



# JANANI CASHEW INDUSTRY

No.485/4, Keezkha Kuppam Road, Kadambuliyur & Post, Panruti Taluk,  
Cuddalore District - 607103, Tamilnadu, India.

## CORPORATE SUSTAINABILITY REPORT

FOR THE YEAR (01<sup>st</sup> April 2024 TO 31<sup>st</sup> March 2025)

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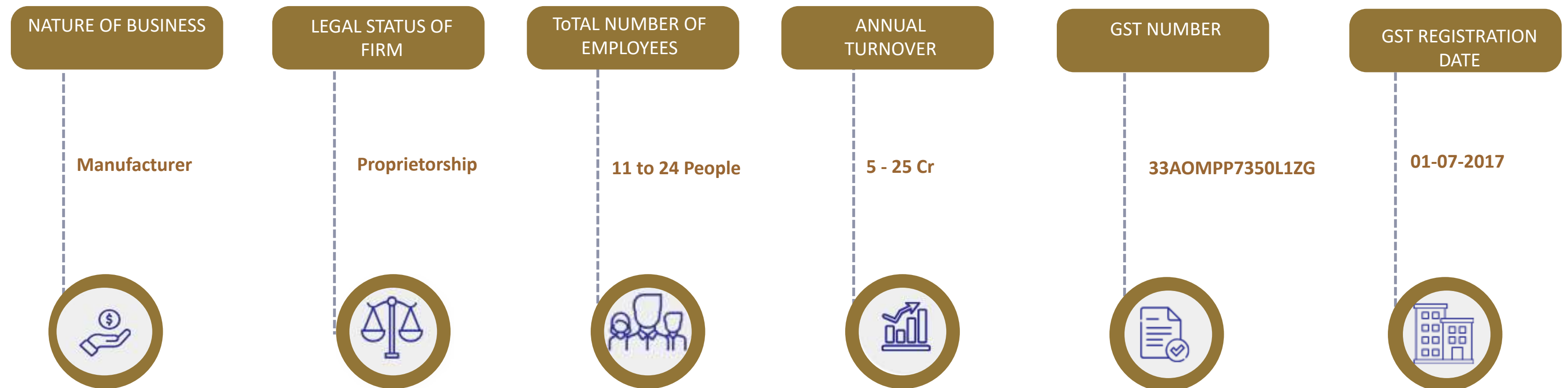
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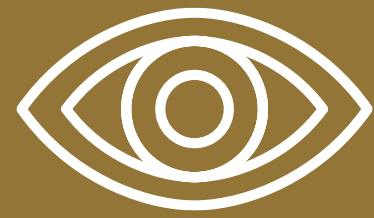


# ABOUT US

Janani Cashew Industry - Manufacturer of cashew nuts, cashew nut shell liquid & cashew nut shell cake since 2017 in Panruti, Tamil Nadu.



# Vision

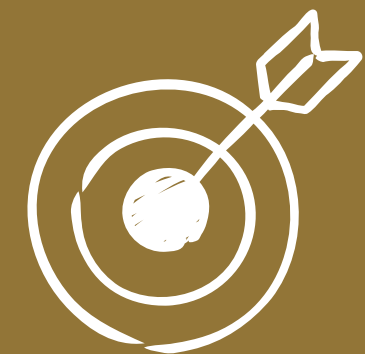


To be a globally recognized leader in the cashew processing industry by delivering high-quality products through sustainable, innovative, and responsible practices. JCI aims to create long-term value by integrating environmental stewardship, social responsibility, and ethical governance into all aspects of its operations. The company envisions becoming a benchmark organization in circular economy practices by maximizing the utilization of cashew by-products for value-added applications. Through continuous improvement, advanced technologies, and stakeholder collaboration, JCI strives to contribute to a greener future while maintaining excellence in product quality, operational efficiency, and customer satisfaction.

## VISION & MISSION

JCI's mission is to manufacture and supply premium-quality cashew kernels, CNSL, cashew oil, and value-added carbon products while adhering to the highest standards of sustainability and ethical business practices. The organization is committed to optimizing resource utilization, minimizing environmental impact, and promoting circular economy principles. JCI aims to build strong relationships with farmers, suppliers, customers, and communities by ensuring responsible sourcing and fair practices. The company focuses on employee development, workplace safety, and continuous innovation to enhance productivity and operational excellence. Through sustainable growth and responsible governance, JCI seeks to deliver consistent value to all stakeholders.

# Mission





# OUR PRODUCTS



# ISO CERTIFICATION



ISO 14001:2015 is an international standard that provides a structured framework for organizations to manage their environmental responsibilities effectively. It helps companies identify environmental impacts, comply with legal requirements, and implement controls to reduce pollution, waste, and resource consumption. The standard promotes continual improvement through monitoring, audits, and corrective actions. By adopting ISO 14001:2015, organizations demonstrate commitment to environmental protection, sustainable operations, and responsible resource use. Certification enhances stakeholder confidence, improves operational efficiency, and supports long-term environmental performance. It also ensures that environmental risks are systematically managed across all business activities.



ISO 45001:2018 is an international standard that provides a systematic framework for managing occupational health and safety (OHS) risks in the workplace. It helps organizations identify hazards, assess risks, and implement effective controls to prevent injuries, illnesses, and accidents. The standard emphasizes worker participation, leadership commitment, and continuous improvement of safety performance. ISO 45001:2018 also ensures compliance with legal and regulatory requirements related to workplace safety. By adopting this standard, organizations create safer working conditions, reduce operational disruptions, enhance employee well-being, and strengthen overall productivity. Certification demonstrates a strong commitment to proactive and responsible safety management.



# INTRODUCTION

Janani Cashew Industry (JCI) is a leading manufacturing and processing organization based in Tamil Nadu, India, specializing in the production of high-quality cashew kernels, Cashew Nut Shell Liquid (CNSL), cashew oil, and value-added carbon products derived from cashew by-products. The company operates within the agro-processing sector and plays a vital role in transforming raw agricultural materials into commercially valuable products. With a strong foundation in operational efficiency and product quality, JCI continues to expand its presence in domestic and international markets while maintaining a focus on sustainable and responsible business practices.

JCI integrates Environmental, Social, and Governance (ESG) principles into its core business strategy, ensuring that sustainability is embedded across all aspects of its operations. The organization emphasizes resource efficiency, waste minimization, and circular economy practices by utilizing cashew shells and by-products for the production of CNSL and carbon-based materials. This approach not only reduces environmental impact but also enhances value creation from available resources. The company is equally committed to maintaining ethical governance systems, promoting transparency, and ensuring compliance with applicable laws and international standards.

