

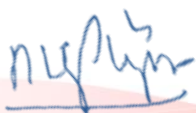
# JAYDEE STEEL INDUSTRIES

B-7, J.K. Compound, Behind Novelty Hotel, Virar (East),  
District Palghar – 401305, India.

## CORPORATE SUSTAINABILITY REPORT

For the Period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025

**Doc No** : JSI/ESG/022  
**Issue No** : 01  
**Rev No** : 00  
**Date** : 28<sup>th</sup> April, 2025



**Prepared By:** Philip Thomas  
**Designation:** Managing Director




**Approved By:** Jobo Babu  
**Designation:** ESG Director




	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

## **TABLE OF CONTENT**

Sl. No	Topics	Page No
1	Statement of Use	4
2	Organizational Details	4
3	Reporting Practices and Period	4
4	Assurance and Verification	4
5	Governance Structure and Oversight	5
6	Risk Management & Internal Controls	5
7	Ethics, Integrity, and Compliance	5
8	Stakeholder Engagement	6
9	Supplier & Customer Responsibility	6
10	Anti-Corruption	6
11	Whistle blower Mechanism & Data Protection	7
12	Material Topics	7
13	Performance Measurement & Assurance	8
14	ISO 14001:2015 Certification	8
15	Materials Efficiency and Waste Management	8
16	Energy Consumption and Efficiency	9
17	Greenhouse Gas Emissions – Scope 1	9
18	Greenhouse Gas Emissions – Scope 2	9
19	Greenhouse Gas Emissions – Scope 3	10
20	Emission Reduction Targets and Climate Strategy	10

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

21	Materials & Waste Management	10
22	Hazardous Materials & Environmental Compliance	10
23	Procurement Practices	11
24	ISO 45001:2018 Certification	11
25	Employment & Labour Practices	11
26	Employment	12
27	Labour / Management Relations	12
28	Occupational Health & Safety	12
29	Employee Welfare & Engagement	12
30	Training, Skills Development, and Diversity	13
31	Training and Education	13
32	Diversity, Equal Opportunity & Human Rights	13
33	Non-Discrimination	14
34	Child Labour	14
35	Human Rights	14
36	Supplier Social Assessment	14
37	Customer Health and Safety	15
38	Information Security	15
39	Sustainability Performance Data - 2025	15
40	GRI Index	16

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

## 1. GRI 1-5: Statement of Use

This report is prepared in accordance with GRI standards.

## 2. GRI 2-1: Organizational Details


Jaydee Steel Industries (JSI) is an India-based manufacturing organization specializing in wire netting products such as galvanized wire mesh, welded mesh, and woven mesh, serving industrial, commercial, and infrastructure sectors. The company operates a single manufacturing facility with integrated administrative offices at Virar (East), Maharashtra. Sustainability is embedded within JSI's operational philosophy, guiding responsible manufacturing and long-term value creation. JSI follows an operational control approach and integrates Environmental, Social, and Governance (ESG) principles across operations, procurement, workforce management, and governance. This sustainability report covers the period from 1 April 2024 to 31 March 2025 and is prepared in alignment with the GRI Universal Standards.

## 3. GRI 2-3: Reporting Practices and Period

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and represents JSI's first comprehensive sustainability disclosure. The reporting period aligns with the financial year 2024–25, ensuring consistency across operational, financial, and sustainability information. Any changes in scope, methodology, or boundaries are transparently explained, and no historical restatements were required due to the absence of earlier greenhouse gas inventories. The report is designed to present balanced, accurate, and complete information on key environmental, social, and governance topics. Its objective is to support informed decision-making by stakeholders, customers, regulators, employees, and business partners worldwide value chains responsibly.

