issues. We are proud to announce that we have reported zero cases of child and forced labour across our manufacturing sites.

## 6.7 Occupational health and safety

At JWL, we place the utmost importance on the well-being and safety of our employees and workers. This commitment is clearly articulated in our Business Responsibility and Sustainability Report (BRSR) policy. To ensure the highest standards of occupational health and safety, three out of our six plants are ISO 45001 certified, demonstrating our adherence to globally recognized health management systems. Our OHS Standard Operating Procedures (SOPs) provide clear guidelines and proactive measures to foster a culture of safety and well-being throughout the company.

## 6.7.1 Health & safety risk management

Safety risk management is integral to our operations and is embedded in our development and change management processes. Our safety officer conducts routine safety assessments to identify potential work-related hazards. The OHS SOP includes comprehensive protocols for hazard identification, risk assessment, emergency response, and compliance with relevant regulations and standards. Monthly safety committee meetings are held to review incidents and accidents, conduct root cause analyses, and continually refine our safety protocols to ensure continuous improvement.

Safety Performance 2023-24				
Parameters Employees Workers				
LTIFR per one million-person hours worked	2.43	13.19		
Number of fatalities	1	0		
Total recordable work-related injuries	5	11		
Near miss	2	8		
High-consequence work-related injury	0	0		

#### 6.7.2 Health and Safety Training

We are committed to cultivating a strong safety culture by providing ongoing health and safety training to all employees and workers. This includes induction training, job-specific safety training, and regular refresher courses. Periodic health check-ups are conducted to monitor employee physical and mental well-being, and

100%

Employees and workers are covered under safety trainings.

on-site first-aid facilities are maintained to address minor injuries promptly.

To enhance safety awareness, OHS posters are circulated among all employees and workers, and regular mock drills are conducted to test the effectiveness of our emergency response plans.



These efforts are part of our broader commitment to maintaining a safe and healthy workplace, ensuring compliance with all applicable laws, regulations, and standards, and promoting the overall well-being of our workforce.



At JWL, corporate social responsibility (CSR) is not just a statutory obligation but a strategic priority that underscores our commitment to sustainable and inclusive growth. We believe that fostering positive relationships with the communities where we operate is essential to our long-term success. By addressing critical grassroots issues, we contribute to the socio-economic development of these communities, which in turn creates a conducive environment for our business operations.

Our CSR policy serves as a guiding framework for all our community initiatives. We are committed to understanding and addressing the needs of the communities through continuous engagement and dialogue. Our efforts are designed to promote equity, inclusivity, and sustainability in line with our corporate values. The CSR Committee, oversees the implementation of the CSR activities, ensures that our initiatives align with the company's broader objectives and adhere to government regulations and guidelines.

#### 7.1.1 Our CSR strategy

At JWL, we take a strategic approach to CSR by annually developing a detailed CSR Plan that outlines specific programs and their budgets, which are then approved by the Board. We assign the implementation of these programs to designated individuals or entities, ensuring they are executed efficiently within set budgets and timelines. Regular reviews and progress reports help us monitor the effectiveness of these initiatives, and we maintain flexibility to adapt our CSR strategy in response

CSR Spending in FY 2023-24

**INR 2.5 Cr** 

to evolving government regulations. Our focus areas are carefully selected to reflect our values, emphasizing sustainable development and community empowerment, ensuring that our CSR efforts contribute meaningfully to society while aligning with our commitment to responsible business practices.

We also collaborate with partner NGOs and community stakeholders to design and execute initiatives that addresses issues such as healthcare infrastructure development and the promotion of sports.

## 7.1.2 Our CSR engagement

Enhancing healthcare infrastructure: We partnered with the Maitreyi Charitable Trust by providing financial support to enhance hospital infrastructure, focusing on the construction and upgradation of critical healthcare facilities. This initiative aimed to strengthen the Trust's capacity to deliver high-quality

CSR beneficiaries
FY 2023-24
348+

medical services, resulting in improved healthcare access for the community and addressing essential health needs more effectively.