In addition to environmental responsibility, JCI places significant importance on social sustainability by prioritizing employee health and safety, skill development, and community engagement. The organization fosters strong relationships with stakeholders, including suppliers, customers, and local communities, to promote responsible sourcing and inclusive economic growth. Through continuous improvement initiatives, efficient energy management, and responsible supply chain practices, JCI aims to reduce its environmental footprint while enhancing operational performance. This sustainability report reflects the company's commitment to transparency, accountability, and long-term sustainable development aligned with Global Reporting Initiative (GRI) Standards.



# STATEMENT OF USE

## GRI 1-5

This report is prepared in accordance with GRI standards.

DATE	DEP. NO.	CODE	WITHDRAWAL		
08/01/18	04	NBD	*****10,000.00	*****10,000.00	09/28/18
08/01/18	00	ATM	*****200.00	*****9,800.00	09/28/18
13/02/18	49	NBW	*****900.00	*****8,900.00	09/28/18
16/02/18	65	NBW	*****900.00	*****8,000.00	09/28/18
17/02/18	56	NBW	*****1,000.00	*****7,000.00	01/16/18
17/02/18	00	NBW	*****900.00	*****6,100.00	09/28/18
17/02/18	61	NBW	*****1,100.00	*****5,000.00	01/16/18
17/02/18	04	NBD	*****5,000.00	*****10,000.00	09/28/18
17/02/18	65	NBW	*****1,000.00	*****9,000.00	09/28/18
17/02/18	00	NBW	*****2,000.00	*****7,000.00	09/28/18
17/02/18	49	NBW	*****1,000.00	*****6,000.00	09/28/18



# Organizational Profile (GRI 2: General Disclosures 2021)



## GRI 2-1 Organizational Profile

### Basic Information

**Nature of Business** Manufacturer

**Additional Business** Factory / Manufacturing

**Company CEO** Devaraju Pandurangan

**Total Number of Employees** 11 to 25 People

**GST Registration Date** 01-07-2017

**Legal Status of Firm** Proprietorship

**Annual Turnover** 5 - 25 Cr

**GST Partner Name** Devaraj Pandurangan

Statutory Profile

### Banker

HDFC Bank

HDFC Bank

Tamil nadu Mercantile Bank

**GST No.** 33AOMPP7350L1ZG

## GRI 2-9 Governance Structure

JCI maintains a well-defined governance structure to ensure transparency, accountability, and responsible decision-making. The organization is led by the Managing Director, who provides strategic direction and oversees sustainability and operational performance. Department managers supervise key operational areas including procurement, production, quality control, logistics, and administration. Internal policies, monitoring systems, and management reviews support effective governance and regulatory compliance. The governance framework ensures that ESG principles are embedded into business operations and decision-making processes. Through clear roles, structured reporting, and accountability mechanisms, JCI promotes ethical management practices while maintaining operational efficiency and stakeholder confidence.

## GRI 2-23 Policy Commitments

Janani Cashew Industry demonstrates its commitment to sustainability through a range of corporate policies covering environmental protection, ethical conduct, employee welfare, and responsible resource management. These policies include anti-corruption guidelines, workplace safety standards, non-discrimination policies, and environmental management procedures. The organization ensures that all employees understand and follow these commitments through regular communication, training sessions, and documented operational procedures. By embedding these policies into daily business activities, JCI ensures compliance with regulatory requirements and international sustainability standards. This structured policy framework supports responsible governance, strengthens organizational integrity, and reinforces the company's commitment to ethical and sustainable business operations.

## GRI 2-29 Stakeholder Engagement Approach

JCI actively engages with a wide range of stakeholders including employees, suppliers, customers, regulatory authorities, and local communities. Stakeholder engagement enables the organization to understand expectations, identify sustainability priorities, and strengthen collaborative relationships. Regular communication channels include meetings, supplier engagement programs, training sessions, and sustainability reporting. The organization encourages suppliers to adopt responsible environmental and labor practices while maintaining transparent relationships with customers and regulators. By incorporating stakeholder feedback into operational improvements and sustainability strategies, JCI enhances accountability and trust. Continuous engagement ensures that the organization aligns its business practices with stakeholder expectations and sustainable development goals.



## GRI 3-1 Process for Identifying Sustainability-Related Impacts

JCI follows a structured process to identify sustainability-related impacts associated with its operations and value chain. The organization evaluates environmental, social, and governance risks through internal assessments, operational reviews, and stakeholder consultations. Key considerations include energy consumption, greenhouse gas emissions, waste generation, employee health and safety, and supply chain practices. The assessment process helps the company prioritize sustainability issues that may significantly affect stakeholders and the environment. Identified impacts are reviewed by management and integrated into operational strategies and improvement initiatives. This systematic approach ensures that sustainability risks and opportunities are effectively addressed through responsible management practices.

## GRI 3-2 List of Material Topics

Through its materiality assessment process, JCI has identified several key sustainability topics that significantly influence its operations and stakeholder interests. These material topics include energy management, greenhouse gas emissions, waste management, employee health and safety, responsible sourcing, and community engagement. Additional priorities include ethical governance, anti-corruption practices, and employee skill development. These topics represent areas where the organization can have the most meaningful environmental and social impact. By focusing on these priority areas, JCI ensures that sustainability initiatives are aligned with stakeholder expectations while contributing to long-term operational resilience and responsible business growth.

# LIST OF MATERIAL TOPICS

## ENVIRONMENT



- Energy Consumption and Efficiency
- Greenhouse Gas (GHG) Emissions Management
- Water Consumption and Wastewater Management
- Air Emissions and Pollution Control
- Waste Management and Circular Economy (Cashew By-Products Utilization)
- Sustainable Raw Material Sourcing (Cashew Procurement)
- Hazardous Materials and Chemical Handling (CNSL Processing)
- Biodiversity and Land Use Impact
- Climate Change Risk and Adaptation
- Environmental Compliance and Regulatory Adherence

## SOCIAL



- Employee Health and Safety
- Labor Practices and Working Conditions
- Employee Training and Skill Development
- Diversity, Equity, and Inclusion
- Prevention of Child Labor and Forced Labor
- Community Engagement and Development
- Employee Welfare and Benefits
- Grievance Redressal Mechanism
- Occupational Health Monitoring (Exposure to Chemicals like CNSL)
- Customer Health and Product Safety

## GOVERNANCE



- Business Ethics and Integrity
- Anti-Corruption and Anti-Bribery Practices
- Corporate Governance Structure and Accountability
- Regulatory Compliance and Legal Adherence
- Risk Management Framework
- ESG Governance and Oversight
- Transparency and Disclosure Practices
- Supplier Code of Conduct and Responsible Sourcing
- Data Privacy and Information Security
- Stakeholder Engagement and Communication

# Management

## GRI 3-3 Management Approach for Material Topics

JCI manages its material sustainability topics through a structured management approach that integrates ESG principles into operational decision-making. Each material topic is supported by internal policies, monitoring mechanisms, and improvement initiatives. Environmental topics such as energy efficiency and waste utilization are addressed through resource management programs and circular economy practices. Social topics including employee safety, welfare, and training are managed through workplace safety systems and development programs. Governance topics such as ethics and compliance are supported by internal policies and reporting mechanisms. Continuous monitoring, management reviews, and stakeholder engagement ensure effective implementation and improvement of sustainability initiatives.



