



Business Responsibility & Sustainability Reporting Format

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L67120RJ1951PLC045966
2.	Name of the Listed entity	JK Tyre & Industries Ltd.
3.	Year of Incorporation	1951
4.	Registered office address	Jaykaygram, PO - Tyre Factory, Kankroli - 313 342 (Rajasthan)
5.	Corporate address	3, Bahadur Shah Zafar Marg, New Delhi - 110 002
6.	E-mail	investorjkyre@jkmail.com
7.	Telephone	02952-302400/330011
8.	Website	www.jktyre.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Ltd. and National Stock Exchange of India Ltd.
11.	Paid-up capital	₹ 54.80 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Dr. Arun K. Bajoria Director & President - International Tel. Number: +91 11 68201106 Email id: akbajoria@jkmail.com
13.	Reporting Boundary (Are the disclosure under this report made on standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).)	The disclosures under this report are made on standalone basis
14.	Name of assessment or assurance provider	BSI India
15.	Type of assessment or assurance obtained	Reasonable assurance obtained on the BRSR Core

II. Products/services

16. Details of business activities (*accounting for 90% of the turnover*):

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing and Sale of Automotive Tyres, Tubes & Flaps and ancillary services	100%

17. Products/services sold by the entity (*accounting for 90% of the entity's turnover*):

Sr. No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Automotive Tyres, Tubes and Flaps	22111* * As per National Industrial Classification (2008)	100%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	6 (at 4 locations)	181	187
International	3*	3	6

* The company has 3 plants in Mexico through its subsidiary - JK Tornel, S.A. de C.V. Mexico

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	29 States / PAN India
International (No. of countries)	100+ Countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?

13.71%

c. A brief on types of customers:

Company serves Automobile Original Equipment Manufacturers (OEMs), Truck fleets, Smart fleet buses including State transport undertakings, Cars- Private owned/fleets, Farm equipment, Earthmovers, Construction equipment, 2-3wheeler makers, Replacement markets and also exports its products.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1756	1703	96.98%	53	3.02%
2	Other than Permanent (E)	364	363	99.73%	1	0.27%
3	Total employees (D+E)	2120	2066	97.45%	54	2.55
WORKERS						
1	Permanent (F)	3910	3906	99.90%	4	0.10%
2	Other than Permanent (G)	6347	6047	95.27%	300	4.73%
3	Total workers (F+G)	10257	9953	97.04%	304	2.96%

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	-	-
2	Other than Permanent (E)	0	0	0	-	-
3	Total differently abled employees (D+E)	1	1	100%	-	-
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	6	6	100%	-	-
2	Other than Permanent (G)	2	2	100%	-	-
3	Total differently abled workers (F+G)	8	8	100%	-	-



21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel*	5	0	NIL

*including three Executive Directors

22. Turnover rate for permanent employees and workers:

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22%	27%	22%	(14.4%)	(0.2%)	(14.6%)	(13.1%)	(0.46%)	(13.6%)
Permanent Workers	6%	20%	6%	(1.7%)	-	(1.7%)	(1.8%)	-	(1.8%)

V. Holding, subsidiary and associate companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures:

S. No	Name of Holding/Subsidiary/ Associate Companies/Joint Venture (A)	Indicate whether Holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity @	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	J.K. International Ltd.	Subsidiary	100%	These are foreign entities. Hence, they follow the laws of their respective countries/ regions.
2	J.K. Asia Pacific Ltd.	Subsidiary	100%	
3	J.K. Asia Pacific (S) Pte. Ltd.	Subsidiary	100%	
4	3D Innovations Private Ltd.	Subsidiary	100%	No
5	Cavendish Industries Ltd.	Subsidiary	87.48%	Yes
6	Treel Mobility Solutions Private Ltd.^	Subsidiary	66%	Yes
7	Lankros Holdings Ltd.	Subsidiary	100%	These are foreign entities. Hence, they follow the laws of their respective countries/ regions
8	Sarvi Holdings Switzerland AG	Subsidiary	100%	
9	JK Tornel, S.A. de C.V.	Subsidiary	99.98%	
10	Comercializadora América Universal, S.A. de C.V.	Subsidiary	99.98%	
11	Compañía Hulera Tacuba, S.A. de C.V.	Subsidiary	99.98%	
12	Compañía Hulera Tornel, S.A. de C.V.	Subsidiary	99.98%	
13	Compañía Inmobiliaria Norida, S.A. de C.V.	Subsidiary	99.98%	
14	General de Inmuebles Industriales, S.A. de C.V	Subsidiary	99.98%	
15	Gintor Administración, S.A. de C.V.	Subsidiary	99.98%	
16	Hules Y Procesos Tornel, S.A. de C.V.	Subsidiary	99.98%	
17	Valiant Pacific LLC	Associate	49%	
18	Western Tire Holdings, Inc.	Associate	40%	
19	Western Tires, Inc.	Associate	40%	

S. No	Name of Holding/Subsidiary/ Associate Companies/Joint Venture (A)	Indicate whether Holding/Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity @	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
20	Hari Shankar Singhania Elastomer and Tyre Research Institute#	Associate	24%	Yes
21	Dwarkesh Energy Ltd.	Associate	33.38%	No

Note: @ Percentage of shares held represents aggregate % of shares held by the Company and/or its subsidiaries, wherever applicable.

Hari Shankar Singhania Elastomer and Tyre Research Institute, is an approved Scientific and Research Institute which cannot distribute Equity Dividend to its shareholders being a Company licensed under Section 25 of the Companies Act, 1956.

^ TREEL Mobility Solutions Private Ltd. (an associate Company) became a subsidiary of the Company w.e.f. 19th February 2025.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes: **YES**✓
(ii) Turnover (in ₹) – ₹ 10,244.66 crores
(iii) Net worth (in ₹) – ₹ 4,192.71 crores

VII. Transparency and Disclosures Compliances

25. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes www.jktyre.com	Nil	Nil	N.A.	Nil	Nil	N.A.
Investors (other than shareholders)	-	Nil	Nil	N.A.	Nil	Nil	N.A.
Shareholders	Yes** www.jktyre.com	3	1	Three complaints were received from two security holders, out of which two complaints have since been resolved and one remaining complaint received again in a different forum (Online Dispute Resolution) is being closed.	Nil	Nil	**
Employees and workers	Yes#	Nil	Nil	-	Nil	Nil	-
End Customers	Yes https://jktyre.com/feedback.aspx	1293	Nil	-	1731	Nil	-
Value Chain Partners	Yes@ www.jktyre.com	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Other (please specify)	-	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

** The Company has a dedicated Senior Manager level employee who regularly keeps a track of the complaints received from shareholders and promptly responds (say 2 to 3 days) to the complainant to ensure that the complaint is resolved immediately to the satisfaction of the shareholder without any delay. All the complaints of shareholders received during a quarter, if any and actions taken thereon are placed before a Board Level Committee, constituted under Regulation 20 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Section 178 of the Companies Act, 2013.

Each plant location has dedicated employee Grievance redressal mechanism with easy access up to worker level.

