



# JACS LOGISTICS PVT LTD

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Tamilnadu, India.

## CORPORATE SUSTAINABILITY REPORT

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

**Doc No** : JLPL/CSRMS/480  
**Issue No** : 01  
**Rev No** : 00  
**Date** : 30<sup>th</sup> April, 2025

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Established in the year 2009, at Chennai, Tamil Nadu, India, we “Jacs Logistics Private Limited,” are one of the leading companies offering complete Logistic Services. Other than this, our expertise also lies in handling the demands of widest range of Heavy Equipment like Crain, Waste water tanks, Chemical tanks and others. Our business operations are led by a team of professionals, who has with their rich experience in our industry sector. Her visionary guidance provided in the involved operations as well as collective service experience of selected industry experts allows us to successfully handle the involved services demands. Further, our in-depth process knowledge also allow us to deliver these solutions with a customized touch as required to meet the specific process needs at client’s end.

Today, we have with us well structured business approach so as to provide customers with complete international freight forwarding & logistics management services as well as meet the requirements of Heavy Industrial Equipment that meets international standards of performance and quality. Further, our professional as well as dedicated team of professionals also allow us to cater to all needs of customers and to provide them utmost satisfaction.

## Our Mission

Jacs Logistics., Pvt., Ltd., are dedicated to provide world-class services to all our clients, which guarantees that your cargo are in caring safe hands. Uncompromising guiding principle, most efficient working management, and the application of up-to-date logistics software all contribute to a zero-delay inside processing from booking to when the cargo reach our clients good hands.

## Our Vision

- ❖ To be the premier transportation solutions supplier in domestic and global markets.
- ❖ To build up a professional and dedicated customer service team in our profession.
- ❖ To develop and maintain a first-class infrastructure to ensure employee satisfaction, which drives customer loyalty, which leads to sustained profit growth, and which creates improved company value.
- ❖ Opening of own Private Container Freight station is one of the major Milestone

# OUR SERVICES



**Sea Freight Services**



**Air Freight Services**



**Door to Door Delivery**



**Custom Brokerage**



**Warehousing**



**Supply Chain Tracking Systems**



**Multi-Model Transport Operators**





## Introduction

This Sustainability Report presents JLPL’s environmental, social, and economic performance in alignment with the Global Reporting Initiative (GRI) Standards. The report highlights the organization’s sustainability governance, climate strategy, operational impacts, and stakeholder engagement initiatives. JLPL recognizes the importance of transparency and responsible business practices in achieving long-term growth. Through sustainability initiatives including emission reduction programs, supplier engagement, and responsible workforce practices, the company aims to contribute to sustainable logistics development while maintaining operational efficiency and stakeholder trust.



## General Disclosures

### 1. Statement of Use (GRI 1-5)

This report is prepared in accordance with GRI standards (2021).

## 2. Organizational Details GRI 2-1

JACS Logistics Pvt. Ltd. is a privately owned logistics company headquartered in Chennai, Tamil Nadu, India. The company operates through logistics coordination centers and warehouses supporting domestic and international cargo movement. JLPL provides services including freight forwarding, customs brokerage, multimodal transportation, and supply chain coordination. The organization employs logistics professionals, warehouse staff, administrative personnel, and management teams. Through strategic partnerships with shipping lines, transport contractors, and freight agents, JLPL supports efficient cargo handling and supply chain management across multiple industries.

### 4. Governance Structure GRI-2-9

JLPL maintains a structured governance system that supports responsible business operations and sustainability oversight. Senior management, including the Managing Director and executive leadership team, provides strategic direction and oversight for sustainability initiatives. Dedicated management teams coordinate operational improvements, environmental performance monitoring, and compliance with regulatory requirements.

### 5. Policy Commitments GRI2-23

JLPL is committed to conducting business ethically and responsibly. The company maintains policies addressing responsible business conduct, regulatory compliance, anti-corruption, and human rights protection. Employees and suppliers are expected to follow ethical standards and respect legal requirements across all business activities. The organization promotes transparency, integrity, and accountability in its operations while ensuring fair employment practices and responsible supplier relationships.

### 6. Stakeholder Engagement GRI 2-29

JLPL engages with a wide range of stakeholders including customers, employees, suppliers, regulators, and logistics partners. Stakeholder feedback is collected through meetings, operational reviews, supplier discussions, and customer communication channels. These interactions help the organization understand expectations, identify sustainability risks, and improve operational performance. Stakeholder engagement