# Governance

## GRI 201 Economic Performance disclosures

JCI contributes to economic growth by generating employment opportunities, supporting agricultural supply chains, and producing value-added products from cashew resources. The organization creates economic value through the procurement of raw materials from farmers and suppliers, processing operations, and distribution of finished products. Financial performance is reinvested into operational improvements, employee welfare programs, and sustainability initiatives. By maintaining efficient production systems and responsible business practices, JCI strengthens its financial stability and long-term growth potential. Economic performance also supports community development through job creation, supplier partnerships, and increased demand for locally sourced agricultural products.

## GRI 202-1 Ratios of Standard Entry-Level Wage to Local Minimum Wage

JCI ensures fair and competitive compensation for its workforce in compliance with applicable labor regulations. Entry-level wages provided to employees are designed to meet or exceed the statutory minimum wage requirements established by local authorities. This approach ensures that employees receive fair remuneration that supports their basic economic needs and contributes to improved living standards. The organization regularly reviews wage structures to maintain compliance with legal requirements and industry benchmarks. By maintaining responsible compensation practices, JCI demonstrates its commitment to employee welfare, ethical employment standards, and equitable economic participation within the communities where it operates.



## GRI 202-2 Proportion of Senior Management Hired from Local Communities

Janani Cashew Industry (JCI) places strong emphasis on hiring senior management personnel from local communities as part of its commitment to inclusive growth and regional development. The organization believes that local professionals bring valuable insights into cultural, social, and operational dynamics, which enhances decision-making and strengthens business effectiveness. By prioritizing local recruitment, JCI supports employment generation within the region and contributes to the economic upliftment of surrounding communities. The company also focuses on internal talent development by providing opportunities for experienced employees to advance into managerial and leadership positions. This approach not only improves employee motivation and retention but also ensures continuity of knowledge and operational expertise. Structured training and leadership development programs further support employees in transitioning to higher roles. Additionally, hiring locally reduces relocation challenges, minimizes associated costs, and strengthens employee engagement by fostering a sense of belonging and community connection. JCI's approach to local hiring reflects its commitment to sustainable development, social responsibility, and long-term organizational growth. By integrating local talent into senior management, the company builds stronger community relationships and promotes inclusive and responsible business practices.



## GRI 203 Indirect Economic Impacts

Janani Cashew Industry (JCI) plays a significant role in driving indirect economic growth through its operations and value chain activities. The company actively sources raw cashew nuts from local farmers and suppliers, thereby generating stable income opportunities and supporting the livelihoods of agricultural communities. This local sourcing approach strengthens rural economies and promotes long-term supplier relationships. JCI's processing activities create employment opportunities not only within the organization but also across associated sectors such as transportation, packaging, equipment maintenance, and ancillary services. These extended business activities contribute to the development of small and medium enterprises in the region. Additionally, by converting cashew by-products into value-added carbon products, JCI enhances resource efficiency while creating new revenue streams and industrial opportunities. The company's presence also encourages infrastructure development, including improved logistics networks and support services. Through responsible sourcing, job creation, and sustainable business practices, JCI contributes to inclusive economic development and reinforces the resilience of the regional economy while aligning with its broader ESG commitments.



## GRI 204 Procurement Practices

JCI follows structured and responsible procurement practices to ensure that all raw materials and services are sourced in an ethical, transparent, and sustainable manner. The organization prioritizes suppliers who comply with environmental regulations, labor laws, and internationally accepted ESG standards. Procurement decisions are based on multiple criteria including product quality, sustainability performance, cost efficiency, reliability, and long-term value creation. JCI actively encourages local sourcing of raw cashew nuts and supporting materials to strengthen regional economies and reduce transportation-related emissions. Supplier evaluation processes include periodic assessments, documentation reviews, and performance monitoring to ensure continued compliance with company requirements. The organization builds long-term partnerships with suppliers through open communication, fairness, and mutual trust. Capacity-building initiatives and awareness programs are also conducted to help suppliers improve their sustainability practices. By integrating ESG considerations into procurement processes, JCI enhances supply chain resilience, minimizes environmental impact, and ensures alignment with its overall sustainability and operational objectives.

## GRI 205 Anti-Corruption

Janani Cashew Industry maintains a strong commitment to ethical business conduct by enforcing a strict zero-tolerance policy toward corruption, bribery, fraud, and unethical practices. The organization has established comprehensive anti-corruption policies that guide employee behavior across all operational levels, particularly in procurement, finance, and supplier interactions. Regular training and awareness programs are conducted to educate employees about identifying, preventing, and reporting corrupt practices. Employees are encouraged to uphold integrity and transparency in all business dealings. A confidential whistleblower mechanism is in place to allow employees and external stakeholders to report concerns without fear of retaliation. All reported cases are thoroughly investigated by designated authorities, and appropriate disciplinary or corrective actions are implemented. Internal controls, audits, and approval processes further strengthen governance and reduce the risk of unethical conduct. By promoting a culture of honesty, accountability, and transparency, JCI safeguards its reputation and ensures compliance with legal and regulatory frameworks.

## GRI 206 Anti-Competitive Behaviour

JCI is committed to maintaining fair competition and conducting its business activities in full compliance with applicable competition laws and regulations. The organization strictly prohibits anti-competitive practices such as price fixing, bid rigging, market allocation, and abuse of market dominance. All employees are expected to follow company guidelines that promote fair and transparent interactions with customers, suppliers, and competitors. Training programs and internal communications reinforce the importance of ethical market conduct and compliance with legal standards. The organization implements internal monitoring and review mechanisms to ensure adherence to competition policies. Any suspected violations are investigated promptly, and corrective actions are taken to prevent recurrence. JCI believes that fair competition fosters innovation, improves product quality, and creates value for customers and stakeholders. By maintaining ethical business practices and avoiding anti-competitive behavior, the company contributes to a transparent, competitive, and sustainable business environment while protecting its corporate integrity.





# Environment



## GRI 301 Materials

Materials used in JCI's operations primarily include raw cashew nuts, packaging materials, and processing-related consumables. The company focuses on responsible material sourcing and efficient utilization to minimize waste and environmental impact. By converting cashew shells and by-products into CNSL, oil, and carbon products, the organization supports circular economy practices and reduces resource wastage. Material management systems ensure accurate tracking of raw materials and finished products throughout the production process. Through efficient material usage and waste valorization, JCI enhances operational efficiency while promoting sustainable resource management across its manufacturing operations.

