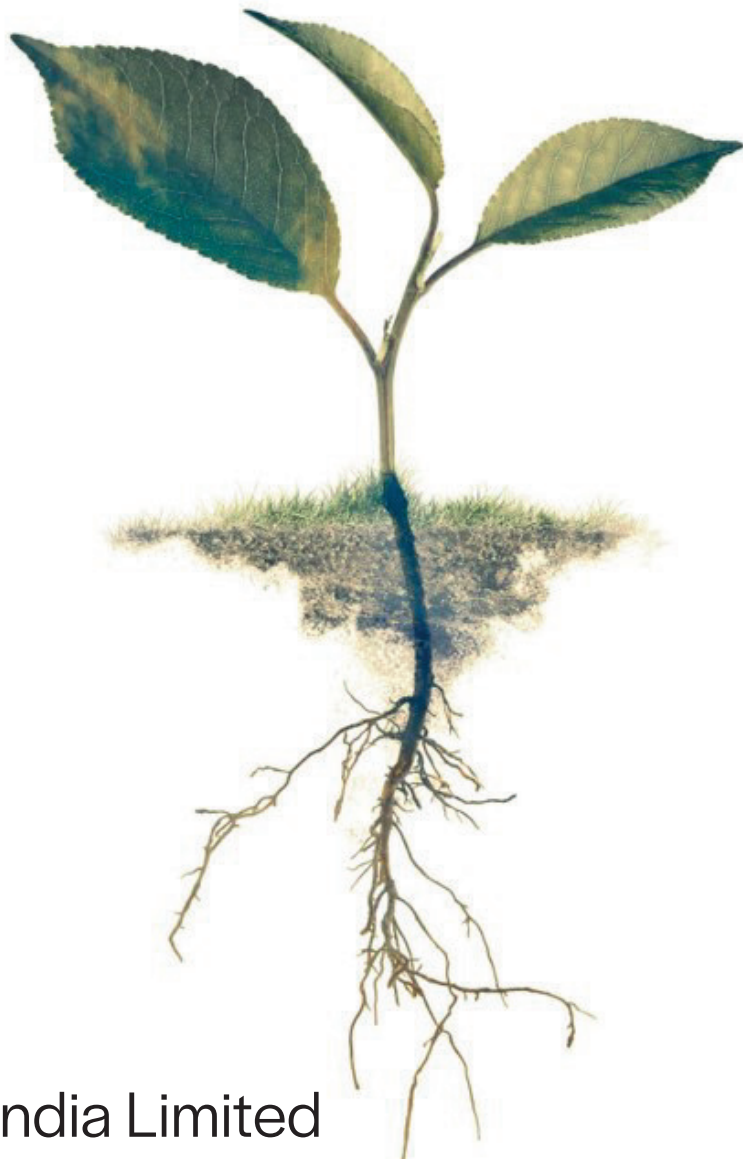


Powering Change

Acting Today for a Sustainable Tomorrow



John Cockerill India Limited
BRSR Report 2024

Preface

Powering Change

is more than a theme—it's a reflection of who we are and the direction we are determined to take. In a year marked by global disruptions and industry recalibration, John Cockerill India Limited stood firm in its purpose: to engineer sustainable solutions for the evolving needs of industry and society. This report is a testament to that purpose in action.

2024 was a year that challenged our expectations—but also gave us the opportunity to grow, innovate, and reinforce our commitment to responsible business. We navigated headwinds in order inflow and market volatility, but instead of stepping back, we stepped up—investing in people, processes, and purpose. We used this time to sharpen our ESG focus, enhance internal capabilities, and deepen the sustainability ethos across our operations.

We have made measurable progress in environmental stewardship. Our non-renewable energy consumption declined, and we achieved 100% water recycling across all operations. We strengthened our waste management practices, reduced our emissions intensity, and laid the groundwork for transitioning to solar power. These aren't isolated efforts—they are integrated into a broader roadmap to reduce our climate impact and accelerate decarbonization.

Our social commitment also grew stronger. We continued to uphold a zero-incident safety record and achieved 100% training coverage for employees and workers, while extending our CSR footprint to positively impact over 15,000 community members. Our inclusive growth policies, ethical governance, and proactive stakeholder engagement all point to a culture built on accountability, care, and progress.

Powering Change also means taking ownership of our impact and responsibility—not just to comply, but to lead. This report, though voluntary, reflects our readiness to align with SEBI's BRSR framework and global ESG benchmarks. It captures the actions we've taken, the lessons we've learned, and the long-term value we strive to create.

As we look to the future, we do so with optimism and resolve. Whether it's driving innovation in green steelmaking, adopting breakthrough technologies, or building an equitable workplace—John Cockerill India Limited remains committed to creating a better tomorrow.



We thank all our stakeholders—employees, customers, partners, shareholders, and communities—for being part of our journey. Together, we will continue to power change—responsibly, inclusively, and sustainably.

Michael Kotas
Managing Director
John Cockerill India Limited

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L99999MH1986PLC039921
2.	Name of the Listed Entity	John Cockerill India Limited
3.	Year of incorporation	Date of Incorporation May 28, 1986
4.	Registered office address	Mehta House, Plot No. 64, Road No. 13, MIDC, Andheri (East), Mumbai 400 093.
5.	Corporate address	1902, 19th Floor, Aurum Q2 IT Parc, TTC Industrial Area, Thane Belapur Road, Navi Mumbai 400 710, India
6.	E-mail	investors.jcil@johncockerill.com
7.	Telephone	+91 9619762727
8.	Website	https://www.johncockerillindia.com/
9.	Financial year for which reporting is being done	Reporting period: January 1, 2024 – December 31, 2024.
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited
11.	Paid-up Capital	As on December 31, 2024, the paid-up share capital stood at INR 4.94 crore comprising equity shares of INR 10 each.
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	a. Name - Ms. Sithu Baretto b. Designation – Marketing, Communications & ESG SPOC c. Telephone Number -+91 9619762727 d. E-mail ID – sithu.baretto@johncockerill.com
13.	Reporting boundary - Are the disclosures under this report made on a 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).	This report is prepared on a standalone basis and includes only the operations of John Cockerill India Limited.
14.	Name of Assurance provider	Not Applicable – This BRSR has been prepared voluntarily and is not subject to third-party assurance
15.	Type of Assurance provided	NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacturer of Cold Rolling & Processing Equipment	100%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1	Manufacturer of Cold Rolling & Processing Equipment	28230	100%

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

Location Type	Number of Plants	Number of Offices	Total
National	2	2	4
International	0	0	0

19. Markets served by the entity:
a. Number of locations

Locations	Number
National (No. of States)	Across 4 states
International (No. of Countries)	Across 7 countries

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

Contribution of exports is ~4.86% of the total turnover of the entity.

c. A brief on types of customers – more details required on type of customers.