<u>Promotion of sports and related activities:</u> We extended financial support to East Bengal Club to bolster sports promotion and related activities, aiming to enhance the club's initiatives in nurturing athletic talent and

upgrading sports infrastructure. This contribution facilitated significant improvements in sports facilities and programs, promoting physical fitness and fostering greater community engagement in sports

#### 7.1.3 Grievance mechanisms for community

We are committed to maintaining transparency and accountability in all our CSR initiatives. At JWL, we have established a structured grievance mechanism that allows community members, stakeholders, and partners to voice any concerns or grievances related to our CSR activities.

Grievances can be reported through designated channels, including our CSR team or partner NGOs, ensuring that every concern is acknowledged and addressed promptly. We thoroughly investigate all reported issues, working closely with the relevant stakeholders to resolve them in a fair and timely manner. Our CSR Committee oversees the grievance resolution process, ensuring that all actions taken are in line with our commitment to ethical practices and community development.

We value the feedback from our communities and see it as an opportunity to improve our efforts, ensuring that our CSR initiatives continue to meet the needs and expectations of those we serve.



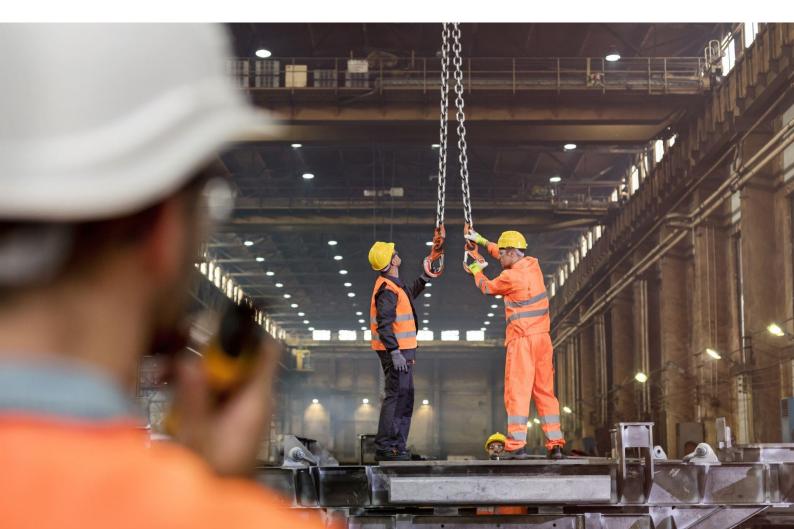
## 7.2 Supply chain management

Global supply chains are evolving rapidly, driven by the push for digital integration, ethical sourcing, and sustainability. Recent challenges have exposed vulnerabilities, urging companies to overhaul their supply chain strategies with a focus on sustainability. This shift is not just about risk mitigation; it's about embedding resilience and responsibility into the fabric of supply chains. By integrating sustainable practices, businesses are not only safeguarding their operations but also contributing to broader environmental and social goals, redefining the landscape of global trade.

#### 7.2.1 Our approach

Our supply chain management approach is anchored in resilience, efficiency, and sustainability, guided by compliance with industry standards and regulatory frameworks. To align with best practices and regulatory requirements, we strictly adhere to the procurement procedures outlined by the Research Designs and Standards Organization (RDSO) and the G-105 certification of the Indian Railways. These guidelines ensure continuous improvement in design, specification, and standardization of our products, processes, and procurement strategies.

At JWL, sustainability is at the core of our sourcing practices. We have established Standard Operating Procedures (SOPs) for supply chain management that prioritize ethical sourcing and environmental stewardship. By working closely with suppliers, we promote responsible procurement and uphold high standards of environmental and social responsibility throughout our supply chain.