@ For Value chain channel partners – “Dealer complaint redressal system”- 9311289888 & Email - Dealercomplaint@jkmail.co



26. Overview of the entity’s material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Refer the “Materiality Section” of the Integrated Annual Report 24-25					

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity’s policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web link of the policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF 16949, SA 8000, ISO 22301	ISO 45001, ISO 14001, ISO 50001, ISO 20400	ISO 45001, SA 8000, British Safety Council OHS System	IATF 16949	SA 8000	ISO 14001, Green Co Rating, British Safety Council FSES System	SA 8000, Reporting as per GRI Requirements	ISO 22301	IATF 16949
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	At JK Tyre, we prioritise setting annual goals and targets, along with periodically establishing specific commitments. As part of our commitment to sustainability, we have identified specific targets related to sustainability and we aim to reduce carbon emission intensity by 50% by 2030 (vs. 2018). In line with SBTi, we’re targeting a 37.5% cut in Scope 1 & 2 and an 18.5% cut in Scope 3 emissions by FY 2034-35 (vs. FY 2019-20). We’re committed to net zero by 2050. JK Tyre has always believed process based Quality Management. The company is working TQM journey for Business excellence. There is a continuous drive across the organisation which has enabled significant gains improvement in the domain of Productivity, Quality, Cost & Delivery. Sustainable business growth coupled with consistent product performance has enhanced the confidence and engagement of all our stakeholders.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Annual performance reviews for identified Key Performance Indicators (KPIs) are conducted by the Top Management during Business Review meetings. These reviews serve as a platform to assess organisational performance, identify areas for improvement, and provide guidance for enhancing performance. The process ensures alignment of strategic direction and the achievement of desired outcomes at JK Tyre.								

Governance, Leadership and Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure). We at JK Tyre are committed to inclusive growth objectives as targeted through UN Sustainable development goals. We as a responsible corporate citizen continue to strive for improving our performance towards environmental and social impacts while maintaining focus on economic development.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). Dr. Arun K. Bajoria
Director & President – International
DIN: 00026540
9. Does the entity have a specified committee of the board/director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details. The Corporate Social Responsibility and Sustainability Committee of the Board of Directors is responsible for implementation of BR policies. The Committee comprises of the following Directors:

Name	DIN	Designation
Dr. Raghupati Singhania, Chairman of the Committee	00036129	Chairman & Managing Director
Smt. Meera Shankar, Member	06374957	Independent Director
Dr. Arun K. Bajoria, Member	00026540	Director & President-International

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action	Performance review of selected Key Performance Indicators are conducted by Director - Manufacturing at defined frequency									Review frequency of all the KPIs are defined (IATF, ISO 14001, ISO 45001, ISO 50001 – Monthly) (Direct GHG emissions – Quarterly, Indirect GHG Emissions - Annually), (SA 8000 – Half yearly)								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Compliance review of statutory requirements are being done by Top Management including rectification of Non Compliances									Monthly Report to Top Management by Plant Head for all statutory compliance								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
IATF & ISO 22301 by DNV & SA 8000 by BSI- India	ISO 45001 & ISO 14001 by DNV & ISO 14064 & ISO 50001 by BSI India & ISO 20400 by BSI India	SA 8000 by BSI-India & ISO 45001 by DNV	IATF 16949 by DNV & SA 8000 by BSI- India	SA 8000 by BSI India	ISO 14001 by DNV, Green Co by CII & FSES System by British Safety Council	SA 8000 & Reporting as per GRI requirements by BSI- India	ISO 22301 by DNV	IATF 16949 by DNV

12. If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-



SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1: Businesses Should Conduct and Govern themselves with Integrity and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	5	a) Capacity Expansion- To promote inclusive growth and equitable development b) Restructuring Scheme- Provide value to consumers in a responsible manner c) Sustainability d) Safety e) Environment	84.48%
Key Managerial Personnel	6	a) Capacity Expansion - To promote inclusive growth and equitable development b) Restructuring Scheme - Provide value to consumers in a responsible manner c) Top Management Conference - Training to top management in a manner that is ethical, transparent and accountable. d) Sustainability e) Safety f) Environment	95.83%
Employees other than BoDand KMPs	189	SA8000, Code of Conduct, VMV, Safety Awareness, Health Awareness, First-Aid, Fire Fighting, Communication & Collaboration, Integrity, Human Rights, Self Defence, Sustainability, ESG, Energy Management	80.87%
Workers	127	SA8000, Code of Conduct,VMV, Safety Awareness, Fire Fighting, POSH Awareness, Integrity, Human Rights, Well Being, Behavioural Based Safety	41%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		
			Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine*	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding Fee	-	-	-	-	-

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

The Competition Commission of India (“CCI”) on 2nd February 2022 published an Order dated 31st August 2018 for alleged contravention of Section 3 of the Competition Act, 2002 against the Company and certain other domestic tyre manufacturing companies and had imposed a penalty of Rs. 309.95 crore on the Company. The Company filed an Appeal before the Hon’ble National Company Law Appellate Tribunal (NCLAT) against the said CCI Order. Dr. Arun K. Bajoria, Director & President - International and one executive (former Sales Marketing Head) of the Company, also filed appeal(s) before the said Tribunal since they had also been imposed a penalty of Rs. 16.45 Lakh and Rs. 4.65 Lakh, respectively by CCI vide its said Order dated 31st August 2018.

The NCLAT, through an Order dated 1st December 2022, has disposed of the aforementioned appeals, after taking note of the multiple errors in the said CCI Order dated 31st August 2018 and remanded the matter back to the CCI, to re-examine the matter on merits and also to consider reviewing the penalty (if violation is established) in accordance with the provisions of the Competition Act. CCI has since filed an appeal against the said NCLAT Order, which has been admitted by Hon’ble Supreme Court and is pending. Based on legal advice, the Company continues to believe that it has a strong case, and accordingly, no provision has been made in the accounts. It is strongly reiterated that there has been no wrongdoing on the part of the Company and that the Company never indulged in or was part of any cartel or undertook any anti-competitive practices.

3. Of the instances disclosed in Question 2 above, details of the appeal/revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Please refer to the Note in the preceding Para no. 2	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Reply: Yes, we do have a policy. In addition, the required steps to ensure proper reporting of such incidents have been given in Vigil Mechanism/ Whistle blower policy.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest:

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	N.A.	NIL	N.A.
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	N.A.	NIL	N.A.



7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest. - **NIL**
8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2024-25	FY 2023-24
No. of days of accounts payables*	61.7	60.6

*above calculation is based on average trade payables

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	28%	26%
	b. Number of trading houses where purchases are made from	61	61
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	72%	73%
Concentration of sales**	a. Sales to dealers / distributors as % of total sales	46.06%-Dealer 1.13%-Distributor	64.45%-Dealer 3.72%-Distributor
	b. Number of dealers / distributors to whom sales are made	6493-Dealers 255-Distributors	6699 - Dealers 377 - Distributors
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	6.42%-Dealer 62.93%-Distributor	6.3% - Dealers 26% - Distributors
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	12.04%	12.56%
	b. Sales (Sales to related parties / Total Sales)	10.98%	11.15%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	N.A	N.A
	d. Investments (Investments in related parties / Total Investments made)	88.34%	N.A.

* Purchase from trading houses figures have been revised for the previous year in line with updated SEBI guidelines. The reporting scope is limited to raw material (RM) procurement, which constitutes the most significant portion of our supply chain. Accordingly, the percentage of Purchase from trading houses is calculated based on total raw material purchases.