John Cockerill India Limited primarily serves customers in the metals sector, with a strong concentration in the steel industry. It is a trusted partner for end-to-end process solutions, advanced engineering, and industrial automation. The company supports a wide range of customer segments involved in all aspects of steel production and finishing. Its key customer segments include:

- 1. Integrated Steel Manufacturers:** Large-scale producers involved in the complete steelmaking process, including cold rolling and finishing.

John Cockerill India provides comprehensive systems such as:

- Cold Rolling Mills (CRM)
- Continuous Galvanizing Lines (CGL)
- Pickling Lines
- Skin Pass Mills
- Annealing and Coating Lines

- 2. Cold Rolling Mill Operators:** Companies specializing in the production of flat steel products through cold rolling technology. These firms benefit from John Cockerill's expertise in:

- High-precision rolling mills
- Automatic gauge control systems
- Strip tension control and lubrication technology

- 3. Specialty Steel Producers:** Manufacturers producing high-performance, value-added steels for industries such as automotive, electrical, and white goods. John Cockerill offers:

- Custom processing lines for high-strength and advanced-high-strength steels

4. Steel Processing Line Operators: Businesses engaged in galvanizing, pickling, annealing, and other finishing operations rely on:

- High-speed, continuous lines
- Uniform coating and controlled atmosphere systems
- Energy-efficient furnaces and rapid cooling technologies

5. Project Developers & EPC Contractors: Entities tasked with building new steel plants or expanding existing facilities seek John Cockerill for:

- Turnkey engineering solutions
- Design, manufacturing, and commissioning of complete lines
- Automation, control, and process integration

6. Equipment Maintenance Teams: Operational and maintenance divisions of steel companies that depend on:

- Spare parts and wear components
- Upgrades and retrofitting services
- On-site technical support and training

7. OEMs & Component Buyers: Companies procuring customized components, machinery, and control systems for integration into their broader operations. John Cockerill provides:

- Standalone equipment modules
- Mechatronics and control panels
- Sensors and process monitoring systems

IV. Employees**20. Details as at period ended 31st December 2024:****A. Employees and Workers (including differently abled)**

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent(D)	407	384	94.35%	23	5.65%
2	Other than Permanent (E)	8	7	87.5%	1	12.5%
3	Total Employees (D+E)	415	391	94.21%	24	5.78%
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	12	12	100%	0	0
6	Total Workers (F+G)	12	12	100%	0	0

B. Differently abled Employees and Workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent(D)	2	1	50 %	1	50%
2	Other than Permanent(E)	0	0	0	0	0
3	Total differently abled employees (D+E)	2	1	50 %	1	50%
WORKERS						
4	Permanent (F)	0	0	0	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total Workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women – Compliance officer

	Total (A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	8	2	25%
Key Management Personnel*	3	0	0

*Key Managerial Personnel are as defined under section 203(1) of the Companies Act, 2013.

22. Turnover rate for permanent employees and workers

	Jan 2024 – Dec 2024			Apr 2023 – Dec 2023			F.Y. 2022-2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	13.54	21.74	9.8	10.26	22.64	11.00	10.57	15.38	10.80
Permanent Workers	NA								

NA: Company does not have any permanent workers.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

Sr.No.	Name of the holding/ subsidiary/associate companies/joint ventures(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	John Cockerill SA (formerly Cockerill Maintenance and Ingénierie SA)	Holding	74.89%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes.

(ii) Turnover for Year 2024 (in crore)– Rs. 3,88,72,60,000/-

(iii) Net worth for Year 2024 (in crore) – Rs. 2,01,99,44,000/-

VII. Transparency and Disclosures Compliances

23. 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)	Jan2024 – Dec 2024			Apr2023-Dec 2023		
		(If yes, then provide web-link for grievance redress policy)	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
Communities	Yes		NIL	NIL	-	NIL	NIL
Investors (other than shareholders)	Yes, Hired an investor relations agency for investor relations. sagar.shroff@sgapl.net	NA	NA	NA	-	NA	NA
Shareholders	Yes, Hired an investor relations agency for investor relations. sagar.shroff@sgapl.net	NIL	NIL	NIL	-	NIL	NIL
Employees and workers	Yes, Whistle blower policy Human Right Policy Code of Conduct Insider Trading Policy	Nil	Nil	Nil	-	Nil	Nil
Customers	Yes, Whistle blower policy	Nil	Nil	Nil	-	Nil	Nil
Value Chain Partners	Yes, Whistle blower policy	Nil	Nil	Nil	-	Nil	Nil

The Company has formal redressal mechanisms in place including a IC Committee under POSH, with zero complaints reported during the period.

24. 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

No	Material Issue Identified	Risk / Opportunity (R/O)	Rationale for Identifying the Risk	Rationale for Identifying the Opportunity	Approach to Adapt or Mitigate (if Risk)	Financial Implications (Positive / Negative)
1	Energy Efficiency & Usage	R & O	High energy consumption during metal processing leads to higher operational costs; dependency on non-renewables increases exposure to price volatility & ESG risks.	As an opportunity, investing in renewable energy sources can reduce cost in long term, improve energy efficiency, also can mitigate risks associated with fossil fuel dependence and contribute to environment sustainability goals	Installed VFDs & soft starters to reduce power surges. Upgraded APFC panels. Rationalized usage of lighting and cooling. Proposed solar plant setup.	Positive – Cost savings from efficient systems and solar; Negative – Initial capex for upgrades.
2	Occupational Health & Safety	R	Industrial equipment poses risks of injury, burns, or long-term health hazards to operators and maintenance personnel.	–	Implemented hierarchy of controls. PPE enforcement. Periodic safety audits and training. Machine safety interlocks. Achieved ISO 45001 certification. The Company invested 2,479 hours in safety-related activities, including meetings, training sessions, toolbox talks, and health awareness programs.	Negative – Accidents lead to compensation, downtime. Positive – Safer workplace improves retention and morale.
3	Training and Skill Development	O	–	High-tech machinery and automation demand upskilling of employees to improve productivity, accuracy, and reduce operational errors.	The Company dedicated 5,668 man-hours to training our personnel, showcasing our commitment to enhancing workforce skills. The Company consistently enhances its performance management process.	Positive – Better-trained workforce reduces defects, rework, and boosts production efficiency.
4	Cybersecurity & IT Resilience	R	Vulnerability to cyberattacks may cause data breaches, IP theft, system downtimes, or halt automated operations and ERP systems.	–	The focus was on the datacenter and connectivity infrastructure. In the datacenter the Company has implemented the technology called HCI (hyper converge infrastructure) from Nutanix with vSphere as the Hypervisor from VMware.	Positive – Business continuity and IP protection. Negative – Security upgrade costs and potential downtime risk. Reduced hardware, maintenance and power consumption costs.