## 4. GRI 2-5: Assurance and Verification

To enhance credibility and transparency, JSI engaged an accredited independent third-party verifier to assess its greenhouse gas emissions data for the financial year 2024–25 in accordance with ISO 14064-3 requirements. The verification process provided reasonable assurance that the reported emissions data are complete, accurate, and prepared in line with recognized methodologies, without material misstatements. Independent verification supports the reliability of reported performance and demonstrates accountability in climate-related disclosures. This assurance process reinforces stakeholder confidence, including that of customers, regulators, and business partners, and reflects JSI's commitment to maintaining robust data management practices and delivering high-quality, transparent, and trustworthy sustainability reporting aligned with international standards.

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

## 5. GRI 2-9: Governance Structure and Oversight


JSI's sustainability governance is overseen by top management, with direct involvement from the Managing Director and ESG Director, ensuring strong leadership accountability. A cross-functional ESG and GHG Reduction Committee, including representatives from production, maintenance, human resources, procurement, logistics, and finance, meets quarterly to review sustainability performance and progress against defined targets. Board-level oversight ensures that sustainability risks and opportunities, including climate-related considerations, are integrated into strategic decision-making. JSI operates under a structured governance framework emphasizing transparency, ethical conduct, and compliance. Policies on anti-corruption and codes of conduct guide decisions, while senior management formally reviews and approves sustainability disclosures, reinforcing responsibility and commitment.

## 6. GRI 2-13: Risk Management & Internal Controls

Operational control procedures, internal audits, and preventive maintenance systems are implemented to manage operational, environmental, and safety risks in a structured and effective manner. Clear procedures define responsibilities, monitoring requirements, and escalation mechanisms to ensure consistent execution across all activities. Internal audits are conducted periodically to evaluate compliance with ESG commitments, statutory requirements, and internal policies, enabling early identification of gaps and corrective actions. Preventive maintenance programs support equipment reliability, energy efficiency, and workplace safety by reducing unplanned failures and incidents. Continuous monitoring and review strengthen operational resilience, enhance regulatory compliance, and support ongoing improvement in sustainability performance.

## 7. GRI 2-23: Ethics, Integrity, and Compliance

JSI operates with a strong commitment to ethical conduct, integrity, and full compliance with applicable laws and regulatory requirements. The organization has established documented policies addressing anti-corruption, responsible business practices, information security, and whistleblower protection. These policies are communicated through employee induction programs, periodic training sessions, and internal communications to ensure awareness and adherence. Compliance with labor, environmental, and occupational safety regulations is monitored through regular reviews and audits. Any non-compliance is addressed through defined corrective and preventive actions. Ethical performance is considered fundamental to sustainable operations, reinforcing transparency, accountability, and long-term trust with all stakeholders.

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

## 8. GRI 2-29: Stakeholder Engagement


JSI engages with a diverse range of stakeholders, including employees, customers, suppliers, regulators, auditors, and local communities, to support transparent and responsible operations. Engagement methods include internal meetings, employee surveys, customer interactions, supplier evaluations, and regular communication with regulatory authorities. Feedback gathered through these channels is reviewed systematically and used to inform ESG priorities, risk identification, and continuous improvement initiatives. During the reporting period, key stakeholder concerns focused on energy efficiency, climate-related impacts, workplace health and safety, and regulatory compliance. Stakeholder inputs are integrated into operational planning and sustainability target-setting to ensure alignment with expectations and long-term value creation.

## 9. GRI 204-1: Supplier & Customer Responsibility

JSI promotes responsible procurement by establishing clearly defined purchase terms, ethical requirements, and ESG expectations for suppliers. Procurement processes emphasize transparency, compliance with legal and sustainability standards, and fair supplier selection practices. Suppliers are engaged through communication, evaluations, and periodic reviews to ensure alignment with labor, environmental, and safety requirements. Customer feedback mechanisms are implemented to capture insights related to product quality, delivery performance, and service reliability. Feedback is reviewed regularly to identify improvement opportunities and address concerns promptly. This integrated approach strengthens ethical business relationships, supports continuous improvement, reduces supply chain risks, and enhances trust with customers and suppliers over the long term.