** Figures are revised for last year as per the clarification received from SEBI on Concentration of sales Parameter.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Suppliers-38	Principle 1-9	More than 75%
Dealers-35	Principle 1-9	More than 75%

2. Does the entity have processes in place to avoid / manage conflicts of interest involving members of the Board? (Yes / No) If yes, provide details of the same.

Yes, we do have a process in place which is governed by the "Code of Conduct for Members of the Board and Senior Management" of JK Tyre & Industries Ltd. Web link to the same is: <https://www.jktyre.com/investor/code-of-conduct>.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impact
R&D	74%	39%	Lower RRC, more fuel efficient tyres leads to more environment friendly tyres
Capex	5%	6%	Energy efficiency Projects

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Reply: Yes, we do we have a sustainable procurement policy & the same is available on our website.
 - If yes, what percentage of inputs were sourced sustainably?
Reply: 100% Material Source sustainably, We are also certified with ISO 20400 and our all sourcing Practices are Sustainable.
- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Reply: Plastics (including packaging): Scrap pertaining to plastic is sold to licensed recyclers of plastic. In addition, JKTIL has been in compliance with EPR regarding product packaging, as required by CPCB.

E-Waste; Not Applicable, As our operations do not generate any post-consumer E-waste. However, the E-waste generated at our premises is disposed safely with the help of authorised recyclers, in accordance with the CPCB guidelines.

Hazardous Waste; Not Applicable The hazardous waste generated at our facilities is stored in accordance with the regulatory requirement and disposed through an authorised vendor.

Other Waste; As per the regulation, we are required to purchase EPR credits from the registered recyclers through CPCB portal for End of Life Tyres. We purchased credits for End of Life of Tyres in FY 24-25 and in compliance with the obliged requirement.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Reply: Yes, EPR is applicable to the entity's activities and the waste collection plan is in line with the plan submitted to PCB.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Reply: Yes, we have conducted "Life cycle assessment" of our products i.e. Tyres. As a mobility product and as a safety product, the assessment of various categories of our Tyres like Truck/Bus Radial, Truck/Bus Bias, PCR etc. are done for its efficacy and adequacy and a large number of sample reference tyres are also evaluated for LCA on a regular basis.



NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
C22	10.00-20 16PR JET R MILES	1.95%	Cradle to Grave	Yes	No
C22	215/60 R17 UX Royale	2.33%	Cradle to Grave	Yes	No
C22	7.00R15 STEEL KING TT 12PR	4.73%	Cradle to Grave	Yes	No
C22	165/70 R14_VECTRA_81_S_TL	0.000032%	Cradle to Grave	Yes	No
C22	165/80R14 TAXIMAX 85 STL	0.50%	Cradle to Grave	Yes	No
C22	10.00-20_JET XTRA XLM_16PR_J_TT	1.12%	Cradle to Grave	Yes	No
C22	10.00R20_JUH5_16PR_K_TT	0.85%	Cradle to Grave	Yes	No
C22	175/65R14 Vectra 82 T TL HONDA 2UA	0.09%	Cradle to Grave	Yes	No
C22	145/80R13_Ultima Neo Next Gen_75S TL	0.85%	Cradle to Grave	Yes	No
C22	235/75R17.5 Jetway JUH5	0.50%	Cradle to Grave	Yes	No
C22	195/55 R16_UX ROYALE_87_V_TL	0.50%	Cradle to Grave	Yes	No
C22	8.25-16 JRM (Jet R Miles)	0.65%	Cradle to Grave	Yes	No
C22	215/55R18 UX Royale	0.68%	Cradle to Grave	Yes	No

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Name of Product / Service	Description of the risk / concern	Action Taken
Tyre, Tube & Flap	Wrong usage of Waste / End of Life Tyre (ELT)	Handling through Approved Vendors

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Reclaimed, Reprocessed, De-Vulcanised & Crumb Rubber	0.31% by Value 1.01% by Weight	0.3% by Value 0.9% by Weight

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled (Metric Tonnes)	Safely Disposed (Metric Tonnes)	Re-Used	Recycled (Metric Tonnes)	Safely Disposed (Metric Tonnes)
Plastics (including packaging)#	-	1,920	-	-	2,515	-
E-waste	-	-	-	-	-	-
Hazardous	-	-	-	-	-	-
Other waste*	-	2,13,303.03	-	-	1,581,04	-

#The Company recycled plastic as part of its EPR Compliance under the Plastic Waste Management Rules, 2016.

*Jk Tyre & Industries Limited is committed to follow the government mandate as per CPCB and SPCB guidelines on Consent to Operate and obligation of Extended Producers Responsibility (EPR) for sustainable and safe end of life management of tyres. As per the mandated requirements, the Company purchases the EPR credits for End of Life of Tyres obligation as prescribed by the EPR gazette and complies with it.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Commercial Tyres (Re-tread)	13.62%

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains
Essential Indicators N.A.

1. a. Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	1703	1703	100%	1703	100%	N.A.	N.A.	-	-	-	-
Female	53	53	100%	53	100%	53	100%	-	-	-	-
Total	1756	1756	100%	1756	100%	53	3%	-	-	-	-
Other than permanent employees											
Male	363	363	100%	363	100%	N.A.	N.A.	-	-	-	-
Female	1	1	100%	1	100%	1	100%	-	-	-	-
Total	364	364	100%	364	100%	1	0.27%	-	-	-	-

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3906	2072	53.04	2723	69.71%	NA	NA	-	-	-	-
Female	4	3	75%	0	0	4	100%	-	-	-	-
Total	3910	2075	53.06%	2723	69.64%	4	0.10%	-	-	-	-
Other than Permanent employees											
Male	6047	6047	100%	6047	100%	NA	NA	-	-	-	-
Female	300	300	100%	300	100%	300	100%	-	-	-	-
Total	6347	6347	100%	6347	100%	300	4.72%	-	-	-	-

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.41%	0.37%

Note1: For the purpose of calculating the spending on measures towards well being of employees and workers, the Company has considered the expense incurred towards employees/workers Health Insurance, Accident Insurance, Medical Expenses, Maternity benefits & Worker and Staff welfare.

2. Details of retirement benefits, for Current FY and previous financial year

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered as a % of total employee	No. of workers covered as a % of total workers	Deducted & deposited with the authority (Yes/No/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes/No/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	As per Act	As Per Act	Y	As per Act	As Per Act	Y
Others-please specify	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.



3. Accessibility of workplaces:

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Reply: Yes, all the premises/offices are accessible in line with Disabilities Act 2016

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Reply: JK Tyre is committed to being an equal opportunity employer and ensures an inclusive workplace for all. Web link: https://jktyre.com/PDF_Corporate_Policy.pdf

5. Return to work and retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	66.66%	100%	100%
Total	100%	66.66%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	A detailed grievance handling procedure is in place. Different redressal committees like Safety committee, Canteen committee, PF committee, Benevolent Fund Committee, Cultural Committees, POSH Committee etc. are functioning regularly and addressing the issues immediately. In case of non- redressal, Union office bearers put up the issues before the management and same are resolved subject to merits of the issue.
Other than Permanent Workers	Other than Permanent Workers Badlis & Contract Workmen raise their grievances through their respective line managers, if not resolved, they can escalate the same to the HR Department through their respective contractors
Permanent Employees	Permanent Employees As a part of our open and transparent culture, we follow open door policy. So, every employee can share their concerns to their functional heads or leaders at any point in time.
Other than Permanent Employees	Other than Permanent Employees They can directly approach the respective HOD's/ In charges and the same is addressed by the respective HODs/ in charges.