5	Ethical Governance & Compliance	R & O	Non-compliance with industrial standards, tax, or regulations may invite penalties and harm reputation.	Ethical practices build stakeholder trust, attract investors, and ensure smooth global trade collaborations.	Ethics training. Internal controls and audits. Whistleblower mechanisms. Legal compliance tracking.	Positive – Trust, better access to capital/markets. Negative – Penalties, litigation, and stakeholder backlash if neglected.
6	Product Quality & Innovation	O	–	High-precision machinery and innovative upgrades increase client satisfaction and global competitiveness.	–	Positive – Higher customer retention, margin growth, and reputation.
7	Water & Waste Management	R	Improper disposal of effluents or coolant waste can attract environmental penalties and regulatory actions.	–	Effluent treatment systems. Common recycling of process water. Regular monitoring & compliance with CPCB/SPCB norms.	Negative – Penalties for non-compliance. Positive – Reduced input cost by reusing treated water.
8	Supply Chain Disruptions	R	Global or domestic disruptions (logistics, raw materials) can impact production timelines and cost.	–	Vendor diversification. Inventory buffer strategy. Strengthened supplier SLAs. Consolidation of vendors to reduce dependency on multiple vendors.	Negative – Production delays, increased costs.
9	Customer Satisfaction & Support	O	–	Prompt after-sales service and technical support build long-term partnerships, generate referrals, and increase repeat business.	–	Positive – Enhanced client retention and repeat orders.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1A.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	<p>Yes.</p> <p>The Company's existing policies and practices across areas such as governance, ethics, employee welfare, environmental responsibility, stakeholder engagement, and compliance collectively reflect the core elements of the NGRBC principles.</p>								
1B.	Has the policy been approved by the Board? (Yes/No)	<p>Yes,</p> <p>The relevant policies covering the NGRBC principles have been approved by the Board or its committees, though they are not explicitly titled under the NGRBC framework.</p>								

1C. Web Link of the Policies, if available	https://www.johncockerillindia.com/
2. Whether the entity has translated the policy into procedures (Yes/No)	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	While participation in business responsibility initiatives is not mandatory, suppliers are encouraged to adopt responsible practices. The Company has prepared a Supplier Code of Conduct aligned with its ESG commitments, which has been shared with suppliers to be followed by them. Most of the critical suppliers have signed the Supplier Code of Conduct and the Company is in the process to get it signed from all the vendors.
4. Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, Trustee) standards (e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company is certified with international standard ISO – 9001:2015: Quality management system. The Company is also certified with International Standard ISO 45001:2018: Occupational health and safety management system.
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is strengthening its sustainability practices across key areas like energy use, tree plantation for environment, efficient water use, responsible sourcing, and ethical conduct. While formal targets are being developed, efforts are ongoing to align with global ESG standards and build a structured roadmap.
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Company is in the process of formalizing specific ESG targets. Ongoing initiatives reflect steady progress in key areas like energy efficiency, supply chain responsibility, and employee welfare. Future reports will include measurable outcomes as targets are finalized.

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)

As the Director responsible for the Business Responsibility and Sustainability Report of John Cockerill India Limited, I am proud to present our initiatives, milestones, and the challenges we encountered in our pursuit of sustainable and responsible growth during the year 2024. At the heart of our strategy lies a deep commitment to sustainability, driven by our purpose of engineering a carbon-free future. As a leading manufacturer of Cold Rolling & Processing Equipment, our operations are deeply connected with industrial transformation, and it is our responsibility to make this transformation greener, safer, and more inclusive.

Environmental Stewardship

Environmental sustainability remains a top priority. We achieved a tangible reduction in our energy consumption, with non-renewable energy usage. Our GHG emissions (Scope 1 and 2) stood at 1,151.96 metric tonnes CO₂ equivalent, with emission intensity improving year-on-year. Key actions included optimization of electricity usage, installation of high-efficiency equipment, and a proposal for solar power adoption. Water efficiency improved through complete recycling of the 6,877 kilolitres withdrawn, while hazardous waste such as used oils and e-waste was handled responsibly under regulatory guidelines. Our ongoing challenge remains the transition to renewable energy sources and full implementation of sustainable sourcing practices.

Social Responsibility

The well-being of our employees, contract workers and surrounding communities is central to our operations. We maintained an impeccable safety record—zero workplace injuries, fatalities, or lost time incidents. This is a result of rigorous implementation of ISO 45001-certified occupational health and safety systems, regular audits, and a strong safety culture. We continued to invest in people, offering structured training programs that covered over 100% of our employees and contract workers in health, safety, and skill development. While our gender diversity in leadership remains an area for improvement, we're committed to fostering inclusive growth through our Equal Opportunity and Human Rights policies. Our CSR programs reached more than 15,000 beneficiaries this year, focused on health and environment.

Governance and Ethics

Ethical conduct and transparency are the bedrock of our governance framework. Our policies on anti-corruption, whistleblowing, and legal compliance are actively enforced across all levels. No instances of bribery, corruption, or human rights violations were reported during the year. We have embedded ESG governance at the board level through our Corporate Social Responsibility and ESG Committee, ensuring cross-functional oversight and accountability. This year also marked progress in formalizing our ESG targets, including baselines and KPIs aligned with global standards.

Looking Ahead

While we are encouraged by the progress, key ESG challenges remain, particularly in formalizing science-based emission targets, improving supply chain sustainability, and increasing representation and inclusion. We are taking steps to address these through data-driven tracking, stakeholder collaboration, and investment in clean technologies.

We reaffirm our commitment to responsible business conduct, continuous improvement, and transparent reporting. We look forward to engaging with all stakeholders to build a more sustainable, equitable, and resilient future.

Michael Kotas
Managing Director
John Cockerill India Limited

Also Check Message from the Chairman - Mr. Francois-David Martino on Page No. 4 to 7 of Annual Report 2024.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

Name: Mr. Michael Kotas
 Designation: Managing Director
 DIN: 10053364

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.

During the year under review, the Company started to focus on putting in place an Environment, Social and Governance ("ESG") framework to drive the ESG agenda for the long term. In order to achieve this target, the scope of CSR Committee was expanded to include ESG activities, and the Committee was renamed as Corporate Social Responsibility and ESG Committee.

The members of the Committee for Jan2024 – Dec 2024 were as follows:

Name	RMC Committee	Designation
Ms. Roma Balwani (till 28 Oct 2024)	Chairperson	Independent Director
Ms. Anupama Vaidya (from 29 Oct 2024)	Chairperson	Independent Director
Mr. Michael Kotas	Member	MD
Mr. Vivek Bhide	Member	Non – Executive Director

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 and Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
		P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	During the year under review, the Company continued to take initiatives under Environment, Social, and Governance (ESG) framework to drive its long-term ESG agenda like the introduction of Supplier Code of Conduct.									
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company is in compliance with all the statutory requirements applicable to the Company.									
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.	Some of the processes and compliances are subject to scrutiny by auditors and regulatory authorities, as applicable.									