### GRI 301-1 Materials Used by Weight or Volume

JCI monitors the quantity of materials used in its manufacturing operations to ensure efficient resource management. The primary raw material used in production is cashew nuts, which are processed into kernels and by-products such as CNSL and cashew oil. Additional materials include packaging supplies such as cartons, plastic liners, and protective materials used for product distribution. Tracking material consumption by weight or volume enables the company to identify opportunities for efficiency improvements and waste reduction. Accurate monitoring supports sustainable resource management while ensuring that production processes remain efficient and aligned with environmental responsibility goals.

### GRI 301-2 Recycled Input Materials Used

JCI encourages the use of recycled materials wherever feasible to reduce environmental impacts and promote sustainable resource utilization. Packaging materials and certain operational inputs may include recycled components sourced from responsible suppliers. The organization also focuses on maximizing internal resource recovery by converting cashew shell waste into valuable products such as CNSL and carbon materials. These practices significantly reduce the need for virgin materials and minimize landfill waste. By integrating recycled inputs into operational processes, JCI supports circular economy principles while enhancing resource efficiency and reducing the environmental footprint of its manufacturing operations.

### GRI 301-3 Reclaimed Products and Packaging

JCI promotes responsible product and packaging management by encouraging the reuse and recycling of packaging materials whenever possible. Packaging used for cashew kernels and related products is selected with consideration for recyclability and durability. The organization works with logistics partners and customers to ensure that packaging waste is minimized and responsibly managed. Internally, the company reuses packaging materials and containers wherever operationally feasible. By supporting packaging recovery and recycling initiatives, JCI contributes to waste reduction and sustainable material management across its product life cycle while maintaining product quality and safety.

## GRI 302 Energy

Energy management is a key sustainability priority for JCI. Electricity is the primary source of energy used for processing equipment, extraction units, ventilation systems, and lighting within the facility. The organization continuously monitors energy consumption and implements energy efficiency measures such as improved machinery performance and energy-saving lighting systems.

Preventive maintenance programs ensure that equipment operates efficiently and minimizes energy wastage. By integrating energy conservation practices into daily operations, JCI reduces operational costs and environmental impacts. Responsible energy management also supports the organization's long-term sustainability strategy and contributes to greenhouse gas emission reduction initiatives.

### GRI 302-1 Energy Consumption Within the Organization

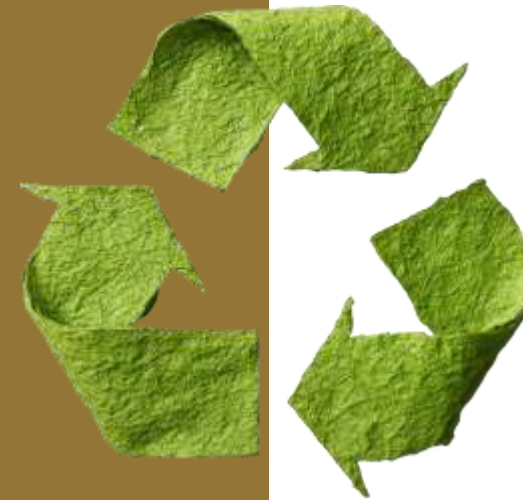
Energy consumption within JCI occurs primarily in production machinery, oil extraction systems, facility lighting, and administrative operations. Electricity purchased from the national grid represents the main source of operational energy. The organization regularly monitors energy usage to identify opportunities for efficiency improvements. Energy-efficient equipment and operational practices are implemented to reduce electricity consumption without affecting production quality. Preventive maintenance of machinery also helps optimize energy performance. Through systematic monitoring and continuous improvement initiatives, JCI enhances energy efficiency and contributes to reducing environmental impacts associated with electricity consumption in manufacturing activities.

### GRI 302-2 Energy Consumption Outside the Organization

Energy consumption outside the organization mainly occurs through transportation of raw materials, packaging materials, and finished products across the supply chain. Logistics partners use fuel-based vehicles for procurement and product distribution activities. JCI works with transportation providers to encourage efficient route planning and optimized load management to minimize fuel consumption. The company also promotes responsible logistics practices and considers environmental impacts when selecting transportation partners. By addressing energy use beyond its operational boundaries, JCI contributes to reducing indirect environmental impacts associated with supply chain activities and strengthens its overall sustainability performance.

### GRI 302-3 Energy Intensity

Energy intensity measures the amount of energy consumed relative to production output or operational activity. JCI monitors energy intensity indicators to evaluate the efficiency of its manufacturing processes. By comparing energy usage against production volumes, the organization identifies opportunities to improve operational efficiency and reduce energy consumption per unit of output. Equipment upgrades, process optimization, and improved operational practices contribute to lowering energy intensity. Continuous monitoring and analysis of energy performance indicators enable JCI to maintain efficient production systems while minimizing environmental impacts associated with energy use.



## Reductions in Energy Consumption

### GRI 302-4

JCI continuously implements initiatives to reduce overall energy consumption across its operations. Energy-saving measures include upgrading machinery, installing energy-efficient lighting systems, optimizing production processes, and conducting preventive maintenance programs. Employees are also trained on responsible energy usage practices such as switching off idle equipment and operating machines efficiently. These initiatives help the organization reduce electricity consumption while maintaining production performance. By adopting energy conservation strategies and monitoring consumption trends, JCI strengthens its commitment to environmental responsibility and operational efficiency while contributing to climate change mitigation efforts.



### GRI 304 Biodiversity

Janani Cashew Industry (JCI) recognizes the importance of conserving biodiversity and minimizing the environmental impact of its operations on surrounding ecosystems. Although the company operates within an industrial setting, it is committed to maintaining environmentally responsible practices that support ecological balance. JCI implements measures such as waste reduction, controlled emissions, and efficient water management to limit its impact on natural resources and nearby habitats. The organization promotes sustainable sourcing by working with suppliers who follow responsible agricultural and environmental practices, ensuring that raw material procurement does not contribute to deforestation or habitat loss. JCI also complies with applicable environmental regulations and continuously monitors its operations to identify opportunities for improvement. Additionally, awareness initiatives are encouraged among employees to promote environmental responsibility. Through these combined efforts, JCI contributes to the protection of local ecosystems and biodiversity, aligning its operations with sustainability principles and supporting long-term environmental conservation.

### GRI 305-2 Indirect (Scope 2) Emissions

The organization reported Scope 2 emissions of 70.35 tCO<sub>2</sub>e, primarily from purchased electricity consumed in its processing facilities, extraction units, storage areas, and administrative offices. Electricity is a key energy source for machinery operation, lighting, and ventilation systems. Scope 2 emissions account for approximately 3% of the total emissions profile. Janani Cashew Industry has identified electricity consumption as a significant contributor and is implementing measures such as energy-efficient equipment, LED lighting, and plans for rooftop solar installation. The company is also exploring renewable electricity procurement to further reduce its indirect energy-related emissions.