7. Membership of employees and workers in association(s) or unions recognised by the listed entity:

Category	FY 2024-25			FY 2023-24		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	1756	0	0	1921	0	0
Male	1703	0	0	1870	0	0
Female	53	0	0	51	0	0
Total Permanent Workers	3910	3244	82.9%	3760	3431	91.25%
Male	3906	3242	83%	3754	3426	91.26%
Female	4	2	50%	6	5	83.33%

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1703	1703	100%	1703	100%	1870	1235	66%	1615	86.4%
Female	53	53	100%	53	100%	51	48	94.1%	48	94.1%
Total	1756	1756	100%	1756	100%	1921	1283	66.8%	1663	86.6%
Workers										
Male	3906	3906	100%	2834	73%	3754	3453	92%	3316	88.3%
Female	4	4	100%	4	100%	6	6	100%	6	100%
Total	3910	3910	100%	2838	73%	3760	3459	92%	3322	88.3%

9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Permanent Employees						
Male	1703	1591	93.42%	1870	1734	92.7%
Female	53	49	92.45%	51	44	86.3%
Total	1756	1640	93.39%	1921	1778	92.6%
Permanent Workers						
Male	3906	3744	95.85%	3754	3573	95.2%
Female	4	4	100%	6	6	100%
Total	3910	3788	96.87%	3760	3579	95.2%

10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Reply: Yes, the same has been implemented. Occupational Health & Safety Activities are as given below:

- Pre-employment and Periodical Medical assessments
- Health & Safety Training
- Safety Study
- Safety Audits
- Work Permit System
- Contractor Safety Management
- Occupational Health & Safety Communication
- Emergency Preparedness
- Incident Investigation



Employee Selection Process:

- The employee selection process begins with an intricately structured Job description that is defined as per the tasks involved and competency of the candidate. Depending on the Degree/level, there are defined panels to evaluate the potential candidates. The Functional experts evaluate the functional skills whereas HR checks the candidate's previous employment history. The shortlisted candidates are then taken through personality profiling through Psychometric tools which evaluates the behavioral/ attitudinal dimension of the candidate. Once the candidate fulfils all these requirements, an official offer is made.
- All the new entrants (Both Employees and Stake holders) shall undergo a Pre-employment Medical Examination to prove his/ her fitness to secure employment and to fulfil legal requirements. These reports are then verified by our Medical Officer.
- All the employees shall undergo a Safety Induction training beginning with Safety DOJO at Training Gallery and Class room trainings. All the trainings are evaluated for effectiveness.
- On successful completion of these requirements, candidate shall undergo "on the job training" before they deployed to work in the respective departments.
- All the employee's health conditions are monitored annually by the Medical Officer through Periodical Medical Examination.

Contractor Selection Process : We have a well-defined process mentioned as below:

- We have defined a procedure for Contract Safety Management which provides the process of Contractor Selection, Awarding the Contract, Training on Method Statements and Monitoring of their Safety Performance.
 - Selection of contracting organisation through a questionnaire to confirm their past performance with a criterion indicating Safety Performance, Qualification, Knowledge, Experience and Skills to perform the job safely.
 - The Work Order communicates the requirement of Area Specific Statutory requirements, Organisation/Location Safety requirements to the Contractor for complying. The Extended business partners shall undergo Pre-employment and Periodical Medical Examination to ensure his/her fitness to secure their job placement and fulfil the local legal requirements. This report is then verified by our Medical Officer and approved after verifying the medical examination report.
 - All the Employees of Contractor shall undergo safety induction training (through Safety DOJO) before they are engaged for the contractual job.
 - All the contractors Health conditions are monitored by the Medical Officer through Pre-employment and Periodical Medical examination.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Reply: Routine activities are monitored through adherence to Job Safety Analysis, Hazard Identification & Risk Assessment (HIRA), Standard operating procedure and Operational Control Procedure.

HIRA Format- Non-routine activities are monitored through 6 types of Work Permit system to ensure the Health and safety of Men, Machines and Materials which are:

- | | | |
|------------------------|--------------------------------|-------------------------|
| 1) Hot work permit | 2) Confined space entry permit | 3) Height work permit |
| 4) General work permit | 5) Electrical work permit | 6) Lifting work permit. |

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Reply: Yes, we are monitoring and rectifying the work-related hazards through various forums. Also, the feedback is received from workers. The below mentioned forums are used for receiving inputs and monitoring:

1. Safety Patrol
2. Work place Inspections (Like Mill Safety, PPE, Safety Devices, etc.)
3. Safety Audits (like Walk-through audit, Inter-departmental audit, Monthly theme wise audit etc.)
4. On the job "know your machine" trainings at the Shop Floor
5. Safety Committee meetings
6. Mock Drills
7. Feedback received form the outcome of risk assessment, suggestions, Investigation process, behavior based safety observations, audit outcomes etc. are recorded and monitored as part of continual improvement.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)

Reply: Yes, we are operating full-fledged 24x7 Occupational Health Centers (OHCs). 1. We have deployed qualified Doctors with Associate Fellowship and Industrial Hygiene (AFIH) degrees 2. Qualified male and female nurses 3. Ambulance drivers having valid license for driving the Ambulance. 4. Also, our OHCs are equipped with necessary medical equipment's as per the Factories Act Norms. At our Occupational Health Centre at plant locations, we also treat non-occupational Illness cases like fever, cold, tooth pain, etc. and provide them with first aid and necessary medical care under appropriate medical advice.

11. Details of safety related incidents

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.01	NIL
	Workers	NIL	0.02
Total recordable work-related injuries	Employees	1	NIL
	Workers	NIL	2
No. of fatalities	Employees	NIL	NIL
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers		

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Reply: We are monitoring the health and safety results through various mechanisms to find out any deviation in the health and safety management system.

Following are the mechanism being used for monitoring our workplaces:

- a) Plant Safety instructions display boards installed
- b) Proactive Monitoring such as safety tours, audits, workplace inspections, statutory Inspections, outcomes from risk assessment, survey, hygiene, OHS Objectives and management programs, outcomes of safety committee meetings, BBS observation, mock drill etc.



- c) Reactive Monitoring such as near miss, illness cases, Injuries, reportable & non-reportable accident etc.
- d) Feedback received as part of risk assessment, suggestions, investigation process, audit outcomes etc. are recorded and monitored as part of continual improvement.
- e) Kaizen Awards for promoting good safety practices
- f) One-point lesion installed
- g) MSDS installed for chemical areas
- h) On the job safety trainings
- i) Reviewing the no. of accidents is the priority agenda item for Top Management's review.

13. Number of complaints on working conditions and health and safety made by employees and workers.:

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	28	0	-	9	0	NA
Health & Safety	109	8	-	185	11	NA

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health and safety practices and working conditions.

Reply: To address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety, we have a structured root cause analysis format for detailed investigation and corrective action plans procedure at all locations.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?

Reply: Yes, for both employees and workers

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Reply: Monthly tracking mechanism for monitoring statute compliance every month. Periodical internal as well as external audits are conducted to ensure 100% compliance.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? **(Yes/ No)**

Reply: No, the entity does not offer any such assistance program.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	~75% (by value)
Working Conditions	~75% (by value)

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners

Reply: Not applicable, since no significant risk was identified in the above audits.



PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

Reply: Reply: The company believes that an effective stakeholder engagement process is necessary for achieving its sustainability goal of inclusive growth and therefore, it is mandatory to clearly identify and map all concerned internal and external stakeholders. The company has put in place systems and processes to identify, prioritise and address the needs and concerns of its stakeholders across all plant locations and other areas of its presence. The company has various mechanisms in place for engagement with these stakeholders such as employee engagement study, customer satisfaction surveys, organising plant visits for the suppliers and for the investors, regular dealers' meet and lenders' meet, etc. There is also a dedicated email id for all stakeholders to engage with the company. This helped the company in developing strong relationships with a large number of stakeholders. The lasting partnerships built with local communities and various other stakeholders have created a win-win situation for the Company and its stakeholders mutually contributing and supporting the growth and development of each other.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify	Purpose and scope of engagement including key topics and concerns raised during such engagement
Farmers (through aggregators for Natural Rubber)	Yes	Telephonic Calls, Emails, Business Meetings, Community Meetings, Industry Conferences, Survey, Supplier Engagement Events, Periodic Visits, etc	Daily, Weekly, Fortnightly, Monthly, Quarterly, Half Yearly and Yearly.	Training & Awareness Campaigns, Skill-Development Workshops, Knowledge-sharing, Identification of Opportunities for Improvement.
MSME for other Raw material categories	No	Supplier Engagement Events, Periodic Visits, etc	Yearly	Identification of Opportunities for Improvement
Shareholders	No	Email, Meetings, Newspaper, Company website, Stock Exchanges, other Statutory Authority	Regularly through Company's website and website of Stock Exchanges, through Annual General Meetings/ Extraordinary General Meetings	Disseminating and sharing of information with the shareholders with a view to update and also to seek their approval, etc. as may be required.
Institutional Investors	No	Meetings, Stock Exchanges	Quarterly	Sharing the working and challenges
Investors other than Shareholders	No	Email, Newspaper, Company website	Regularly	-
Customers	No	Feedback surveys, customer meets, fitment surveys, 1 on 1 interactions	Need based, Periodically	Complaints handling and new product development communication
Statutory body	No	Interactions, Industry forum meets	Need based	Compliance, Industry concerns, Govt. expectations
Employees	No	V connect, displays, trainings, SAMVAD, app-based learning, focused group discussions	Daily, weekly, monthly, need based, annually	Industry scenario, challenges/ issues, employee well-being, Grievance handling, career development
Community	Yes	Community meetings with local people. Leaders, NGOs, Govt. Departments, etc	Monthly and need based	Education, community health, livelihood & water based CSR interventions.
Channel partners	No	Dealer meets, audits, Training JK Tyre dealer clubs, 1 -1 interactions	Weekly, monthly, annually, need based	Customer relationship, product knowledge

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Reply: Please refer to the stakeholder engagement section of our Integrated Annual Report for the FY 2024-25

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Reply: Please refer to the stakeholder engagement section of our Integrated Annual Report for the FY 2024-25

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

Reply: The key stakeholders of CSR programs are communities in the periphery of Tyre manufacturing units, suppliers, employees, contractors, truckers and transporters. A large chunk of our social development work is with the community around factories/ plants, as we are committed to bring prosperity in areas of our operation. While planning a CSR project or selecting beneficiaries, the emphasis is given to poor and marginal people, vulnerable sections of society, women, old age people and children. Likewise, truck drivers represent another vulnerable demographic, and thus, we empower them by raising awareness and providing training in safe driving practices, road safety protocols, and essential healthcare services, such as eye care.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1756	1756	100%	1921	884	46%
Other than Permanent	364	0	0%	312	Nil	0%
Total employees	2120	1756	83%	2233	884	39.6%
WORKERS						
Permanent	3910	1908	49%	3760	2628	69.9%
Other than Permanent	6347	889	14%	6068	4503	74.2%
Total workers	10257	2797	27%	9828	7131	72.6%



2. Details of minimum wages paid to employees and workers in the following format:

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1756	-	-	1756	100%	1921	-	-	1921	100%
Male	1703	-	-	1703	100%	1870	-	-	1870	100%
Female	53	-	-	53	100%	51	-	-	51	100%
Other than permanent	364	-	-	364	100%	312	-	-	312	100%
Male	363	-	-	363	100%	308	-	-	308	100%
Female	1	-	-	1	100%	3	-	-	3	100%
WORKERS										
Permanent	3910	-	-	3910	100%	3760	-	-	3760	100%
Male	3906	-	-	3906	100%	3754	-	-	3754	100%
Female	4	-	-	4	100%	6	-	-	6	100%
Other than permanent	6347	4661	73.43%	1686	26.56%	6068	4753	78.3%	1315	21.67%
Male	6047	4362	72.13%	1685	27.86	5974	4686	78.4%	1288	21.56%
Female	300	299	99.66	1	0.33	94	67	71.3%	27	28.72%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in crores)	Number	Median remuneration/ salary/ wages of respective category (in crores)
Board of Directors (BoD) -Executive Directors	3	26.22	-	-
BoD - Non-Executive Directors (NED)*	5	0.20	2	0.20
KMP (other than BoD)**	2	1.91	-	-
Employees other than BOD & KMP	1698	0.11	53	0.11
Workers	3906	0.06	4	0.10

*The remuneration of three Non-Executive Directors (NEDs), two NEDs who relinquished their office w.e.f. from 24.09.2024 and one NED who was appointed w.e.f. 01.06.2024, is not considered in median calculation as their remuneration is only for the part of year.

** The median remuneration of 3 Executive Directors (included in KMPs) is already covered as a part of "Board of Directors" therefore the same is not included in the median remuneration paid to KMPs. Further, one KMP was retired w.e.f. 25.09.2024, is not considered in median calculation as his remuneration is only for the part of year as KMP.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages.	1.96%	0.74%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes ✓ / No)

5. Describe the internal mechanisms in place to redress grievances related to human rights issues

Reply: We have a grievance committee and a harassment committee which addresses such human right issues.

6. Number of complaints on the following made by employees and workers:

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	NIL	NIL	-	NIL	NIL	-
Discrimination at workplace	NIL	NIL	-	NIL	NIL	-
Child Labour	NIL	NIL	-	NIL	NIL	-
Forced/Involuntary Labour	NIL	NIL	-	NIL	NIL	-
Wages	NIL	NIL	-	NIL	NIL	-
Other human rights related issues	NIL	NIL	-	NIL	NIL	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as a % of female employees / workers	NIL	NIL
Complaints on POSH upheld	NIL	NIL

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases

Reply: Yes, we do have a mechanism in place to deal with the same, particulars of which are mentioned as below:

- 1) We have structured training and education programs on harassment and code of conduct for all the employees at all levels.
- 2) We have harassment policy in place to avoid such incidents.

9. Do human rights requirements form part of your business agreements and contracts?

(Yes✓ / No)

Reply: Yes. Human right requirements form part of the Company's business agreements and contracts.