#### 7.2.2 Supplier evaluation process

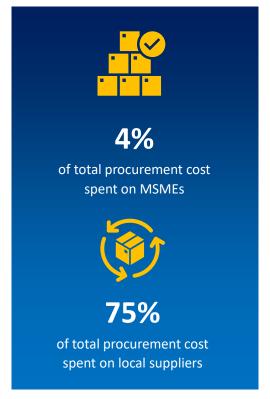
Approximately 70% of our procurement activities are governed by the guidelines issued by the RDSO, ensuring compliance with industry standards and enhancing the quality and consistency of our supply chain. For the remaining procurement activities, we have established a robust due diligence process that includes a thorough evaluation of commercial, legal, and statutory compliance to ensure that our suppliers meet our stringent requirements.

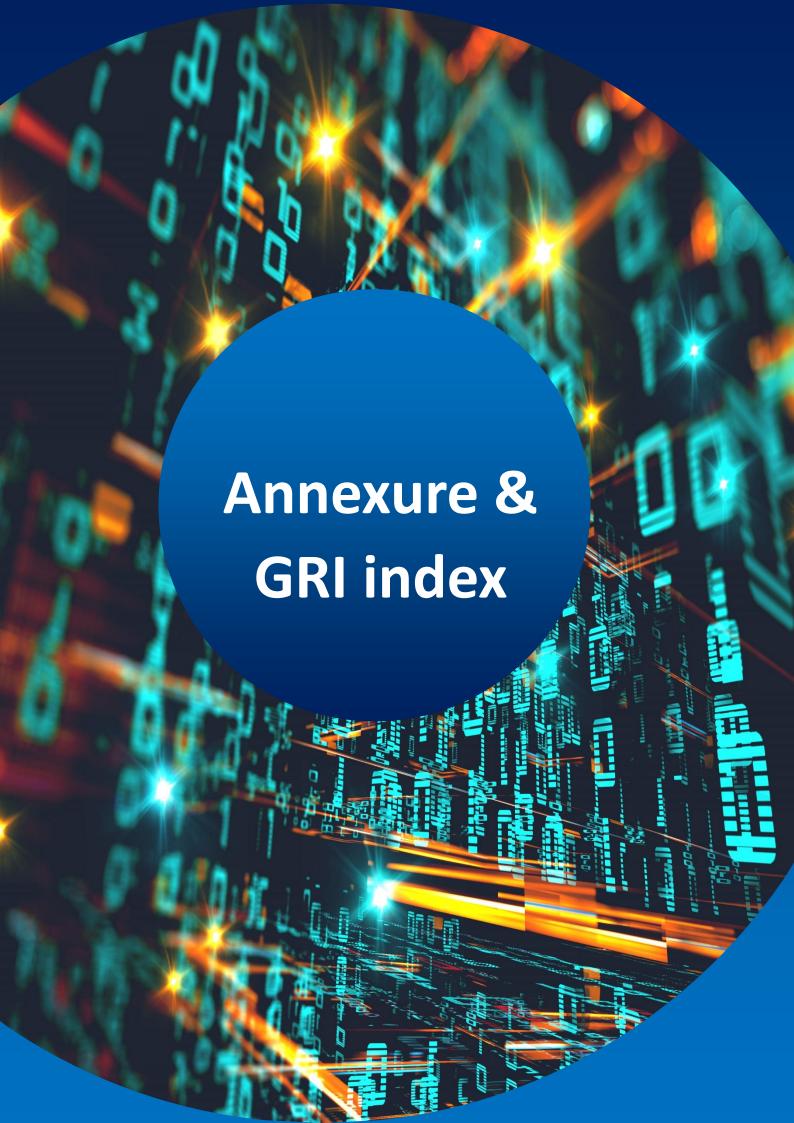
Recognizing the importance of sustainability, we are actively advancing our supplier evaluation process to include environmental and social parameters. This ongoing initiative aims to assess suppliers not only on traditional metrics but also on their commitment to environmental stewardship and social responsibility. To support this, we regularly engage our suppliers through ESG brochures that outline our commitments to the nine National Guidelines on Responsible Business Conduct (NGRBC) principles and broader ESG goals. By integrating these criteria and promoting awareness, we aim to foster a more responsible and sustainable supply chain, aligned with our broader ESG objectives and the evolving expectations of our stakeholders.