## GRI 302-5 Reductions in Energy Requirements of Products/Services

JCI continuously evaluates opportunities to reduce the energy required to produce its products. Improvements in production techniques, machinery efficiency, and material handling processes help minimize energy requirements during manufacturing. Efficient processing systems reduce operational energy demand while maintaining product quality. The company also evaluates packaging and logistics strategies that may reduce energy use throughout the product life cycle. By integrating energy-efficient technologies and process improvements, JCI enhances production efficiency and reduces the environmental impact associated with its products and services.

### GRI 303 Water and Effluents

Water is used in JCI's operations primarily for cleaning, sanitation, and limited processing activities. The company monitors water usage to ensure efficient consumption and prevent wastage. Effluent generated from operational activities is managed responsibly in compliance with environmental regulations. Wastewater is treated and disposed of through approved systems to prevent environmental contamination. Regular inspections and monitoring ensure that water management practices remain effective and compliant. By implementing responsible water usage and effluent management systems, JCI protects natural water resources and supports environmental sustainability within its operational processes.



### GRI 305 Emissions

Janani Cashew Industry monitors greenhouse gas emissions generated from its operations and supply chain activities. Emissions arise from fuel consumption in generators, company vehicles, electricity consumption, and logistics operations. The organization tracks emissions data to understand its environmental impact and identify opportunities for reduction. Energy efficiency improvements, equipment maintenance, and optimized logistics help minimize emissions associated with operations. JCI also promotes responsible transportation practices and supply chain collaboration to reduce carbon impacts. Monitoring emissions enables the company to implement targeted climate action strategies while supporting global sustainability goals and contributing to responsible environmental management.

### GRI 305-1 Direct (Scope 1) Emissions

Janani Cashew Industry reported total Scope 1 emissions of 12.86 tCO<sub>2</sub>e for the period April 2025 to March 2026. These direct emissions arise from sources owned or controlled by the organization, including diesel consumption in generators, fuel usage in boilers, company-owned vehicles, and minor process emissions from cashew processing. Fugitive emissions from refrigerant leakage in air-conditioning systems also contribute to this category. Scope 1 emissions represent less than 1% of the total carbon footprint, indicating relatively low direct emissions compared to value chain impacts. The organization is focusing on fuel switching, equipment maintenance, and electrification to reduce these emissions.



## GRI 305-3 Other Indirect (Scope 3) Emissions

Janani Cashew Industry recorded Scope 3 emissions of 2267.46 tCO<sub>2</sub>e, representing approximately 96% of its total carbon footprint. These emissions occur across the value chain and include upstream and downstream activities such as raw material procurement, transportation, packaging, waste disposal, employee commuting, and product distribution. The dominance of Scope 3 emissions highlights the significant impact of supply chain operations. The organization is actively engaging suppliers, promoting sustainable sourcing, and improving logistics efficiency to address these emissions. Scope 3 management is a key priority in JCI's ESG and climate strategy.

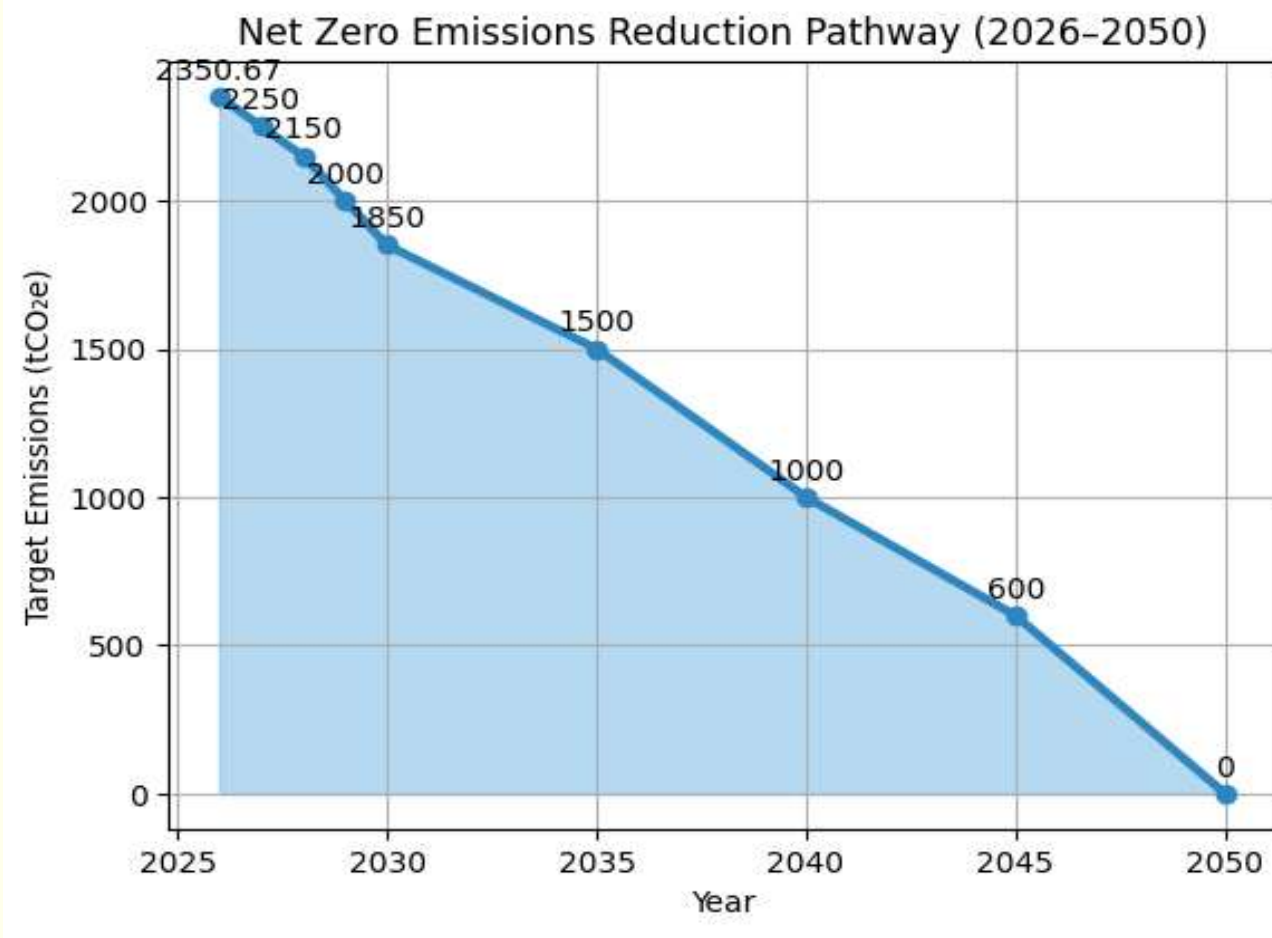
## GRI 305-3 Upstream Emissions

Upstream Scope 3 emissions were calculated at 2187.9 tCO<sub>2</sub>e, forming the largest portion of total emissions. These emissions are primarily associated with the procurement of raw cashew nuts, transportation of materials, packaging inputs, and waste management activities. The high contribution reflects dependency on agricultural raw materials and logistics networks. Janani Cashew Industry is addressing upstream emissions through supplier engagement, encouraging carbon footprint measurement, and promoting sustainable sourcing practices. Initiatives such as optimizing transportation routes and reducing packaging impacts are also being implemented to lower upstream emissions across the supply chain.