## 10. GRI 205-1: Anti-Corruption

The organization adopts a zero-tolerance approach toward corruption, bribery, fraud, and all forms of unethical conduct across its operations. Comprehensive anti-corruption policies are established and communicated to employees and relevant stakeholders through induction programs, periodic training, and awareness initiatives. Regular risk assessments are conducted to identify potential corruption risks, particularly in procurement, financial transactions, and third-party relationships. Confidential whistleblower and reporting mechanisms allow concerns to be raised without fear of retaliation. All reported cases are investigated impartially, and appropriate corrective actions are taken. These measures promote ethical behavior, strengthen transparency, and reinforce accountability, supporting a culture of integrity and responsible governance.

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

## 11. GRI 205-2: Whistle blower Mechanism & Data Protection


Confidential reporting channels are established to allow employees and external stakeholders to report unethical practices, misconduct, or data security concerns without fear of retaliation. These mechanisms support transparency, accountability, and ethical behavior across the organization. Reports are reviewed objectively, and appropriate corrective actions are implemented in a timely manner. To safeguard sensitive information, the organization has implemented robust cyber security controls, including antivirus software, firewalls, and controlled access systems. User access is restricted based on roles and responsibilities to prevent unauthorized data use. Regular system monitoring and employee awareness initiatives further strengthen information security and protect data integrity.

## 12. GRI 3-2: Material Topics

A structured materiality assessment was conducted to identify sustainability topics with significant economic, environmental, and social impacts. The assessment considered operational risks, stakeholder expectations, regulatory requirements, and business relevance across operations and the value chain. Key material topics identified include energy consumption, greenhouse gas emissions, material efficiency, waste management, occupational health and safety, labor practices, and employee development. Inputs from management, employees, customers, suppliers, and regulatory sources supported balanced and informed evaluation. Identified material topics are reviewed periodically to reflect changes in business activities and external expectations. These topics guide strategy development, performance measurement, target-setting, and sustainability reporting, ensuring focused resource allocation and transparent disclosure of significant impacts.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Energy consumption	Employee health & safety	Ethical business practices
Water usage efficiency	Skill development & training	Anti-corruption and bribery
Air emissions (dust & pollutants)	Fair wages and benefits	Regulatory compliance
Waste management & recycling	Working hours compliance	Risk management planning
Carbon footprint / GHG emissions	Anti-child & forced labor	Supplier code of conduct
Chemical handling and storage	Workplace ergonomics	Procurement transparency
Noise pollution control	Diversity and inclusion	ESG reporting and disclosure



	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

Sustainable raw material sourcing	Worker grievance systems	Data protection & confidentiality
Environmental compliance & reporting	Community welfare	Board oversight of ESG
Climate change adaptation measures	Emergency response	Whistle blower protection

### 13. GRI 3-3: Performance Measurement & Assurance

Sustainability performance is monitored through a set of defined key performance indicators covering areas such as energy consumption, greenhouse gas emissions, workplace health and safety, employee training, and labour compliance. These KPIs enable systematic measurement, trend analysis, and comparison against targets to support informed decision-making. Performance data is reviewed periodically by management to assess progress and identify improvement opportunities. Independent third-party assurance is applied to selected indicators to enhance accuracy, reliability, and transparency of reported information. This structured performance monitoring and assurance approach strengthens data credibility, supports accountability, and reinforces confidence among stakeholders regarding the organization's sustainability commitments and reported outcomes.


### 14. GRI 301: ISO 14001:2015 Certification

An Environmental Management System aligned with ISO 14001:2015 has been implemented to systematically manage environmental aspects and reduce operational impacts. The system emphasizes energy efficiency, effective waste management, emissions control, and compliance with applicable environmental regulations. Clear environmental objectives and measurable targets are established, monitored, and reviewed on a regular basis to drive performance improvement. Employees receive training on environmental responsibilities, emergency preparedness, and pollution prevention measures to support effective implementation. Periodic internal audits and management reviews evaluate system effectiveness and identify improvement opportunities. This structured approach minimizes environmental risks, enhances resource efficiency, and demonstrates a strong commitment to sustainable operations and responsible environmental stewardship.