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 able 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)	As the answer to question (1) above is ‘Yes’, this question is not applicable.								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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 programs on any of the Principles during the period under review:

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	The Board was sensitized on matters related to ethics, governance, risk, and sustainability through structured updates and presentations made during Board and Committee meetings. Numbers Not separately tracked. Topics included business conduct, ESG-related risks and strategy.		100%
Key Managerial Personnel	All KMPs were covered through internal briefings and formal committee-level responsibilities related to ESG, Code of Conduct, and compliance. This includes sessions as part of the CSR and ESG Committee and Board-level interactions.		100%
Employees other than BoD and KMPs	Throughout the year employees were provided sessions on topics including EHS, technical upskilling, compliances, Code of Conduct, cybersecurity, POSH, wellness, and leadership. Trainings were aligned with skill gap assessments and performance appraisals		100%
Workers	Throughout the year all workers received training on workplace safety protocols, equipment operation, and emergency preparedness, primarily for health & safety sessions only.		100%

Mandatory onboarding and compliance trainings—including EHS, QMS, POSH, Anti-Corruption, Ethics, GDPR, and Cyber Security—are provided to all of our employees. Additionally, technical training programs are conducted to equip employees with updated software skills and domain knowledge aligned with evolving business requirements and performance objectives.

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 period under review, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website)

Monetary					
Particulars	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		NA
Compounding Fees					

Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil			NA
Punishment					

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
	NA

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.

Yes, the Company has implemented a comprehensive anti-corruption and anti-bribery framework as part of its commitment to ethical business conduct. The Company's Board-approved Code of Conduct explicitly prohibits any form of bribery, corruption, or unethical inducement. It includes provisions on gift policy, conflict of interest, and strict restrictions against any payment, hospitality, donations, or comparable benefits intended (or perceived to be intended) to secure business advantages.

In addition, the Company has established a robust Whistle Blower Policy / Vigil Mechanism that allows directors and employees to report genuine concerns related to unethical behavior, actual or suspected fraud, or violations of the Code of Conduct. The mechanism ensures anonymity, protection from retaliation, and independent investigation of all reported cases.

These policies are aligned with the Company's core values of integrity, transparency, and accountability and are essential to maintaining stakeholder trust.

Web-links to the policies:

- 1) Code of Conduct
- 2) 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:

Particulars	Jan 2024 – Dec 2024	Apr 2023 – Dec 2023
Directors		
KMP	Nil	Nil
Employees		
Workers		

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

Particulars	Jan2024 – Dec 2024		Apr 2023 – Dec 2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of Directors				
	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of KMP's				

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.

During the reporting period, there were no instances of fines, penalties, or enforcement actions initiated by any regulatory authority, law enforcement agency, or judicial body against the Company in connection with corruption or conflicts of interest. As such, no corrective actions were required. The Company remains committed to upholding the highest standards of ethical conduct and legal compliance.

8. 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	Jan 2024 – Dec 2024	Apr 2023 – Dec 2023
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Nil	Nil
Share of RPTs In	a. Purchases (Purchases with related parties / Total Purchases) #	9.05%	13.34%
	b. Sales (Sales to related parties / Total Sales) ##	2.14%	0.92%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)	NIL	NIL

Note:

Includes all monetary transactions with related parties, comprising purchases of goods, services, and shared services, expressed as a percentage of total material purchases.

Includes all monetary transactions with related parties in the form of sale of goods, services, and shared services, expressed as a percentage of total revenue from operations.

Principle 2

Businesses Should Provide Goods and Services in A Manner That Is Sustainable And Safe.

Essential Indicators

1. 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.

Particulars	Jan 2024 Dec 2024	Apr 2023 Dec 2023	Details of improvement in environmental and social impacts.
R & D	-	-	NA
Capex	-	-	NA

The Company has implemented several innovations such as iLogic-based design automation, VAVE engineering, DigiREX for non-conformity management, and Vault for engineering data management. Additionally, LED lighting upgrades have been completed in corporate office, key factory sheds, and energy-saving measures such as equipment optimization and power factor improvement are in effect. Proposals for rooftop solar installations have been initiated, with implementation under evaluation. While these initiatives support environmental and operational improvements, the related expenditures are charged to regular cost heads and not tracked separately. Therefore, the percentage of R&D and capital expenditure specifically attributable to environmental or social impact improvements is not determinable.

Details of these initiatives are available in the Company's Annual Report for FY 2024.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) b. If yes, what percentage of inputs was sourced sustainably?

Currently, the entity is in the process of evaluating and developing structured strategies for sustainable sourcing. While formal sustainable sourcing procedures are not yet fully implemented, the Company has rolled out a Supplier Code of Conduct to its vendors and is actively encouraging the adoption of responsible practices across its supply chain. Efforts are underway to integrate sustainability considerations into procurement processes in the near future.

3. 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.

The company's products are capital-intensive and, due to their nature, are not designed for easy reclamation or recycling at the end of their life cycle. As a result, the processes for reclaiming, reusing, or recycling the products are not currently in place.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).

Yes.

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.

Yes, the company is fully committed to the principles of Extended Producer Responsibility (EPR). The waste collection plan is designed to align with the EPR guidelines submitted to the Pollution Control Boards. This plan outlines the company's responsibility for managing the lifecycle of its products, including proper collection, recycling, and disposal of waste, ensuring compliance with EPR regulations.

Principle 3

Businesses Should Respect and Promote the Well-Being of All Employees, Including Those In Their Value Chains.

Essential Indicators

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

% of employees covered by											
Category	Total(A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Num. (B)	% (B/A)	Num. (C)	% (C/A)	Num.(D)	% (D/A)	Num. (E)	% (E/A)	Num. (F)	% (F/A)
Permanent employees											
Male	384	384	100	384	100	NA	NA	384	100	0	0
Female	23	23	100	23	100	23	100	NA	NA	0	0
Total	407	407	100	407	100	23	100	384	100	0	0
Other than Permanent employees											
Male	7	7	100	7	100	NA	NA	NA	NA	NA	NA
Female	1	1	100	1	100	NA	NA	NA	NA	NA	NA
Total	8	8	100	8	100	NA	NA	NA	NA	NA	NA

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Num. (B)	% (B/A)	Num. (C)	% (C/A)	Num.(D)	% (D/A)	Num. (E)	% (E/A)	Num. (F)	% (F/A)
Permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0	0	0
Other Than Permanent employees											
Male	12	0	0	12	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	12	0	0	12	100	0	0	0	0	0	0

For workers, the company undertakes workmen compensation policy.