#### 7.2.3 Supplier diversity and inclusion

At JWL, our supply chain strategy is centred on inclusivity and sustainability, aiming to reflect the diverse fabric of our broader community while driving economic opportunities for local suppliers. We are committed to partnering with local suppliers, including Micro, Small, and Medium Enterprises (MSMEs), to create a resilient and vibrant supply chain ecosystem. This approach not only diversifies our supplier base but also empowers local enterprises, contributing to economic growth and reinforcing responsible business practices.

Currently, 4% of our procurement budget is allocated to MSMEs, and 75% of our sourcing is from local suppliers (within state of operation), underscoring our commitment to supporting local economies and reducing our environmental footprint. By prioritizing local and diverse suppliers, we enhance supply chain resilience, reduce dependencies on single sources, and drive sustainable growth. JWL remains dedicated to expanding these efforts, continuously exploring new ways to integrate inclusivity and sustainability into our supply chain, fostering a more equitable and sustainable future for all.





# JWL's performance table

Indicator	Unit	GRI Standard	Result in FY 2023-24
Permanent employees by gender			
Male	No	GRI 2-7	624
Female	No	GRI 2-7	15
Total Permanent Employees	No	GRI 2-7	639
Other than permanent employees by gender		l	1
Male	No	GRI 2-7	21
Female	No	GRI 2-7	Nil
Total other than permanent employees	No	GRI 2-7	21
Permanent workers by gender	l	<u> </u>	
Male	No	GRI 2-8	329
Female	No	GRI 2-8	5
Total Permanent Workers	No	GRI 2-8	334
Other than permanent workers by gender			
Male	No	GRI 2-8	944
Female	No	GRI 2-8	Nil
Total other than permanent workers	No	GRI 2-8	944
Procurement practices			
% of procurement cost towards local suppliers within state	%	GRI 204-1	75%
% of procurement cost towards MSME/small producers	%	GRI 204-1	4%
Raw material	l	<u> </u>	
MS Steel	MT	GRI 301-1	1,04,169.80
SS Steel	MT	GRI 301-1	27,608.41
Associated Materials	l	<u> </u>	
Paint	KL	GRI 301-1	226.625
Primer	KL	GRI 301-1	124.54
Hydraulic oil	KL	GRI 301-1	683.21
Furnace oil	KL	GRI 301-1	201.13
Recycled material	1	1	1
Scrap Steel (In-house)	MT	GRI 301-2	3,113.92
Energy	1	1	1
Total Energy Consumption	GJ	GRI 302-1	2,73,641
Direct Energy Consumption	GJ	GRI 302-1	87,596.11
Indirect Energy consumption	GJ	GRI 302-1	1,86,044.89
Energy Consumption from Biomass	GJ	GRI 302-1	Nil