## GRI 305-3 Downstream Emissions

Downstream Scope 3 emissions amounted to 79.56 tCO<sub>2</sub>e, mainly from the distribution and transportation of finished products to customers. These emissions include logistics activities such as road and sea freight used for delivering cashew kernels and related products. Although smaller compared to upstream emissions, downstream activities still contribute to the overall carbon footprint. The organization is working to reduce these emissions through efficient logistics planning, route optimization, and increased use of lower-carbon transport modes such as sea freight. Continuous monitoring and collaboration with logistics partners support emission reduction in downstream operations.

## SBTi Emission Reduction Trajectory



## Science Based Targets (SBTi) Commitment

Target Type	Scope	Baseline	Reduction Target	Target Year
Near-Term Target	Scope 1	12.86	42% reduction	2030
Near-Term Target	Scope 2	70.35	50% reduction	2030
Near-Term Target	Scope 3	2267.46	25% reduction	2030
Long-Term Target	Scope 1+2	83.21	83% reduction	2040
Long-Term Target	Scope 3	2267.46	60% reduction	2045
Net Zero	All scopes	2350.67	90-95% reduction	2050

Scope	Emissions (tCO <sub>2</sub> e)	Share
Scope 1	12.86	<1%
Scope 2	70.35	3%
Scope 3	2267.46	96%
Total	2350.67 tCO <sub>2</sub> e	100%

## Emission Baseline Summary

Calculation period: April 2024 to March 2025

GHG Emission Reporting Frequency: Annually



## GRI 305-4 GHG Emissions Intensity

GHG emissions intensity measures the amount of greenhouse gas emissions relative to operational output or production volume. JCI monitors emissions intensity indicators to evaluate the efficiency of its operations and track improvements over time. By comparing emissions with production levels, the company identifies opportunities to enhance operational efficiency and reduce environmental impacts. Initiatives such as energy-efficient equipment, improved logistics planning, and waste utilization contribute to lowering emissions intensity. Continuous monitoring helps the organization measure progress toward its climate goals while maintaining efficient production systems and sustainable business operations.

## GRI 305-6 Emissions of Ozone-Depleting Substances

Janani Cashew Industry does not intentionally use ozone-depleting substances in its operational processes. Equipment used within the facility is selected and maintained to comply with environmental regulations related to refrigerants and cooling systems. The organization ensures that any refrigeration or cooling equipment is serviced regularly to prevent leakage of harmful substances. Maintenance activities follow applicable environmental guidelines and safety standards. By adopting responsible equipment management practices and complying with environmental regulations, JCI minimizes the risk of ozone-depleting emissions and contributes to global efforts aimed at protecting the ozone layer.

## GRI 305-7 NOx, SOx, and Other Air Emissions

Air emissions such as nitrogen oxides (NOx), sulfur oxides (SOx), and particulate matter may arise from fuel combustion in generators and transportation vehicles. JCI manages these emissions by maintaining equipment efficiency and ensuring proper fuel usage practices. Preventive maintenance of generators and machinery helps minimize air pollutants and improve operational efficiency. The organization also promotes efficient transportation practices to reduce emissions from logistics operations. Compliance with environmental regulations and regular monitoring ensures that air emissions remain within acceptable limits while protecting employee health and the surrounding environment.

## GRI 306 Waste

Waste generated during cashew processing operations includes organic waste such as cashew shells, packaging waste, and minor quantities of non-recyclable materials. JCI implements waste segregation practices to ensure proper handling and disposal of different waste streams. Organic by-products are utilized to produce CNSL, cashew oil, and carbon products, supporting circular economy practices. Recycling and reuse initiatives help reduce landfill disposal. The organization continuously monitors waste generation and seeks opportunities to improve resource recovery and waste utilization. Effective waste management supports environmental protection while improving operational efficiency and sustainability performance.



## GRI 307 Environmental Compliance

Janani Cashew Industry operates in compliance with applicable environmental laws and regulations governing manufacturing and processing activities. The organization regularly reviews regulatory requirements related to emissions, waste management, water usage, and workplace environmental safety. Compliance is ensured through internal monitoring systems, operational procedures, and periodic inspections. Employees are trained on environmental responsibilities and safe operational practices. By maintaining strict adherence to regulatory requirements, JCI ensures responsible environmental management and avoids environmental violations. Compliance also strengthens the organization's reputation as a responsible manufacturer committed to environmental protection and sustainable business practices.

## GRI 305-5 Reduction of GHG Emissions

JCI has established initiatives aimed at reducing greenhouse gas emissions across its operations and value chain. Energy efficiency improvements, preventive maintenance of equipment, and optimized logistics planning contribute to emission reductions. The organization is also exploring renewable energy adoption and sustainable sourcing practices to further decrease its carbon footprint. Employee awareness programs encourage energy-saving practices and responsible resource usage. By implementing these initiatives, JCI demonstrates its commitment to climate action and responsible environmental management. Continuous monitoring and improvement strategies support the organization's long-term objective of reducing emissions and contributing to global sustainability efforts.

## GRI 308 Supplier Environmental Assessment

JCI recognizes the importance of engaging suppliers who follow responsible environmental practices. The organization encourages suppliers to comply with environmental regulations, minimize resource consumption, and adopt sustainable production practices. Supplier evaluations may consider factors such as environmental compliance, waste management practices, and responsible sourcing. Collaboration with suppliers helps improve environmental performance across the supply chain. By promoting environmental awareness and responsible procurement practices, JCI strengthens sustainability performance beyond its direct operations and ensures that suppliers align with the organization's ESG objectives.

# Social





## GRI 401 Employment

JCI provides employment opportunities that support economic development and workforce stability within the local community. The organization follows fair employment practices that comply with applicable labor laws and regulations. Recruitment processes focus on selecting qualified individuals while promoting equal opportunity and non-discrimination. The company also provides employee benefits, safe working conditions, and professional development opportunities. By maintaining responsible employment practices, JCI promotes workforce well-being, enhances employee satisfaction, and supports long-term organizational growth through a skilled and motivated workforce.