### 15. GRI 301-6: Materials Efficiency and Waste Management

Material efficiency and responsible waste management are core to JSI's environmental strategy. The company predominantly uses steel raw materials and metal scrap, which are largely recyclable. During the reporting period, waste generation was closely monitored, and scrap recycling processes were enhanced to reduce landfill disposal. Packaging waste is carefully segregated and directed to authorized recyclers.



	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

JSI actively seeks to minimize material consumption at the source through process optimization, lean manufacturing practices, and collaboration with suppliers. These initiatives support circular economy principles, reduce environmental impact, and enhance resource efficiency, reflecting JSI’s commitment to sustainable operations and responsible stewardship of materials.

## 16. GRI 302-1: Energy Consumption and Efficiency


Energy consumption is a significant environmental aspect for JSI due to the electricity-intensive nature of its manufacturing operations. During the reporting period, total electricity consumption amounted to 92,350 kWh. To manage this impact, JSI has implemented energy efficiency initiatives such as replacing conventional lighting with LED systems, optimizing machine operating schedules, and strengthening preventive maintenance practices. Energy-efficient motors and improved equipment utilization further support reduced electricity demand. Energy performance is monitored through metering and periodic internal reviews, while employees are trained on shutdown protocols to prevent idle consumption. These actions have contributed to year-on-year reductions in energy intensity and support continued improvement, cost efficiency, and lower carbon footprint.

## 17. GRI 305-1: Greenhouse Gas Emissions – Scope 1

Direct greenhouse gas (GHG) emissions (Scope 1) at JSI mainly result from diesel consumption used for backup power generation and limited internal operational activities. During the financial year 2024–25, total Scope 1 emissions were recorded at 3.34 tCO<sub>2</sub>e. To manage and reduce these emissions, the organization focuses on improving fuel efficiency through regular preventive maintenance of generators and equipment, as well as minimizing diesel usage wherever feasible. Efforts are also made to optimize operational practices to reduce dependency on fossil fuels. Looking ahead, JSI plans to explore hybrid or solar-supported power solutions and the gradual adoption of electric material-handling equipment to further lower direct emissions and support long-term decarbonization objectives.

## 18. GRI 305-2: Greenhouse Gas Emissions – Scope 2

Scope 2 greenhouse gas emissions at JSI arise from purchased electricity consumed at its manufacturing facility and represent the largest source of overall emissions. During the reporting period, Scope 2 emissions were calculated at 75.71 tCO<sub>2</sub>e using the applicable India grid emission factor. To address this impact, JSI is strengthening energy monitoring systems and improving electricity efficiency across operations. The organization is committed to increasing the share of renewable energy through planned rooftop solar photovoltaic installations and evaluation of green power procurement options. These initiatives align with national clean energy policies and long-term ESG objectives, supporting reduced emissions, improved operational efficiency, and a gradual transition toward low-carbon and sustainable power generation.

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

## 19. GRI 305-3: Greenhouse Gas Emissions – Scope 3

JSI's Scope 3 emissions, totaling 183.75 tCO<sub>2</sub>e, represent the largest portion of its carbon footprint, arising from upstream activities such as raw material production, inbound transport, employee commuting, business travel, and waste management, as well as downstream product distribution. To mitigate these indirect emissions, JSI engages suppliers, optimizes logistics, and promotes employee carpooling. Direct Scope 1 emissions are managed through fuel efficiency and equipment optimization, while Scope 2 emissions are reduced via energy efficiency and renewable energy initiatives. Annual tracking, improved data quality, and reduction targets ensure transparency and support JSI's long-term climate action and resilience objectives.