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

	Jan 2024 – Dec 2024	Apr 2023 – Dec 2023
Cost incurred on well-being measures as a % of total revenue of the company	0.38%	0.16%

Note: The Group Health Insurance, Accident Policy, and Life Term Policy are active from 01 July to 30 June of every year.

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	Jan 24 – Dec 24			Apr 23 – Dec 23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/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 (Y/N/N.A.)
PF	100%	0%	Y	99.77%	0%	Y
Gratuity	100%	0%	Y	100%	0%	Y
ESIC	0%	0%	-	0%	0%	-
Others - Please Specify	-	-	-	-	-	-

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 is being taken by the entity in this regard.

Yes. The company has implemented measures in its office premises to ensure accessibility for differently-abled employees, in line with the Rights of Persons with Disabilities Act, 2016. These measures include the provision of elevators and specialized stretchers for use during emergencies. Additionally, each floor has a designated emergency floor warden trained to assist differently-abled employees during emergency situations.

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.

Yes. John Cockerill and all John Cockerill Companies are equal opportunity employers that evaluate qualified applicants without regard to race, color, national origin, religion, ancestry, sex (including pregnancy, childbirth, and related medical conditions), age, marital status, disability, veteran status, citizenship status, sexual orientation, gender identity or expression, and other characteristics protected by law.

Web-Link: Human Rights Policy

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	100 %	100 %	100 %	100 %
Female	NA*	NA	NA	NA
Total	100 %	100 %	100 %	100 %

*No female employee took maternal leave during the reporting period.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees? If yes, briefly provide details of the mechanism.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. The company has a well-defined Employee Grievance Redressal Mechanism in place. Employees are encouraged to initially address concerns or job-related issues with their immediate supervisors to seek prompt and effective resolution. If the issue remains unresolved, employees can escalate the matter to the Human Resources Department. Additionally, a suggestion/complaint box is available to ensure accessibility and confidentiality. Notably, no grievances were reported during the reporting period.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and worker in Association(s) or Unions recognized by the listed entity:

Category	Jan 2024 – Dec 2024			Apr 2023 – Dec 2023		
	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	407	0	0	449	0	0
Male	384	0	0	422	0	0
Female	23	0	0	27	0	0
Total Permanent Workers	0	0	0	0	0	0
Male	0	0	0	0	0	0
Female	0	0	0	0	0	0

8. Details of training given to employees:

Category	Jan 2024 – Dec 2024					April 2023 – December 2023				
	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	384	384	100%	118	30.72%	422	424	100%	167	38.30%
Female	23	23	100%	5	21.73%	27	27	100%	10	27.02%
Total	407	407	100%	123	30.22%	449	451	100%	177	37.66%
Workers										
Male	12	12	100%	0	0	150	150	100%	0	0
Female	0	0	0	0	0	9	9	100%	0	0
Total	12	12	100%	0	0	159	159	100%	0	0

The Company's Training and Development policy focuses on aligning individual growth with business needs through structured skill assessments and gap analysis. Training needs are identified via competency mapping and annual performance appraisals. A yearly training calendar is developed across key areas like EHS, quality, compliance, technical skills, wellness, and leadership. These programs aim to build capability, ensure compliance, and support personal and professional development.

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

The company has established a structured Performance Appraisal Process conducted annually for all employees. This process evaluates individual contributions against predefined Key Performance Indicators (KPIs), which are aligned with organizational goals and ratified by the management team at the beginning of the year. Each functional head is provided with assessment guidelines to ensure consistency and transparency across departments. The performance review system supports career development by linking individual progress with business objectives.

Category	Jan 2024 – Dec 2024			Apr 2023 – Dec 2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No.(D)	% (D/C)
Employees						
Male	384	384	100%	422	424	100%
Female	23	23	100%	27	27	100%
Total	407	407	100%	449	451	100%
Workers						
Male	0	0	0%	150	0	0%
Female	0	0	0%	9	0	0%
Total	0	0	0%	159	0	0%

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?**
Yes. The Company has implemented an Occupational Health and Safety Management System and is certified under ISO 45001:2018, which ensures a comprehensive approach to managing occupational health and safety risks across its operations.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
The Company follows a structured HIRA (Hazard Identification and Risk Assessment) procedure to systematically identify and assess work-related hazards and risks, both on a routine and non-routine basis.
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**
Yes. The Company has established mechanisms that allow workers to report work-related hazards without fear of retaliation and empowers them to withdraw from unsafe work conditions until they are resolved.
- Do the employees/ worker of the entity have access to non-occupational medical and health care services? (Yes/No)**
Yes. Employees and workers have access to non-occupational medical and health care services. The Company has implemented safety protocols including the availability of eye wash stations, fire safety equipment, and pre-visit safety inductions for all factory visitors, along with regular health and wellness sessions.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	Jan 2024-Dec 2024	Apr 2023-Dec 2023
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

The company recently achieved a significant milestone by completing eleven years without any notable incidents or accidents across its operations. This accomplishment is the result of strict adherence to rigorous safety measures, continuous employee training, and proactive risk management, all contributing to a consistently safe and secure working environment.

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

To ensure a safe and healthy workplace, the company has implemented the following measures:

- a) **Identification and Mitigation of Work Hazards:** Regular workplace inspections are carried out to identify potential hazards, which are then mitigated using engineering controls, administrative controls, and personal protective equipment (PPE).
- b) **Golden Safety Rules:** A set of non-negotiable safety rules, known as the Golden Safety Rules, are enforced to prevent accidents and maintain a safe working environment.
- c) **Personal Protective Equipment (PPE):** PPE, including safety goggles, gloves, helmets, and respirators, is provided to employees as necessary to protect them from workplace hazards.
- d) **Safety Kaizens:** Continuous improvement initiatives, known as Safety Kaizens, involve employees at all levels to proactively identify and address safety concerns.
- e) **Standard Operating Procedures (SOPs):** SOPs are developed and regularly reviewed for all tasks and processes to ensure safety standards are consistently met. The company is deeply committed to fostering a safety culture where every employee is actively engaged in ensuring a healthy and safe working environment.

13. Number of Complaints on the following made by employees and workers:

	Jan 2024 – Dec 2024	Apr 2023 – Dec 2023
Working Conditions	NIL	NIL
Health & Safety		

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	

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

There are no instances of safety-related incidents / risks / concerns arising from assessment of health and safety practices and working conditions.

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.**

Identifying key stakeholders is essential for effective management and involves a systematic process. The company adopts a strategic approach to engage with stakeholders; prioritizing groups based on their material influence on the company's ability to create value.