10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/ involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	Nil

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Reply: No issues were found.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints. **N.A.**
2. Details of the scope and coverage of any Human rights due-diligence conducted. **N.A.**
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016? **Yes**
4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	NA
Discrimination at workplace	NA
Child Labour	NA
Forces Labour/ Involuntary Labour	NA
Wages	NA
Others – please specify	NA

5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessment at Question 4 above.

Reply: Not Applicable

PRINCIPLE 6: Business should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2024-25	FY 2023-24
From renewable sources(In G.J.)		
Total electricity consumption (A)	5,62,595	5,47,866
Total fuel consumption (B)	10,27,189	7,25,914
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	15,89,783	12,73,781
From non-renewable sources(In G.J.)		
Total electricity consumption (D)	4,35,008	4,37,762
Total fuel consumption (E)	9,69,084	12,59,599
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	14,04,092	1697360
Total energy consumption (A+B+C+D+E+F)	29,93,876	29,71,141
Energy intensity per rupee of turnover (Total energy consumed/Revenue from Operation in Cr)	294.20	287.09
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP) GJ/ Cr. rupee of turnover adjusted for Purchasing Power Parity	6078.17	6430.82
Energy intensity in terms of physical output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	8.76 GJ/Ton of Finished Product	8.30 GJ/Ton of Finished product
% of Energy consumed from renewable sources	53.10%	40%

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by IMF which is 20.66 for India

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Yes, in 2024-25, such assessment is carried out by the Independent agency - BSI, India

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Reply: Not applicable

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	3,82,096	4,09,276
(ii) Ground Water	47,951	51,142
(iii) Third Party Water	-	-
(iv) Seawater/Desalinated Water	-	-



Parameter	FY 2024-25	FY 2023-24
(v) Others-Rain water harvesting and TTRO	1,25,227	1,08,272
Total volume of water withdrawal (in kilolitres)* (i+ii+iii+iv+v)	5,55,274	5,68,690
Total volume of water consumption*(in kilolitres)	5,55,274	5,68,690
Water intensity per rupee of turnover (Total water consumption in Kl / Revenue from Operation In Cr)	54.57	54.95
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)# (Total water consumption / Revenue from operations adjusted for PPP)- Kl/ Cr. Rupee of Turnover adjusted for Purchasing Power Parity	1127.32	1230.88
Water intensity in terms of physical output		-
Water intensity (optional) – the relevant metric may be selected by the entity	1.62 ltr/kg of output	1.57ltr/kg of output

* We are considering Water consumed for Our Production, which excludes any construction related to expansion and any activity which is debited to the contractor.

The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by IMF which is 20.66 for India

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Yes, in 2024-25, such assessment is carried out by the Independent agency - BSI, India

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	0	0
- No treatment	0	0
- With treatment, please specify level of treatment		0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment, please specify level of treatment	0	0
(v) Others*		
- No treatment	0	0
- With treatment, please specify level of treatment	95,387.79	1,64,308
Total water discharged (in kilolitres)	95,387.79	1,64,308

* Horticulture

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Yes, in 2024-25, such assessment is carried out by the Independent agency - BSI, India

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Reply: At JK Tyre, we are committed to minimising our environmental impact and therefore we have implemented Zero Liquid Discharge (ZLD) systems across all our manufacturing facilities, adhering to the Pollution Control Board guidelines set by each state.

Achieving ZLD through advanced technology:

At many plants, we utilise Multi-effect Evaporation Technology (MEET) to achieve ZLD. This technology allows us to treat wastewater and reduce it to a minimal amount of solid residue, eliminating any liquid discharge from our plants.

Third-Party verification for transparency:

Our commitment to ZLD is further reinforced by independent third-party certifications. Our Chennai Tyre Plant (Tamil Nadu), Kankroli Tyre Plant (Rajasthan), Radial (Vikrant) Tyre Plant (Mysuru), and Banmore Tyre Plant (Madhya Pradesh) all have been certified by BSI within last four years. This independent verification assures transparency and reinforces our dedication to sustainable practices.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg//NM ³	Max up to 54.9	Max up to 40.96
SOx	mg//NM ³	Max up to 18.36	Max up to 16.94
Particulate matter (PM)	mg//NM ³	Max up to 109.1	Max up to 86.93
Persistent organic pollutants (POP)	-	N.A.	N.A.
Volatile organic compounds (VOC)	µg/M ³	Max up to 192	Max up to 198
Hazardous air pollutants (HAP)	-	N.A	N.A
Others – Please specify	-	N.A	N.A

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Yes, Independent assessments have been carried out by external agency(s) plant wise details of which are as given below:

NOx, SOx, PM, VOC are tested by following external agencies:

1. Kankroli Tyre Plant - Apex enviro laboratory
2. Banmore Tyre Plant - Advanced Environmental Testing and Research Lab Pvt. Ltd.
3. Chennai Tyre Plant - Eco care engineering Pvt. Ltd.
4. Vikrant Tyre Plant - Ganesh Consultancy & Analytical service



7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	99,676.10	133,648.76
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	87,847.55	103,190
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from Operation in Cr)	tCO ₂ e/ Cr. Rupee of turnover	18.43	22.89
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)*	tCO ₂ e/ Cr. Rupee of turnover adjusted for Purchasing Power Parity	380.71	512.74
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/tonne of finished product	0.5486	0.6590
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by IMF which is 20.66 for India.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Yes, in 2024-25, such assessment is carried out by the Independent agency - BSI, India

8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

Reply: JK Tyre is committed to continuous improvement in energy efficiency, resulting in reduced greenhouse gas emissions. Here are some highlights from our successful FY 2024-25 projects:

- Condensate Recovery for Fuel Efficiency:** Jet pump systems were installed to enhance condensate recovery from the curing process. The recovered hot water is reused in the boiler, reducing overall fuel consumption.
- Flash Steam Recovery in Curing Process:** Flash jet pumps were deployed to reclaim steam from curing condensate, lowering fresh steam demand and optimising thermal energy use.
- Variable Frequency Drives for Demand-Based Control:** VFDs were installed across a range of equipment including Banbury mixers, fume collectors, hydraulic pumps, and mill motors, allowing dynamic load management and substantial power savings.
- Replacement of Inefficient Motors:** Old and rewound motors were replaced with IE3 energy-efficient models, significantly reducing power draw, especially under idle and low-load conditions.
- Lighting System Upgrade:** Induction lamps were replaced with LED lights in plant areas, achieving better illumination with lower energy consumption.
- Optimised Pumping in Utility Systems:** Overrated and inefficient pumps in utility sections, including the water treatment plant, were replaced with appropriately sized energy-efficient alternatives to reduce power use.
- Air Handling System Enhancement:** The AHU spray system was upgraded to improve HVAC efficiency and reduce electrical load in air circulation and cooling operations.
- Steam Trap Optimisation:** Conventional steam traps were replaced with advanced double orifice float traps, reducing steam loss and enhancing overall thermal system efficiency.