Indicator	Unit	GRI Standard	Result in FY 2023-24	
Energy intensity in terms of physical output	GJ/INR lakhs	GRI 302-3	0.75	
Water	l		I	
Surface Water	KL	GRI 303-3	-	
Groundwater	KL	GRI 303-3	23,511	
Third-Party water	KL	GRI 303-3	1,500	
Total Water Withdrawal	KL	GRI 303-3	25,011	
Total Water Consumption	KL	GRI 303-5	25,011	
Emission	l		I	
Scope 1 Emission	tCO2e	GRI 305-1	10,887	
Scope 2 Emission	tCO2e	GRI 305-2	36,855	
Scope 3 Emission	tCO2e	GRI 305-3	11,18,082	
Energy intensity (Scano 1 (Scano 2)	tCO2e/INR	CDI 205 5	0.12	
Energy intensity (Scope 1+Scope 2)	Lakhs	GRI 305-5	0.13	
Air Emission		<u> </u>		
PM	MT	GRI 305-7	36	
SOx Emission	MT	GRI 305-7	57	
NOx Emission	MT	GRI 305-7	29	
Waste management	l .	l	l	
Hazardous waste	MT	GRI 306-3	2.54	
Plastic waste	MT	GRI 306-3	89.03	
Non-hazardous waste	MT	GRI 306-3	11,209.73	
C&D	MT	GRI 302-3	161.16	
Total waste generated	MT	GRI 306-3	11,462.46	
Waste diverted from disposal	MT	GRI 306-4	161.16	
Waste diverted to disposal	MT	GRI 306-5	11,301.30	
Supplier Environmental Assessment				
New suppliers that were screened using environmental				
criteria	Nos	GRI 308-1	Nil	
Negative environmental impacts in the supply chain and				
actions	Nos	GRI 308-1	Nil	
Parental leaves				
Benefits provided to full-time employees that are not	D :	CDI 404 0	1000/	
provided to temporary or part-time employees	Percentage	GRI 401-2	100%	
Total number of employees who were entitled to parental	Non	CDI 404 0	620	
leave	Nos	GRI 401-3	639	

Indicator	Unit	GRI Standard	Result in FY 2023-24
Total number of employees who took parental leave	No	GRI 401-3	Nil
Total number of employees that returned to work after		CBI 401.2	Nil
parental leave	INO	GRI 401-3	INII
Total number of employees retained 12 months after	No	GRI 401-3	Nil
returning to work	110	OIII 401-3	IVII
Return to work and retention rates of employees that	%	GRI 401-3	Nil
took parental leave	70	OIII 401-3	IVII
Labour Management			
Minimum notice periods regarding operational changes	No of Days	GRI 402-1	As per Requirement
Occupational Health & Safety (OHS)			
Training Received (Permanent Employees)	%	GRI 403-5	100%
Training Received (Permanent Workers)	%	GRI 403-5	100%
The number of fatalities (Employees)	No	GRI 403-9	1
The number of fatanties (Employees)	110	GRI 403-10	
LTIFR (Employees)	No	GRI 403-10	2.43
TRIFR (Employees)	No	GRI 403-10	-
The number of fatalities (Workers)	No	GRI 403-9	Nil
		GRI 403-10	IVIII
LTIFR (Workers)	No	GRI 403-10	13.19
TRIFR (Workers)	No	GRI 403-10	-
Performance and career development			
Permanent Employees (Male)	%	GRI 404-3	100%
Permanent Employees (Female)	%	GRI 404-3	100%
Total Employees	%	GRI 404-3	100%
Diversity and equal opportunity			
Board of Directors (Male)	No	GRI 405-1	8
Board of Directors (Female)	No	GRI 405-1	1
Key Management Personnel (Male)	No	GRI 405-1	2
Key Management Personnel (Female)	No	GRI 405-1	Nil
Non discrimination	•		
Incidents of discrimination	No	GRI 406-1	Nil
Security Practices			
Security personnel trained in human rights policies or	No	GRI 410-1	100%
procedures	INO	OW 410-1	100/0
Incidents of violations involving rights of indigenous peopl	es		