## GRI 402 Labor/Management Relations

JCI promotes positive relationships between employees and management through open communication and transparent workplace practices. Employees are encouraged to express concerns, provide feedback, and participate in discussions related to workplace improvements. Management regularly communicates operational updates and policy changes to ensure that employees remain informed. Grievance mechanisms are available to address employee concerns in a fair and timely manner. By fostering mutual respect and collaboration between workers and management, JCI creates a supportive workplace environment that promotes productivity, employee satisfaction, and organizational stability.

## GRI 403 Occupational Health and Safety

Employee health and safety are key priorities for Janani Cashew Industry. The organization implements workplace safety procedures, hazard identification systems, and emergency preparedness programs to prevent accidents and injuries. Employees receive training on safe machine operation, use of personal protective equipment, and workplace hazard awareness. Regular inspections and safety audits help identify potential risks and ensure compliance with occupational health and safety regulations. By maintaining a proactive safety culture and providing appropriate training and equipment, JCI ensures a safe working environment for all employees involved in manufacturing and processing operations.



### GRI 403-2 Hazardous Waste

Hazardous waste generated during operational activities is carefully identified, segregated, and handled in accordance with environmental and safety regulations. JCI ensures that hazardous materials are stored safely and disposed of through authorized waste management agencies. Proper labeling, storage procedures, and employee training help minimize environmental and safety risks associated with hazardous waste handling. Monitoring systems are used to track waste quantities and ensure responsible disposal. By implementing strict waste management procedures, JCI protects employees, the surrounding environment, and community health from potential hazards.

### GRI 403-2 Non-Hazardous Waste

Non-hazardous waste generated in JCI's operations includes organic materials, packaging waste, and recyclable materials. The organization promotes waste segregation at the source to ensure that recyclable materials are recovered and reused wherever possible. Organic waste such as cashew shells is utilized for producing CNSL and carbon products, reducing landfill disposal. Recycling programs and responsible waste handling practices help minimize environmental impacts. Through effective waste management strategies, JCI improves resource efficiency and supports sustainable manufacturing practices while maintaining compliance with environmental regulations.



### GRI 403-9 Work-Related Injuries

JCI monitors workplace incidents and injuries to ensure that appropriate preventive measures are implemented. Any work-related injuries are recorded and investigated to identify root causes and prevent recurrence. Safety training programs, hazard identification systems, and protective equipment help reduce workplace accidents. Management reviews safety performance regularly to identify areas for improvement. By maintaining strong safety management practices and encouraging employee participation in safety initiatives, JCI aims to minimize workplace injuries and maintain a secure working environment for all employees.

### GRI 403-10 Work-Related Ill Health

The organization is committed to protecting employees from work-related health risks. JCI maintains hygienic workplace conditions, adequate ventilation, and safe operational practices to prevent occupational illnesses. Employees are trained to follow safe handling procedures and use protective equipment when required. Health monitoring initiatives and medical support services are available to support employee well-being. By implementing preventive health measures and maintaining safe working conditions, JCI reduces the likelihood of work-related illness while ensuring compliance with occupational health regulations.

### GRI 403-8 Workers Covered by Occupational Health & Safety (OH&S) System

All employees working at Janani Cashew Industry are covered under the organization's Occupational Health and Safety management system. The OH&S system includes safety procedures, risk assessments, employee training programs, and emergency response planning. Workers are provided with personal protective equipment and receive training on safe work practices. The system ensures that workplace hazards are identified and controlled to prevent accidents and injuries. By implementing comprehensive OH&S coverage, JCI protects employee well-being and promotes a safe and healthy work environment across all operational activities.



## GRI 404 Training & Education

Janani Cashew Industry (JCI) places strong emphasis on employee development through structured training and continuous learning programs. The organization conducts regular training sessions to enhance technical competencies, improve workplace safety awareness, and strengthen operational efficiency across all departments. Employees are provided with opportunities to participate in workshops, on-the-job training, and mentorship initiatives that support both personal and professional growth. Specialized training programs are also conducted to promote sustainability awareness, quality standards, and compliance with organizational procedures. New employees undergo induction training to familiarize themselves with company policies and safety practices. Periodic refresher training ensures that employees remain updated on best practices and technological advancements. These initiatives contribute to improved productivity, reduced operational risks, and enhanced employee engagement. By investing in workforce development, JCI builds a highly skilled and knowledgeable workforce capable of supporting innovation, operational excellence, and long-term organizational success.

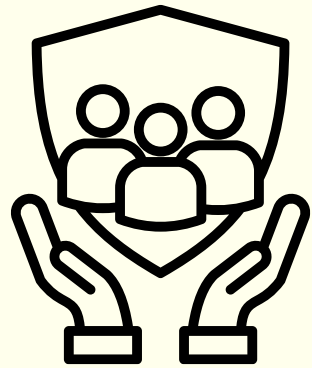
## GRI 405 Diversity & Equal Opportunity

JCI is committed to fostering a diverse and inclusive workplace that promotes equal opportunity for all employees. The organization ensures that recruitment, promotion, and compensation decisions are based solely on merit, qualifications, experience, and performance. Discrimination based on gender, religion, caste, ethnicity, or background is strictly prohibited. JCI encourages participation from individuals of diverse backgrounds, recognizing that a varied workforce enhances creativity, innovation, and decision-making. The company promotes a respectful work environment where all employees are treated fairly and given equal opportunities to grow professionally. Policies supporting diversity and inclusion are communicated clearly to employees and integrated into human resource practices. Efforts are also made to ensure gender equality and balanced representation in different roles wherever feasible. By creating an inclusive workplace culture, JCI strengthens employee morale, encourages collaboration, and supports sustainable organizational growth through diverse perspectives and equal participation.



## GRI 406 Non-Discrimination

Janani Cashew Industry strictly enforces a zero-tolerance policy toward any form of discrimination within the workplace. The organization ensures that all employees are treated with fairness, dignity, and respect, regardless of their gender, religion, ethnicity, caste, age, or personal background. Non-discrimination policies are clearly defined and communicated to all employees through training and internal communication channels. JCI has established grievance redressal mechanisms that allow employees to report concerns or incidents of discrimination confidentially. All complaints are reviewed thoroughly, and appropriate corrective and disciplinary actions are taken where necessary. The company also promotes awareness programs to educate employees about respectful workplace behavior and equal treatment. By maintaining a transparent and fair working environment, JCI fosters trust and inclusivity among employees. This commitment to non-discrimination strengthens organizational culture and ensures compliance with legal and ethical standards.