## 20. GRI 305-5: Emission Reduction Targets and Climate Strategy


JSI has set science-based targets aligned with a 1.5°C climate scenario, aiming to reduce total GHG emissions by 40% by 2030 from the FY 2024–25 baselines and achieve net-zero emissions by 2045. The company's climate strategy emphasizes renewable energy adoption, enhanced operational efficiency, low-carbon sourcing, and active employee engagement. Implementation includes process optimization, energy-efficient technologies, and supplier collaboration to minimize value-chain emissions. Progress is monitored and reviewed annually through management performance evaluations to ensure accountability. These measures demonstrate JSI's commitment to climate action, supporting long-term sustainability, regulatory compliance, and resilience against environmental and business risks.

## 21. GRI 306-2: Materials & Waste Management

JSI emphasizes responsible material use by prioritizing recyclable raw materials and reducing waste generation. Manufacturing scrap is segregated and sent to authorized recyclers, reinforcing circular economy practices. Waste streams are categorized into general, recyclable, and hazardous types, with clear handling and disposal procedures to ensure safety and compliance. Waste volumes are monitored regularly to identify opportunities for reduction and process improvement. Employees receive training on proper waste segregation and environmental responsibility, fostering a culture of sustainability. These measures enhance regulatory compliance, minimize landfill impact, and promote efficient resource utilization, supporting JSI's commitment to sustainable and environmentally responsible operations.

## 22. GRI 307-1: Hazardous Materials & Environmental Compliance

JSI implements strict protocols for the safe handling, storage, labeling, and disposal of hazardous substances. Material Safety Data Sheets (MSDS) are maintained and readily accessible to all employees. Designated storage areas are equipped with spill containment and proper ventilation systems. Only trained personnel handle hazardous materials using appropriate personal protective equipment (PPE).

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

Comprehensive emergency preparedness plans address potential environmental incidents, including spills or leaks. Regular audits and inspections ensure compliance with environmental laws and pollution control regulations. These practices safeguard employee health, prevent environmental contamination, and reinforce JSI’s commitment to responsible and sustainable manufacturing operations.

## 23. GRI 308-1: Procurement Practices


Procurement activities are guided by principles of fairness, transparency, and sustainability. Supplier selection considers quality, cost, delivery reliability, and compliance with environmental, social, and ethical expectations. Preference is given to responsible suppliers who demonstrate adherence to labour laws, environmental regulations, and safe working practices. Purchase orders clearly define terms, specifications, and compliance requirements. Supplier performance is periodically reviewed to identify risks and improvement opportunities. This structured approach ensures responsible sourcing, reduces supply-chain risks, and supports long-term value creation while aligning procurement decisions with sustainability objectives.

## 24. GRI 401: ISO 45001:2018 Certification

The organization has implemented an Occupational Health and Safety Management System aligned with ISO 45001:2018 to provide a safe and healthy workplace. The system focuses on hazard identification, risk assessment, and preventive controls to reduce workplace injuries and occupational illnesses. Employee participation, safety training, and consultation are integral elements of the framework. Emergency preparedness, incident reporting, and corrective action procedures support continuous improvement. Regular internal audits and management reviews ensure system effectiveness and legal compliance. This structured approach strengthens safety culture, protects employees, and supports proactive risk management across all operations.

## 25. GRI 401-1: Employment & Labour Practices

JSI is committed to fair and ethical employment practices in full compliance with applicable labour laws and regulations. All employees receive formal appointment letters detailing their roles, responsibilities, and terms of employment. Wages are transparent, statutory benefits are provided, and working hours are managed in accordance with legal requirements. Overtime work is compensated fairly as per company policy and applicable laws. The organization promotes workforce stability through equitable treatment, job security, and open communication channels that allow employees to express concerns and provide feedback. These practices cultivate trust, reinforce compliance, and support sustained employee engagement, motivation, and long-term organizational loyalty.