Key stakeholders identified by the company include:

1. **Employees:** A critical group, as they are directly impacted by the company's activities and contribute significantly to its success.
2. **Shareholders and Investors:** Interested in the company's performance to see growth in their investments.
3. **Customers:** Their experience with our products or services is central to our business success.
4. **Suppliers:** Provide essential raw materials and services, influencing the company's operations.
5. **Government & Regulatory Bodies:** Ensure compliance with laws and regulations.
6. **Community/Society:** Affected by the company's operations, representing the local or broader societal environment.

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 & Marginalized 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
Employees	No	<ul style="list-style-type: none"> Local Intranet Website Learning Management portal Notices Training and awareness programmes E-mail Meetings Town hall 	Need basis	<ul style="list-style-type: none"> Safety of employees Employee development programmes Career growth Feedback from the employees Ethics and Compliance Policy Company Information Training Health
Shareholders	No	<ul style="list-style-type: none"> Annual General Meeting E-mail Press Release Conferences Annual report Website Investor Relations Investor Presentation 	Quarterly and Need Basis as per requirement of law	<ul style="list-style-type: none"> Understanding shareholder expectation Educating the investor community about company's integrated value creation model and business strategy for long term.
Customers	No	<ul style="list-style-type: none"> Meeting Events E-mail Website Seminars 	Need Basis	<ul style="list-style-type: none"> Information on business offering and to understand customer requirements
Suppliers	No	<ul style="list-style-type: none"> Meeting Website E-mail 	Need Basis	<ul style="list-style-type: none"> Educate about recent developments in the industry Encouraging supplier for following all compliances
Government & Regulatory Bodies	No	<ul style="list-style-type: none"> E-mail Website In person meetings Seminars and participation in industry forum 	Need Basis	<ul style="list-style-type: none"> Ensure Compliance with applicable regulations
Community	No	<ul style="list-style-type: none"> CSR report Site visits Medical camps Tree Plantation 	Quarterly/Annually	<ul style="list-style-type: none"> Develop the local community To undertake CSR project

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	Jan 2024 – Dec 2024			Apr 2023 – Dec 2023		
	Total (A)	No. of employees/ workers covered (B)	%(B/A)	Total (C)	No. of employees/ workers covered (D)	%(D/C)
Employees						
Permanent	407	407	100%	449	451	100%
Other than permanent	7	0	0%	19	0	0%
Total Employees	414	407	98.31%	468	451	96.36 %
Workers						
Permanent	0	0	0%	0	0	100%
Other than permanent	12	0	0%	159	112	70.44%
Total workers	12	0	0 %	159	112	70.44%

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

Category	Jan 2024 – Dec 2024					Apr 23 - Dec 23				
	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										
Male	384	0	0%	384	100%	422	0	0%	422	100%
Female	23	0	0%	23	100%	27	0	0%	27	100%
Other than Permanent										
Male	7	0	0%	7	100%	15	0	0%	15	100%
Female	1	0	0%	1	100%	4	0	0%	4	100%
Workers Permanent										
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent										
Male	12	0	0%	12	100%	150	0	0%	150	100%
Female	0	0	0%	0	100%	9	0	0%	9	100%

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	29,968,000	2	NA
Key Managerial Personnel	3	3,26,42,436	0	NA
Employees other than BoD and KMP	381	10,36,556	23	11,20,916
Workers	0	NA	0	NA

Note:

- Independent and Non-Executive Directors of the Company are paid only sitting fees and commission, within statutory limits and as approved by shareholders. As such, no fixed salary is paid to them, and hence, median salary is not applicable for these categories. Remuneration details are disclosed in the Corporate Governance section of the Annual Report.
- The Company engages workers primarily through third-party contractors. As these workers are not on the direct payroll of the Company, the disclosure of median remuneration for workers is not applicable.

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

	Jan 2024 – Dec 2024	Apr 2023 – Dec 2023
Gross wages paid to females as % of total wages	4.36%	5.04%

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)?

Yes. The Company has a Board-approved Human Rights Policy in place. A designated internal committee is responsible for overseeing its implementation and addressing any human rights impacts or issues caused or contributed to by the business. This structure ensures accountability and facilitates timely identification, resolution, and prevention of such concerns.

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

Internal Complaints Committee (ICC): Constituted under the POSH Act with ≥50% women members plus an independent women's-rights expert, ensuring confidential, timely resolution of all harassment complaints.

Zero-Tolerance Policy: No discrimination or bias—whether based on race, caste, religion, gender, age, disability or any other status—and an unwavering commitment to every employee's dignity.

Anonymous Feedback: A secure, lockable suggestion box at reception for written, anonymous concerns or suggestions.

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

Category of Complaints	Jan24 - Dec 24			Apr 23 - Dec 23		
	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						
Discrimination at workplace						
Child Labor						
Forced Labor/ Involuntary Labor		Nil			Nil	
Wages						
Other human rights related issues						

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

	Jan 24 - Dec 24	Apr 23 - Dec 23
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.

The company has established a robust mechanism to ensure the protection of complainants from any adverse consequences in cases related to discrimination and harassment, including sexual harassment.

Complaints of sexual harassment at the workplace may be submitted in writing to the Internal Complaints Committee (ICC) within three months from the date of the incident or the last incident. The committee may extend this timeline by up to three additional months, with reasons recorded in writing, if it is satisfied that circumstances justified the delay.

In cases where the complainant is unable to submit the complaint in writing, the Presiding Officer or any ICC Member shall provide reasonable assistance to facilitate a written submission.

Further, provisions are in place to accept complaints filed by:

- A relative, friend, co-worker, or designated authorities (such as officials from the National or State Women's Commissions), with the written consent of the aggrieved individual, in case of physical incapacity.
- A relative, friend, or special educator in case of mental incapacity.
- Any person with knowledge of the incident, with the written consent of the aggrieved individual, in any other compelling circumstances.

Complaints may be submitted in physical form to any ICC member or electronically via email at india.icc@johncockerill.com.

These procedures aim to ensure confidentiality, accessibility, and the psychological safety of the complainant throughout the grievance redressal process.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Human rights requirements are currently not embedded as standard clauses in our business agreements and contracts. However, the company remains committed to respecting and upholding human rights across all its operations and engagements.