## GRI 408 & 409 Child Labor and Forced Labor

JCI maintains a strict prohibition against child labor and forced labor across all its operations and supply chain activities. The organization complies fully with national labor laws and international labor standards to ensure ethical employment practices. Robust recruitment procedures are implemented to verify the age, identity, and eligibility of all employees before hiring. The company does not engage in or support any form of bonded, involuntary, or forced labor. Suppliers and contractors are also required to adhere to the same labor standards and are encouraged to implement responsible labor practices within their operations. Regular monitoring and supplier engagement help ensure compliance with these requirements. Awareness is promoted among employees and stakeholders regarding labor rights and ethical practices. By enforcing these strict policies, JCI safeguards human rights, protects vulnerable groups, and reinforces its commitment to responsible and ethical business conduct throughout its value chain.

## GRI 412 Human Rights Assessment

Janani Cashew Industry is committed to upholding and protecting human rights across its operations and supply chain. The organization integrates human rights considerations into its policies related to employment, workplace safety, supplier management, and ethical conduct. JCI ensures that all employees are provided with safe working conditions, fair wages, and equal opportunities, in line with applicable labor laws and international standards. Human rights risks are assessed through internal reviews, supplier evaluations, and compliance monitoring processes. The company encourages open communication and provides grievance mechanisms for employees and stakeholders to report concerns related to human rights violations. Regular awareness programs help reinforce the importance of respecting human rights in daily operations. By maintaining strong human rights practices, JCI enhances its corporate responsibility, builds stakeholder trust, and contributes to sustainable and ethical business development.



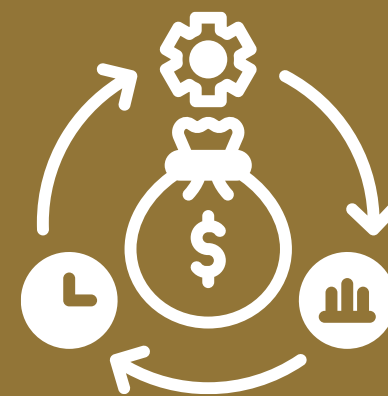
## GRI 413 Local Communities

Janani Cashew Industry maintains positive relationships with the communities surrounding its operations. The company contributes to community development by providing employment opportunities and supporting local suppliers. Responsible environmental management practices help minimize operational impacts on nearby communities. The organization also participates in awareness initiatives related to environmental protection and workplace safety. By maintaining open communication and responsible business practices, JCI ensures that its operations contribute positively to the social and economic well-being of local communities.



## GRI 414 Supplier Social Assessment

JCI encourages suppliers to follow responsible labor and social practices within their operations. Supplier assessments may include evaluation of compliance with labor laws, workplace safety standards, and ethical employment practices. The organization promotes awareness among suppliers regarding fair labor practices, human rights protection, and responsible workplace management. By working with socially responsible suppliers, JCI strengthens the integrity of its supply chain while supporting ethical business practices across its operational network.



## GRI 419 Social economic Compliance

JCI operates in full compliance with applicable social and economic regulations governing manufacturing, labor practices, and environmental management. The organization regularly reviews legal requirements to ensure adherence to national laws and industry standards. Internal monitoring systems and management oversight help identify and address compliance issues promptly. By maintaining responsible governance and regulatory compliance, JCI strengthens its reputation as a reliable and ethical organization. Compliance with social and economic regulations ensures that the company operates responsibly while contributing to sustainable industrial development.



## GRI 416 Customer Health & Safety

Customer health and safety are important considerations in JCI's product manufacturing and distribution processes. The organization ensures that cashew kernels and related products are processed, packaged, and stored under hygienic conditions. Quality control procedures and product testing help ensure compliance with food safety and product safety standards. Packaging and labeling provide necessary information to customers regarding product quality and handling. By maintaining strict quality and safety controls, JCI protects consumer health and builds trust with customers and business partners.



## GRI 418 Information Security

JCI recognizes the importance of protecting sensitive business and customer information. The organization implements data protection procedures and access control systems to safeguard confidential data. Employees are trained to follow information security practices and maintain confidentiality in their daily activities. Digital systems are protected through appropriate security measures to prevent unauthorized access. By maintaining strong information security practices, JCI ensures that business information, supplier records, and customer data are protected from misuse or unauthorized disclosure.



## SUSTAINABILITY PERFORMANCE DATA (01<sup>st</sup> April 2024 to 31<sup>st</sup> March 2025)

Sl. No	Topic	Policy Commitment	KPI	Unit	Measure
1	Occupational Health & Safety	Ensure a safe and injury-free workplace for all employees	Employee health and safety	Count	0
2	Scope 1 Emissions Management	Reduce direct GHG emissions from processing operations and fuel usage	Total gross Scope 1 GHG emissions	MT of CO2e	12.86
3	Scope 2 Emissions Management	Minimize indirect emissions through energy efficiency and clean energy adoption	Total gross Scope 2 GHG emissions (market or location based)	MT of CO2e	70.35
4	Scope 3 Emissions Management	Monitor and reduce value chain emissions across procurement and logistics	Total gross Scope 3 GHG emissions	MT of CO2e	2267.46
5	Downstream Emissions Control	Reduce emissions from product distribution and end-use activities	Total gross Scope 3 Downstream GHG emissions	MT of CO2e	2187.9
6	Upstream Emissions Control	Promote low-carbon sourcing and sustainable supplier practices	Total gross Scope 3 Upstream GHG emissions	MT of CO2e	79.56
7	Employee Training & Development	Provide continuous learning and career growth opportunities for all employees	Career management and training	Percentage	100
8	Waste & Resource Management	Optimize use of materials and promote recycling of cashew by-products	Materials, chemicals, and waste	Liters	53926.57
9	Energy Management	Improve energy efficiency and transition to sustainable energy sources	Energy consumption and GHGs	kWh	70.35
10	Fair Working Conditions	Ensure fair wages, humane working hours, and compliant labour practices	Working conditions	Percentage	100
11	Anti-Discrimination & Inclusion	Maintain a workplace free from discrimination, harassment, and bias	Discrimination and Harassment	Count	0
12	Data Security	Maintain cybersecurity and protect employee/customer data	Number of confirmed corruption incidents	Count	0
13	Information Security	Maintain secure information systems and minimise risks	Number of confirmed information security incidents	Count	0

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THIS REPORT IS PREPARED IN ACCORDANCE WITH GRI STANDARDS (2021)

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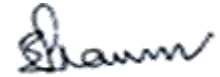
## INDEPENDENT ASSURANCE STATEMENT

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.bmqrassuranc.com](http://www.bmqrassuranc.com)

### Authorized Representative (Assurer):

**Name** : S. Elango  
**Designation** : Associate Certified Sustainability Assurance Practitioner  
**Certificate No** : AA1000 (ACSAP) C.N: A09122401  
**Signature** :   
**Date** : 28<sup>th</sup> April, 2025