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

## 26. GRI 401-2: Employment

Employment practices are structured to ensure fairness, transparency, and full compliance with applicable labour laws. All employees are hired through formal appointment processes with clearly defined roles, responsibilities, and documented terms of employment. Wages, benefits, and statutory entitlements are provided in accordance with legal requirements and company policies. The organization promotes stable employment, equal opportunity, and respectful treatment for all employees, regardless of role or background. Workforce data is regularly monitored to support effective planning, retention, and regulatory compliance. These practices enhance employee security, motivation, and engagement while ensuring ethical employment standards and responsible workforce management.

## 27. GRI 402-1: Labour / Management Relations


JSI complies with all applicable labour laws and regulations, ensuring fair wages, regulated working hours, statutory benefits, and health insurance coverage for all employees. Formal appointment letters, transparent wage structures, and lawful overtime compensation reinforce fairness and clarity in employment terms. Working conditions are regularly reviewed to safeguard employee well-being and legal compliance. Grievance mechanisms, regular meetings, and feedback channels enable confidential reporting of concerns and open communication between employees and management. Changes affecting working conditions are communicated transparently and in advance where applicable. These fair employment practices promote trust, workforce stability, employee engagement, and long-term organizational sustainability.

## 28. GRI 403-5: Occupational Health & Safety

Employee health and safety are prioritized through a structured safety management system implemented across all operations. JSI conducts regular risk assessments to identify and control workplace hazards and ensures the availability and use of appropriate personal protective equipment (PPE). Employees receive periodic safety training, including induction programs, toolbox talks, and emergency preparedness sessions. Fire safety systems, first-aid facilities, and access to medical support enable prompt response to incidents. Regular drills and incident reporting mechanisms strengthen safety awareness and accountability. Through continuous monitoring and improvement, JSI is committed to maintaining a safe workplace and targeting zero workplace injuries.

## 29. GRI 403-6: Employee Welfare & Engagement

Employee welfare initiatives focus on promoting well-being, motivation, and a positive work environment. The organization provides health insurance coverage and supports employee well-being through recreational and engagement activities that encourage teamwork and morale.

	<b>JAYDEE STEEL INDUSTRIES</b> <b>B-7, J.K. Compound, Behind Novelty Hotel, Virar (East),</b> <b>District Palghar – 401305, India.</b>	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

Recognition programs acknowledge employee contributions and performance, fostering a sense of value and belonging. Family-friendly policies support work–life balance and accommodate personal responsibilities. Regular engagement initiatives strengthen communication and inclusivity across the workforce. Together, these welfare measures improve job satisfaction, enhance employee retention, and contribute to a strong, supportive organizational culture that aligns employee well-being with long-term organizational success.

### **30. GRI 404- 1: Training, Skills Development, and Diversity**


Employee learning and development are recognized as key enablers of sustainable growth at JSI. During the reporting period, all employees participated in structured training programs covering technical skills, occupational health and safety, quality standards, and ESG awareness. These programs enhance competence, compliance, and responsible workplace behavior. JSI promotes equal opportunity and maintains a zero-tolerance approach toward discrimination and harassment. Clear policies, regular awareness sessions, and accessible reporting mechanisms support an inclusive and respectful work environment. No incidents of discrimination or harassment were reported during the year, demonstrating the effectiveness of training initiatives and the organization’s commitment to fairness, dignity, and employee well-being.

### **31. GRI 404-2: Training and Education**

JSI invests in continuous employee development through structured induction programs, technical training, safety education, and skill enhancement initiatives. Employees receive role-specific instruction and periodic refresher training aligned with operational needs, quality standards, and ethical conduct. Training effectiveness is monitored through participation records and evaluations to ensure broad coverage and continuous improvement. Employees are encouraged to upgrade competencies that support both career growth and organizational objectives. These learning initiatives strengthen safety awareness, improve productivity, reduce operational risks, and foster innovation. By consistently investing in workforce capability, JSI enhances operational resilience and prepares employees to adapt effectively to evolving business and regulatory requirements.