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	NA

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting period and none are pending at the end of the period under review. POSH and disciplinary policy

PRINCIPLE 6:

Businesses 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	Jan2024 – Dec 2024 (in Gigajoules)	Apr 2023 – Dec 2023 (in Gigajoules)
For renewable resources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources(C)	-	-
Total energy consumed from renewable sources (A+B+C)	-	-
For non - renewable resources		
Total electricity consumption (D)	15,44,355 KWH/ 5,559.68 GJ	15,86,814 KWH/ 5712.5304 GJ
Total fuel consumption (E)	10815.04 Liters/ 434.74 GJ	17,625.5 litres / 708.5033 GJ
Energy consumption through other sources(F)	29,435 KWH/ 105.966 GJ	41,215 KWH/ 148.374 GJ
Total energy consumed from non-renewable sources (D+E+F)	6100.394 GJ	6,569.40777 GJ
Total Energy Consumed (A+B+C+D+E+F)	6100.394 GJ	6,569.40777 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00000156933 Joules per rupee	0.00000098549 Joules per rupee
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.0000320614 GJ	0.0000199956 GJ
(Total energy consumed / Revenue from operations adjusted for PPP)		
Energy intensity in terms of physical output	NA*	NA

*NA: Due to the highly customized nature of our products, where each project is unique and tailored to specific client requirements, it is not feasible to calculate standard units of output. Therefore, we have not provided per unit figures.

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.

No

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 medial action taken, if any.

The entity does not have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	Jan 2024 – Dec 2024	Apr 2023 - Dec 2023
Water withdrawal by source (in kilolitres)	6877	7331
(i) Surface water	-	-
(ii) Groundwater	6877	1125
(iii) Third party water	-	6206
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	6877	7331
Total volume of water consumption (in kilolitres)	6877	7331
Water intensity per rupee of turnover (Water consumed / turnover)	0.000001769 Litres per Rupee	0.0000010991 Litres per Rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.00003614	0.00002213
Water intensity in terms of physical output	NA*	NA
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

NA: Due to the highly customized nature of our products, where each project is unique and tailored to specific client requirements, it is not feasible to calculate standard units of output. Therefore, we have not provided per unit figures.

4. Provide the following details related to water discharged:

Parameter	Jan 2024 Dec 2024	Apr 2023 Dec 2023
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) To Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) To Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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.

NA

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

Not applicable

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

Parameter	Please specify unit	Jan 2024 - Dec 2024	Apr 2023 - Dec 2023
NOx	mg/Nm3	Taloja- 66.1, Hedavali- 72.1	NA
SOx	mg/Nm3	Taloja- 41, Hedavali- 73.1	NA
Particulate matter (PM)	mg/Nm3	Taloja- 45.6, Hedavali- 51.2	NA
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

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

NA

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

Parameter	Unit	Jan 2024 - Dec 2024	Apr 2023-Dec 2023
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)	Metric tonnes of CO ₂ Equivalent	63.83	44.28
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)	Metric tonnes of CO ₂ Equivalent	1122.75*	967.30
Total Scope 1 and Scope 2		1,186.58	1,011.58
Total Scope 1 and Scope 2 emissions intensity per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00000030525 Metric tonnes per Rs. of turnover	0.00000015175 Metric tonnes per Rs. of turnover
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0000062362	0.0000030790
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA*	NA

*Calculated by using the updated grid emission factor of 0.727 kg CO₂e/kWh from CEA Baseline Database Version 20.0

NA*: Due to the highly customized nature of our products, where each project is unique and tailored to specific client requirements, it is not feasible to calculate standard units of output. Therefore, we have not provided per unit figures.

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

The company has undertaken multiple initiatives aimed at reducing GHG emissions, primarily through enhanced energy efficiency and renewable energy integration. These initiatives are categorized as follows:

Yes. Company has initiated several operational, technological, and collaborative projects aimed at reducing greenhouse gas (GHG) emissions.

These span across energy efficiency measures, renewable energy proposals, decarbonization partnerships, and biodiversity restoration.

1. Operational Energy Efficiency and Renewable Energy Initiatives

- **Unity power factor** maintained consistently at the Talaja facility to optimize electrical efficiency and reduce wastage.
- **Energy-efficient LED lighting** installed in sheds 3, 4, and 7.
- **Air conditioners regulated at 24°C** to control energy consumption.
- **Proposal to install rooftop solar panels** on sheds 2, 3, 6AE, and 6BE is in progress, with solar capacity already assessed and vendor proposals awaited. Expected savings in monthly electricity bills and Scope 2 emissions once implemented.
- **Decommissioned four machines** in 2024, which has contributed to a reduction in power consumption and operating emissions.

2. Nature-Based Carbon Sequestration

- **Tree plantation drive** launched with employee participation:
 - **1,166 native saplings** planted across 45 species.
 - **Projected to sequester ~25,652 kg of CO₂ annually after 4 years**, contributing to long-term biodiversity restoration and carbon offset.

3. Strategic Decarbonization Partnerships and Technology Innovations

- **MoU with Steel Authority of India Limited (SAIL) signed in November 2024:**
 - Focus on integrating green hydrogen into steelmaking processes.
 - Joint venture for Cold Rolling & Processing solutions for Green Steel and Silicon Steel (CRGO/CRNO).
 - Collaboration on embedding John Cockerill's low-emission processing technologies into SAIL's projects.
- **Support the John Cockerill Group in Development of Volteron® Technology:**
 - A pioneering direct electrolysis-based iron reduction process under co-development with ArcelorMittal.
 - Offers a CO₂-free steelmaking path compared to traditional blast furnace routes.
- **Support the John Cockerill Group in Jet Vapor Deposition (JVD) and E-Si®:**
 - JVD provides low-emission steel coating without hot-dip galvanization.
 - E-Si® processing line enhances the efficiency of electrical steels critical for e-mobility and energy-efficient systems

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

Parameter	Jan 2024-Dec 2024	April 2023 Dec 2023
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	0.912 MT	Nil
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste(D)	Nil	Nil
Battery waste(E)	Nil	0.27 MT
Radio-active waste(F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	Used Oil: 0.8 MT. Waste Oil: 3.6 MT Empty Paint container: 0.1 MT	Used Oil: 0.6 MT Waste Oil: 2.6MT
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by Materials relevant to the sector)	Metal Scrap: 190 MT	Metal Scrap: 437 MT
Total (A+B+C+D+E+F+G+H)	195.412 MT	440.2 MT

Waste intensity per rupee of turnover	0.00000005027 MT per Rs.	0.00000006604 MT per Rs.
(Total waste generated / Revenue from operations)		
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	0.00000102701	0.00000133985
(Total waste generated / Revenue from operations adjusted for PPP)		
Waste intensity in terms of physical output	NA*	NA
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	Used Oil: 0.8 MT. Waste Oil: 3.6 MT Metal Scrap: 190 MT E waste: 0.912 MT	Used Oil: 0.6 MT. Waste Oil: 2.6 MT
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	195.312 MT	3.2 MT
For each category of waste generated, total waste disposed by nature of disposal method (in Metric tonnes)		
Category of waste		
(i) Incineration	0.1MT	Nil
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	0.1MT	Nil

NA: Due to the highly customized nature of our products, where each project is unique and tailored to specific client requirements, it is not feasible to calculate standard units of output. Therefore, we have not provided per unit figures.

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.

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.

The company has established compliant and environmentally responsible waste management practices, particularly for hazardous waste generated during production activities.