Indicator	Unit	GRI Standard	Result in FY 2023-24	
Total number of identified incidents of violations involving				
the rights of indigenous peoples during the reporting	No	GRI 411-1	Nil	
period.				
Local Communities				
Percentage of operations with implemented <u>local</u>				
community engagement, impact assessments, and/or	%	GRI 416-1	Nil	
development programs,				
Supplier Social Assessment	<b>-</b>	<b>-</b>	•	
New suppliers that were screened using social criteria	Nos	GRI 414-1	Nil	
Negative social impacts in the supply chain and actions	Nos	GRI 414-2	Nil	
Customer Health and Safety	<b>-</b>	<b>-</b>	•	
Assessment of the health and safety impacts of product	%	GRI 416-1	Nil	
and service categories	70	GINI 410 1		
Incidents of non-compliance concerning the health and	No	GRI 416-2	Nil	
safety impacts of products and services	NO	GNI 410-2		
Marketing and Labelling	•	•	•	
Incidents of non-compliance concerning product and	%	GRI 417-2	Nil	
service information and labelling	70	GINI 417-2	IVII	
Incidents of non-compliance concerning marketing	No	GRI 417-3	Nil	
communications	NO	GNI 417-3	INII	
Customer Privacy				
Substantiated complaints concerning breaches of				
customer privacy and losses of customer data	No	GRI 418-1	Nil	

# **JWL GRI index**

GRI Standard	Disclosure	Page no./	SDGs Linkage
on standard	2.55.0554.0	result	op do Emiliage
	2-1 Organizational details	12	
	2-2 Entities included in the organization's	4	
	sustainability reporting	7	
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			being SDC Colore Material
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			Sanitation
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			being
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			Consumption and Production
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		initiated in	
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306-2 Negative environmental impacts in initiated in the supply chain and actions taken  3-3 Management approach  37	
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employees that are not provided to 40	being
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JWL annual	
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Health and Safety 2018 403-3 Occupational health services 43	Economic Growth
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38	SDG 8 – Decent Work and
Opportunity 2016 employees	Economic Growth
<b>GRI 406: Non-discrimination</b> 406-1 Incidents of discrimination and	SDG 8 – Decent Work and
2016 Corrective actions taken	Economic Growth
408-1 Operations and suppliers at	SDG 8 – Decent Work and
GRI 408: Child labour  significant risk for incidents of child labour	Economic Growth
GRI 409: Forced or	6000 0 0000
significant risk for incidents of forced or Nil  Compulsory Labour 2016	SDG 8 – Decent Work and Economic Growth
compulsory labour	5.5
GRI 410: Security practice 410-1 Security personnel trained in human	SDG 16 - Peace, justice and
2016 rights policies or procedures	strong institutions
GRI 411: Rights of 411-1 Incidents of violations involving	
Indigenous Peoples 2016 rights of indigenous peoples Nil	SDG 2 – Zero Hunger
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2016	413-2 Operations with significant actual		
	and potential negative impacts on local	47	SDG 3 – Good Health and Well- being
	communities		being
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	using social criteria	initiated in	SDG 16 - Peace, justice and strong institutions
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Assessment 2016	414-2 Negative social impacts in the supply	Will be	
	chain and actions taken	initiated in	SDG 16 - Peace, justice and strong institutions
	Chain and actions taken	FY 2024-25	
	416-1 Assessment of the health and safety	100%	SDG 16 - Peace, justice and
GRI 416: Customer Health	impacts of product and service categories	10070	strong institutions
and Safety 2016	416-2 Incidents of non-compliance		
and Salety 2010	concerning the health and safety impacts of	Nil	SDG 16 - Peace, justice and strong institutions
	products and services		
	417-1 Requirements for product and	100%	SDG 12 – Responsible
	service information and labelling	10070	production and consumption
GRI 417: Marketing and	417-2 Incidents of non-compliance		
Labelling 2016	concerning product and service information	Nil	SDG 16 - Peace, justice and strong institutions
Labelling 2010	and labelling		
	417-3 Incidents of non-compliance	Nil	SDG 16 - Peace, justice and
	concerning marketing communications	INII	strong institutions
	418-1 Substantiated complaints concerning		CDC 1C Paras institutes and
GRI 418 Customer Privacy	breaches of customer privacy and losses of	Nil	SDG 16 - Peace, justice and strong institutions
	customer data		