### **32. GRI 405-1: Diversity, Equal Opportunity & Human Rights**

JSI maintains a zero-tolerance approach toward discrimination, child labour, forced labour, harassment, or any form of human rights abuse. Equal opportunity policies are applied across recruitment, training, performance management, and promotion processes to ensure fairness and inclusivity. POSH mechanisms and formal grievance redressal channels are in place to address concerns confidentially, promptly, and fairly. Regular awareness and training programs educate employees on human rights, ethical conduct, and workplace dignity. These commitments extend across operations and the supply chain, reinforcing JSI’s responsibility to uphold human rights, foster respect, and maintain a safe, inclusive, and compliant working environment.

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

### 33. GRI 406-1: Non-Discrimination

Discrimination of any form is strictly prohibited across all operations. Clear policies define unacceptable behavior related to discrimination or harassment based on gender, age, religion, caste, disability, or other protected characteristics. Employees are informed of their rights and responsibilities through regular training, induction programs, and internal communication initiatives. Confidential grievance redressal mechanisms allow concerns to be raised safely and investigated impartially without fear of retaliation. Where violations are identified, prompt and appropriate corrective actions are taken. This approach promotes a respectful and inclusive workplace, safeguards employee dignity, and reinforces the organization's strong commitment to ethical conduct, legal compliance, and fair employment practices.

### 34. GRI 408-1: Child Labour

The organization strictly prohibits the use of child labour across all operations and business relationships. Robust age verification procedures are implemented during recruitment to ensure compliance with applicable legal minimum age requirements. Accurate employment records are maintained to support verification, transparency, and audit processes. Suppliers and contractors are required to comply with the same standards through contractual clauses and periodic assessments. Awareness and training programs reinforce understanding of child labour laws and ethical responsibilities among employees and partners. These measures ensure legal compliance, protect children's rights, and promote responsible, ethical business practices throughout the organization's value chain.

### 35. GRI 412-1: Human Rights

Respect for human rights is embedded in the organization's policies, procedures, and daily practices. The organization upholds principles of dignity, equality, fair treatment, freedom from forced or compulsory labour, and safe working conditions for all employees. Regular awareness and training programs inform employees about human rights expectations and available reporting mechanisms. Operations and supplier relationships are periodically reviewed to identify, prevent, and mitigate potential human rights risks. Where gaps are identified, appropriate corrective actions are implemented. This commitment ensures ethical operations, legal compliance, and responsible engagement with employees, suppliers, and other stakeholders across the value chain.

### 36. GRI 414-1: Supplier Social Assessment

Suppliers are systematically evaluated for social performance to ensure alignment with labour standards, occupational health and safety requirements, and human rights expectations. Assessments review compliance with applicable laws, working conditions, ethical conduct, and responsible employment practices.

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

Potential or identified risks are addressed through supplier engagement, corrective action plans, or targeted improvement initiatives. New suppliers are screened before on boarding, and existing suppliers are periodically reviewed to maintain on going compliance. This structured approach strengthens supply-chain responsibility, mitigates social and reputational risks, and promotes continuous improvement and ethical practices across all business relationships.

### 37. GRI 416-1: Customer Health and Safety

Customer health and safety are prioritized through robust quality control systems, defined product specifications, and compliance with applicable regulatory and industry standards. Products are designed and manufactured to ensure safe performance for their intended use. Regular inspection and testing processes help maintain consistency, reliability, and quality. Customer feedback and complaint mechanisms enable the timely identification of potential safety concerns. Any incidents related to product safety are thoroughly investigated, and corrective and preventive actions are implemented where required. These measures safeguard customers, strengthen trust, and demonstrate the organization’s commitment to responsible product stewardship and continuous improvement.

### 38. GRI 418-1: Information Security

Information security practices are implemented to protect organizational and third-party data from unauthorized access, loss, or misuse. Technical controls such as antivirus software, firewalls, access restrictions, and secure data storage systems are in place to safeguard information assets. Employees receive regular awareness training on data protection, password discipline, phishing risks, and safe digital behavior. Confidential information is accessed strictly on a need-to-know basis in line with defined access controls. Information security incidents are monitored, reported, and addressed promptly. These measures ensure data integrity, protect privacy, and support compliance with applicable information security, legal, and governance requirements.