Hazardous Waste Management:

The primary hazardous waste generated includes used oil and waste oil arising from machine operations involving lubrication and cutting oils. These wastes are handled in strict accordance with the provisions of the Maharashtra Pollution Control Board (MPCB) under the Consent to Operate (CTO).

Used oil is collected and stored in 200-liter metal drums, placed securely on a concrete surface in a designated waste storage area.

The company ensures timely disposal by engaging a certified recycler who collects the waste within 90 days of generation.

The recycler recycles a portion of the waste and ensures the remainder is disposed of through environmentally safe methods.

Strategy to Reduce Use of Hazardous and Toxic Chemicals:

While hazardous materials are integral to certain processes, the company adopts a precautionary approach to minimize their use.

Process optimization and regular maintenance practices are in place to extend the life of cutting and lubrication oils, thereby reducing waste generation.

The company continually explores opportunities to adopt alternative, less hazardous materials in its operations, without compromising on product quality or performance.

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 in the following format:

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.
Not applicable, as the company does not have any operations or offices in or around ecologically sensitive areas.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant link	Web
Not Applicable. No Environmental Impact Assessments for operations were done during the period Jan 2024 – Dec 2024.						

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 there under (Y/N).If not, provide details of all such non-compliances, in the following format:

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
Yes. The Company is in compliant with the applicable laws and regulations.				

PRINCIPLE 7

Businesses, 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

12

- 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.

The Company is a member of the following trade associations and industry chambers:

S.No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indo-Belgian-Luxembourg Chamber of Commerce	International
2	IMC Chamber of Commerce and Industries	National
3	International Market Assessment India Pvt Ltd	International
4	Indo-French Chamber of Commerce & Industry	International
5	CostMasters	International
6	Taloja manufacturers association	State
7	National Safety Council	International
8	MIDC Marol Industries Association	State
9	Federation of Indian Export Organization	National
10	Bombay Chartered Accountants Society	National
11	EEPC India	National
12	Institute of Directors	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 taken
No adverse orders received from regulatory authorities for anti-competitive conduct.		

PRINCIPLE 8:

Businesses Should Promote Inclusive Growth And Equitable Development.

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 there were no projects that require SIA.					

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

S. 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)
Not Applicable						

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

Complaints or Grievances of the stakeholders, including community can be addressed directly to the e-mail address and phone number provided on the website or to:

1902, 19th Floor, Aurum Q2 IT Parc,
TTC Industrial Area, Thane Belapur Road,
Navi Mumbai - 400 710
Email address: sithu.baretto@johncockerill.com
Telephone: +91 9619762727
Contact person: Ms. Sithu Baretto

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

	Jan 2024-Dec 2024	Apr 2023-Dec 2023
Directly sourced from MSMEs/ small producers	59.97%	43.61%
Sourced directly from within the district and neighbouring districts	64.67%	53.92%

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.

The company has implemented a multi-channel mechanism to efficiently receive, track, and respond to consumer complaints and feedback, ensuring accessibility and timely redressal.

- **Email Support:** A dedicated email address is provided on the company's official website to enable consumers to share feedback, lodge complaints, or make suggestions directly with the customer service team.
- **Online Portal:** The website features a user-friendly "Customer Enquiries" tab that serves as an interactive platform for consumers to raise queries, seek clarifications, or request information about products and services.
- **Physical Correspondence:** For customers who prefer traditional communication methods, the company provides a physical mailing

address, enabling submission of documents or written complaints via post.

These mechanisms are designed to be inclusive, responsive, and customer-centric, enabling the company to address concerns effectively and continuously improve the customer experience.

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

Turnover of products	As a percentage to total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

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

Category of complaints	Jan2024 - Dec 2024			Apr 2023 - Dec 2023		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil	NA	Nil	Nil	NA
Cyber-security	Nil	Nil	NA	Nil	Nil	NA
Delivery of essential services	Nil	Nil	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Other	Nil	Nil	NA	Nil	Nil	NA

4. Details of instances of product recalls on account of safety issues:

	Number	Reason for Recall
Voluntary recalls	NIL	NA
Forced recalls	NIL	NA

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.

Yes, the Company has a Board-approved Cyber Security Policy accessible to all employees via the Company's intranet. The policy governs the appropriate use of IT infrastructure, including servers, client PCs, laptops, network, and storage, strictly for official purposes.

Key measures under the policy include:

- Blocking of USB ports on all desktops/laptops, except where specifically approved by the respective Head of Department or Managing Director.
- Prohibition of installing unlicensed software on client machines.
- Restriction of administrative rights on client systems to IT System Administrators only.

Periodic scans of file servers and client systems are conducted by the IT Department, with outcomes reported to management. Non-compliance is dealt with seriously.

Additionally, the Company has implemented an Information Security Management System (ISMS) to safeguard the confidentiality, integrity, and availability of both physical and electronic information assets, protecting against internal and external threats.

Note: The Cyber Security Policy is currently accessible internally and not available via a public web link.

- 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.**

This is not applicable.

- 7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches - Nil
- b. Percentage of data breaches involving personally identifiable information of customers - NA
- c. Impact, if any, of the data breaches - NA



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The ESG team thanks all those who contributed,
to a greater or lesser extent, to the making of this BRSR.

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John Cockerill enhances industrial production efficiency and environmental friendliness. As specialists in industrial processes, we design, supply, and modernise equipment for the steel, non-ferrous, aviation, forging, casting, automotive, and chemical industries. With decades of experience, we provide Green- and Brownfield installations, services, training, and technical assistance. Our innovative solutions are tailored to each client's needs, promoting responsible production and industry decarbonisation.

Innovations aimed at decarbonising iron reduction and steel production include furnace electrification, carbon capture, heat recovery, and revolutionary innovations like the CO₂-free steelmaking process Volteron™, co-developed by our process experts along with the world's largest steelmaker, ArcelorMittal.

Breakthrough downstream processing technologies such as the Jet Vapor Deposition (JVD) galvanising technology, which cost-effectively and efficiently replaces standard hot-dip or electro galvanising, and our latest technologies (E-Si™) for the production of high-performance electrical steel to support green mobility, are recent additions to our product portfolio. These innovations support our clients in their efforts towards more sustainable and greener steel production. Additionally, with hydrogen driving change for the future of green steelmaking, John Cockerill's electrolyzers are a crucial element in supporting hydrogen-based steel production. The large amounts of hydrogen produced by our electrolyzers on-site, coupled with electrification, represent the ultimate form of green steelmaking in a net-zero economy.

Founded in 1817, John Cockerill is an international engineering company with a strong manufacturing base, allowing it to provide cost-effective engineered solutions. With over 6,000 employees across 23 countries on five continents, John Cockerill brings global expertise to its clients.



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