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)		
Plastic waste (A)	1,568.7	1,600.8
E-Waste (B)	23.5	17.2
Bio-Medical Waste (C)	0.42	22.9
Construction and demolition waste (D)	0	0
Battery For (E)	14.8	5.6
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any (G)	430.8	1316.3
Other Non-hazardous waste generated (H). Please specify, if any- Wooden pallets, cardboard, metal scrap. etc.	31,292.40	8,810.4
Total (A+B+C+D+E+F+G+H)	33,330.60	11,773.2
Waste intensity per cr rupee of turnover (Total waste generated / Revenue from operations)	3.27	1.14
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP), Tonne / Cr. Rupee of Turnover adjusted for Purchasing Power Parity	67.66	25.36
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity	0.097 Ton/Ton of finished product	0.033 Ton/Ton of Finished Product
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,723.49	89.02
(ii) Re-used	0	0
(iii) Other recovery operations- Co processing, Incineration with energy recover	0	0
Total	2723.49	89.02
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	13.40	8.48
(ii) Landfilling	0	0
(iii) Other disposal operations	30,593.66	11,765
Total	30,607.06	11,773.5

*The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by IMF which is 20.66 for India.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Yes, in 2024-25, such assessment is carried out by the Independent agency - BSI, India



10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Reply:

1) JK Tyre's zero waste to landfill certification

JK Tyre is proud to be a leader in environmental sustainability, achieving third-party certification for our "Zero Waste to Landfill" initiative in recent past. This commitment aligns perfectly with our company vision of a greener future.

2) Continuous Improvement through waste reduction

We continuously monitor waste generation at all our plant locations. This data-driven approach allows us to make daily adjustments and implement ongoing improvements to minimise waste generation.

3) Empowering Employees for Environmental Impact

JK Tyre fosters a culture of environmental responsibility. Cross-functional teams, including our valued employees receive training in problem-solving techniques. These Kaizen workshops and other continuous improvement initiatives empower our workforce to actively participate in reducing waste generation.

4) Responsible Waste Management

All waste generated during production is meticulously aggregated and segregated at a central location. This ensures proper disposal according to the strictest guidelines set forth by the State Pollution Control Boards (SPCBs).

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details.

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	N.A	N.A.	There are no operating sites in or around ecologically sensitive areas where clearance of any sort is required

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2024-25.

Name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web Links
Environmental Impact Assessment for JK Tyre & Industries Ltd. – Banmore Tyre Plan	Environmental Impact Notification S.O. 1533 (E), Dt 14 th September 2006 issued under Environment (Protection) ACT 1986	08 th November 2024	Yes	No	NA

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances.

Reply: yes

S No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
1	NA	NA	NA	NA

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- (i) Name of the area- Kankroli Tyre Plant, Chennai Tyre Plant
- (ii) Nature of operations: Manufacturing
- (iii) Water withdrawal, consumption and discharge in the following format

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	31,765	26,991
(ii) Groundwater	47,951	51,142
(iii) Third party water	0	0
(iv) Seawater/ desalinated water	0	0
(v) Others-Rainwater	1,14,245	1,03,272
Total volume of water withdrawal (in kilolitres)	1,93,961	1,81,405
Total volume of water consumption (in kilolitres)	1,93,961	1,81,405
Water intensity per cr rupee of turnover (Water consumed/ turnover)	19.06	17.76
Water intensity (optional) – the relevant metric may be selected by the entity	1.12 KL per ton of Finished product	0.99 KL per ton of Finished product
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
ii. To Groundwater	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
iii. Seawater	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
iv. Sent to third-parties	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	NIL	NIL
v. Others*	NIL	NIL
- No treatment	NIL	NIL
- With treatment – please specify level of treatment	2,893	77,329
Total water discharged (in kilolitres)	2,893	77,329

* Horticulture

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Yes, in 2024-25, such assessment is carried out by the Independent agency - BSI, India.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	1,36,967.20	68,078.64
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/per Cr. rupees of turnover	13.46	6.58
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/ton of finished product	0.40	0.189

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Reply: Yes, verified by BSI India as per ISO 14064 : 201



3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Reply: JK Tyre prioritises biodiversity conservation within its operations. While none of JK Tyre's manufacturing units are located near ecologically sensitive areas, we actively manage green belts and promote biodiversity within factory premises. To further minimise its impact, JK Tyre has conducted third-party ecological and biodiversity assessments across all manufacturing locations in the past three years. This proactive approach helps identify and address any potential risks to nearby ecosystems. Demonstrating its commitment, JK Tyre has a comprehensive corporate biodiversity protection policy focusing on minimising the biodiversity risks in the business operations, encouraging relevant stakeholders to support better biodiversity management, and establishing a system for monitoring and reporting of progressive steps taken towards the protection of biodiversity. The policy is transparently shared with relevant stakeholders and readily available to the public.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Zero Liquid Discharge	At all the manufacturing units of JK Tyre, Zero Liquid Discharge (ZLD) is achieved via the recycling of water and increasing its resource efficiency by using technology/ modifying or installing new processes	All 4 plants are certified as Zero Liquid Discharge (ZLD) plants in the last 4 years
2.	To reduce impact due to emission	Company has started the verification of GHG Emission as per ISO 14064 from FY 2013-14. The major contributor for the reduction of Scope 1 emission is Biomass. In last year, the company has used 51.4% of energy in boiler from biomass and Company is continuously working on increasing the use of it. The major contributor for the reduction of Scope 2 emission is the usage of renewable energy. In FY 2024-25, total 57% of electrical power came from renewable sources	The company has reduced 18.18% of emission per MT of production in FY24-25 viz a viz FY 23-24 Note: These figures are duly verified and audited by external agency

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Reply: Each of JK Tyre's manufacturing location has a customised, regularly reviewed Business Continuity and Disaster Management (BCDM) plan. These plans address environmental hazards and equipment failures, focusing on rapid response, minimal impact, and effective recovery. JK Tyre takes a proactive approach with meticulously crafted on-site emergency plans (DMPs/CMPs). These plans consider regulations, best practices, and real-world emergencies for a swift response that minimises risk and environmental impact. The plans prioritise personnel safety and property protection.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Reply: Best possible sustainable practices are followed.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Reply: 35%

8. How many Green Credits have been generated or procured:

a. By the listed entity: Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners:

Reply: According to SEBI's circular issued on 28th March 2025, Green Credits has been identified as a new non-mandatory leadership indicator. JKTIL is committed to incorporate this in VCP disclosures from FY 2025-26 onwards, in line with SEBI's guidelines.

PRINCIPLE 7 Business, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

Reply: 5

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers / associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Automotive Tyre manufacturer's association	National
3	PHD Chamber of Commerce and Industry	National
4	Center for Tire research (CenTire), USA	International
5	Indian Rubber Manufacturers Research Association (IRMRA)	National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action take
The same has been answered above. Please Refer Principle 1 – Question No. 2		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Reply: JK Tyre's approach to achieving the Government, policy and community objectives focuses on engaging ecosystems at the national, regional and local levels. JK Tyre focuses on developing and maintaining partnerships with relevant government agencies, Business organisations like ASSOCHAM, CII, FICCI, PHD chamber of commerce & Industry, Tyre Industry associations like ATMA, Indian Rubber Manufacturers Research Association (IRMRA) and community organisations for the purpose of developing partnership towards community development.

Some of the public policies advocated by JK Tyre are:

- Support proposed framework for End of the Life Tyre policy (ELT)
- Support existing legislations on FAME norms/ CAFE norms and Vehicle scrappage policy.
- JK Tyre has been continually promoting Road safety awareness at company as well as Industry level for the past 3 decades, with focus on Tyre safety. During the year, the Company conducted various educational programs for end users including Drivers, Mechanics, Students and Police personnel at different fora.
- We advocate Road safety and conduct various programs in association with stakeholders including parliamentarians and Safe driving awareness programs have been conducted for motorsport participants including a special drive in the North eastern states.



PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable. As a responsible corporate, we have established a robust system for monitoring CSR projects and evaluating their social impact. This structured framework enables us to systematically assess the outcomes of our initiatives. Based on these insights, we continuously refine our ongoing efforts and integrate necessary improvements into future projects, ensuring sustained and meaningful contributions to society."					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Not applicable	N.A.	N.A	N.A	N.A	N.A

3. Describe the mechanisms to receive and redress grievances of the community.

Reply: We have established a robust community feedback mechanism to solicit and address community concerns effectively. Across all our plant locations, dedicated CSR teams are equipped to gather and address community grievances promptly. Within our CSR framework, we adhere to a meticulous approach, ensuring that all CSR initiatives are meticulously planned and executed in a participatory manner, following these key steps:

- Conducting comprehensive need assessment surveys.
- Planning CSR projects based on local needs and priorities.
- Implementing projects in collaboration with the community.
- Engaging in participatory monitoring, supplemented by third-party assessments to gauge impact.

Regular society satisfaction surveys are conducted to gauge the real-world impact of our interventions, both in the short and long term. These surveys help us understand the community's perspective and guide us in refining our CSR efforts. Additionally, we document individual case studies to delve into how specific CSR projects have contributed to enhancing overall income, fostering employment opportunities, promoting health-conscious behaviors, advocating for water conservation, and nurturing ecological sustainability.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	14.18%	19%
Directly sourced from within India	45.31%	64%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2024-25	FY 2023-24
Rural	Nil	Nil
Semi-urban	30.17%	27.97%
Urban	39.28%	37.28%
Metropolitan	30.55%	34.75%

(Place have been categorised as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential indicators above).

Details of negative social impact identified	Corrective action taken
NOT APPLICABLE, though as a socially responsible corporate, we regularly communicate with Local communities and capture their needs & aspirations and this enables us to strategically plan our CSR initiatives, tailoring them to address the specific needs of the communities we serve.	

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.

Sr. No.	State	Aspirational district	Amount spent (in Rs.)
As a matter of policy, a significant portion of our CSR initiatives is concentrated around our manufacturing plant locations, none of which are situated in aspirational districts. However, select initiatives—such as the Jyoti Kiran project, which offers enhanced eye care services to the driver community—do extend to some aspirational districts. That said, our overall engagement in these districts remains relatively limited.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised / vulnerable groups? (Yes/No)

Reply: No, we don't have any preferential procurement policy, which gives preference to any supplier. Procurement allocation is purely based on parameters like quality, cost & delivery. The idea is to give an equal opportunity to all suppliers. However, we develop suppliers through awareness campaigns, training programmes & skill development workshops.

- (b) From which marginalised /vulnerable groups do you procure?

Reply: Farmers (through aggregators) & MSMEs

- (c) What percentage of total procurement (by value) does it constitute?

Reply: 14.18%

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1.	N.A.	N.A.	N.A.	N.A.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
N.A.	N.A.	N.A.

6. Details of beneficiaries of CSR projects:

S.No	CSR project	No of Persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Arogya Sarthi - Health Based CSR Projects	28,672	~50%
2	Ajivika sarthi - Livelihood based CSR projects	45,335	~50%
3	Shiksha Sarthi - Education Based CSR Projects	30,887	~50%
4	Jal-Vayu Sarthi - Environment & water based CSR projects	15,829	~50%
Total		1,20,723	



PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Reply: We have a dedicated team which focuses on catering to the various requirements of our customers for a seamless experience.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

As a percentage to total turnover	
Environmental and social parameters relevant to the product	All necessary information as per regulatory Requirements are disclosed on all our Products.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	-	NIL	NIL	-
Advertising	NIL	NIL	-	NIL	NIL	-
Cybersecurity	NIL	NIL	-	NIL	NIL	-
Delivery of essential services	NIL	NIL	-	NIL	NIL	-
Restrictive Trade Practices	NIL	NIL	-	NIL	NIL	-
Unfair Trade Practices	NIL	NIL	-	NIL	NIL	-
Other	NIL	NIL	-	NIL	NIL	-

4. Details of instances of product recalls on accounts of safety issues.

	Number	Reasons for recall
Voluntary recalls	Not applicable	Not applicable
Forced recalls	Not applicable	Not applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Reply: Yes, we are ISMS – ISO 27001 certified since 2016 and a complete ISMS manual is available but web link is not there.

6. Provide details of any corrective actions taken or underway on issues relating to advertising and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Reply: We keep on upgrading to the latest provisions as per ISMS standards. No instance for complaints regarding cyber security and data privacy of customers have occurred.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: No data breaches faced in FY 2024-25: **Nil**
- Percentage of data breaches involving personally identifiable information of customer): **Nil**
- Impact, if any, of the data breaches: **Nil**

Leadership Indicators

1. Channels / platforms where information on products and services of the Company can be accessed.

Reply: Our Website - www.jktyre.com

2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

Reply: Tyre care and usage information is regularly and periodically shared with end users and channel partners through various interactive programs throughout the year..

3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.

Reply: Our Website www.jktyre.com.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Reply: Product information: Yes, the Company's products conform to the Bureau of Indian Standards (BIS) specifications, as well as the standards of countries where our products are exported as may be required. The Company also adheres to various stringent world class processes and quality standards. The Company displays all the requisite product information on Tread and on the sidewall of the Tyres as per statutory requirements under applicable laws such as Tyre size, designation, ply rating/load index, speed symbol, date of production and tread wear indicator etc. Over and above the mandatory requirements, the Company also displays additional information related to tyre usage and maintenance like Visual Alignment Indicator (VAI), Uniform Tyre quality grading (UTQG) safety warning for Tyre fitment and service operating conditions etc. JK Tyre has also introduced product like SMART TYRE which notify vehicle users about tyre temperature / pressure thus enabling greater safety and superior tyre life. This product enables higher vehicle fuel efficiency, and is environment friendly by reducing vehicle emissions. The Company has enhanced and sustained customer interaction and education in digital/ virtual mode as well as physical mode. Education has been imparted on Tyre selection, care and maintenance as per customer application and usage needs, especially at the grass root level with vehicle operators, tyre fitters, mechanics, mine operators, school bus drivers, defense personnel to name a few. Various customer care initiatives have been taken in partnership with OEMs for consumers and OEM dealership staff. We also share road safety and Tyre care information on our digital and social media platforms for the benefit of customers at large and at various public fora

Customer Satisfaction survey: At JK Tyre, customer centricity drives customer satisfaction. While there is no end to consumer delight, we have always leveraged opportunities that came our way, to redefine customer engagement and centricity thus improving our value proposition.

Company tracks consumer satisfaction and behavior very closely. Company has undertaken various customer surveys, both inhouse and through 3rd party, including Customer Satisfaction Study, which was redrawn in line with the Company's journey towards Total Quality Management (TQM). Interactions with customers at various forums also acts as a source of feedback.

In addition to the above in-house surveys (using online platform), contact centers are extensively used for capturing real time feedback and enhance satisfaction, both amongst channel partners and truck fleets operators.

Voice of consumer is used for formulating company's strategic business plan, develop new Products and services and improve operational / processes efficiency, thus creating enhanced customer value propositions.