### 39. Sustainability Performance Data – 2024

KPI No	KPI	Unit	Measure
1	Energy consumption and GHGs	kWh	92350
2	Materials, chemicals, and waste	Liters	11.625
3	Total gross Scope 1 GHG emissions	MT of CO2e	3.34




	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

4	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	75.71
5	Total gross Scope 3 GHG emissions	MT of CO2e	183.75
6	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	16.69
7	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	172.07
8	Employee health and safety	Count	0
9	Working conditions	Percentage	100
10	Career management and training	Percentage	100
11	Discrimination and Harassment	Count	0

## 40. GRI Index

This Report is prepared as per GRI Standards

GRI. No	GRI Content Index	Page No
GRI 1-5	Statement of Use	4
GRI 2-1	Organizational Details	4
GRI 2-3	Reporting Practices and Period	4
GRI 2-5	Assurance and Verification	4
GRI 2-9	Governance Structure and Oversight	5
GRI 2-13	Risk Management & Internal Controls	5
GRI 2-23	Ethics, Integrity, and Compliance	5
GRI 2-29	Stakeholder Engagement	6

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

GRI 204-1	Supplier & Customer Responsibility	6
GRI 205-1	Anti-Corruption	6
GRI 205-2	Whistle blower Mechanism & Data Protection	7
GRI 3-2	Material Topics	7
GRI 3-3	Performance Measurement & Assurance	8
GRI 301	ISO 14001:2015 Certification	8
GRI 301-6	Materials Efficiency and Waste Management	8
GRI 302-1	Energy Consumption and Efficiency	9
GRI 305-1	Greenhouse Gas Emissions – Scope 1	9
GRI 305-2	Greenhouse Gas Emissions – Scope 2	9
GRI 305-3	Greenhouse Gas Emissions – Scope 3	10
GRI 305-5	Emission Reduction Targets and Climate Strategy	10
GRI 306-2	Materials & Waste Management	10
GRI 307-1	Hazardous Materials & Environmental Compliance	10
GRI 308-1	Procurement Practices	11
GRI 401	ISO 45001:2018 Certification	11
GRI 401-1	Employment & Labour Practices	11
GRI 401-2	Employment	12
GRI 402-1	Labour / Management Relations	12
GRI 403-5	Occupational Health & Safety	12
GRI 403-6	Employee Welfare & Engagement	12

	<b>JAYDEE STEEL INDUSTRIES</b> B-7, J.K. Compound, Behind Novelty Hotel, Virar (East), District Palghar – 401305, India.	Doc No : JSI/ESG/022
		Issue No: 01
		Rev No : 00
	<b>CORPORATE SUSTAINABILITY REPORT</b>	Date : 28 <sup>th</sup> April, 2025

GRI 404- 1	Training, Skills Development, and Diversity	13
GRI 404-2	Training and Education	13
GRI 405-1	Diversity, Equal Opportunity & Human Rights	13
GRI 406-1	Non-Discrimination	14
GRI 408-1	Child Labour	14
GRI 412-1	Human Rights	14
GRI 414-1	Supplier Social Assessment	14
GRI 416-1	Customer Health and Safety	15
GRI 418-1	Information Security	15

## INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with ISO 17029:2019. The assurance engagement covered a Type 2 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

**Name of Assurance Provider** : BMQR Certifications Pvt Ltd,  
**Standard Used** : ISO 17029:2019 and GRI.  
**Type of Assurance** : Type 2  
**Web URL** : [www.bmqrassurance.com](http://www.bmqrassurance.com)

### Authorized Representative (Assurer):

**Name** : S. Elango  
**Designation** : Associate Certified Sustainability Assurance Practitioner  
**Certificate No** : AA1000 (ACSAP) C.N: A09122401

Signature

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