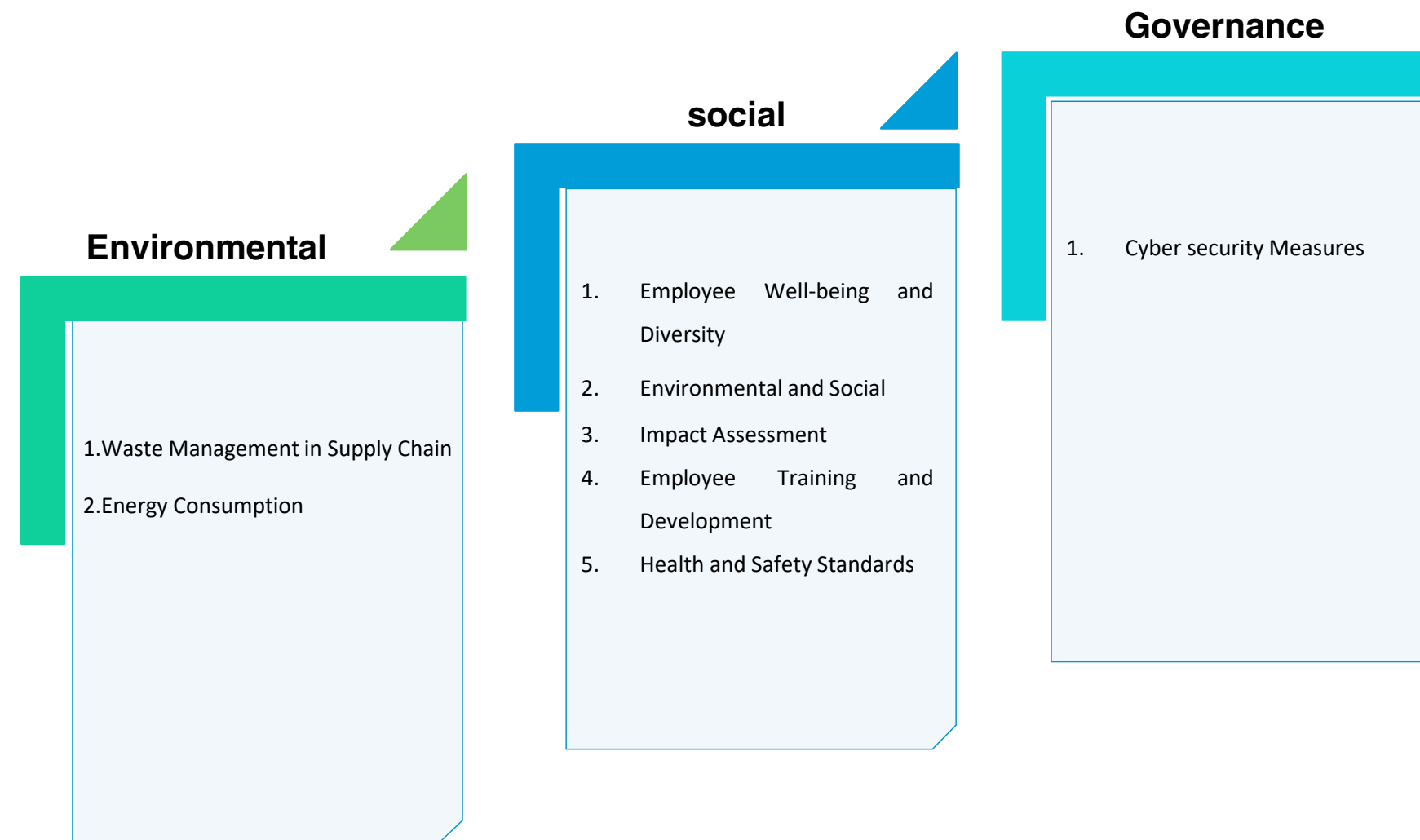
## 3. Process for Identifying Material Topics GRI 3-1

JLPL identifies material sustainability topics through internal assessments, stakeholder consultations, and industry benchmarking. The organization evaluates environmental, social, and economic impacts across its operations and supply chain activities. Key factors considered include regulatory requirements, operational risks, environmental impacts, and stakeholder expectations. This process helps prioritize sustainability issues that significantly influence the organization's long-term performance and stakeholder interests.



## 7. List of Material Topics GRI 3-2

Key material topics for JLPL include greenhouse gas emissions, energy efficiency, responsible supply chain management, employee safety, ethical business conduct, and data security. These topics represent the most significant sustainability impacts associated with the organization’s logistics operations and stakeholder expectations.



## 8. Management Approach GRI 3-3

JLPL manages material sustainability topics through policies, operational procedures, and performance monitoring systems. Environmental initiatives focus on emission reduction, energy efficiency, and logistics optimization. Social initiatives prioritize employee health and safety, training programs, and diversity policies. Governance initiatives include ethical business conduct, regulatory compliance, and data protection. Performance indicators and internal monitoring systems support continuous improvement and evaluation of sustainability initiatives.





# Governance



## 9. Economic Performance GRI 201:

JACS Logistics Pvt. Ltd. (JLPL) generates direct economic value through its logistics services, including freight forwarding, customs clearance, warehousing, and transportation management. The economic value generated is distributed through employee wages and benefits, payments to suppliers and logistics partners, operational expenses, and statutory taxes paid to government authorities. The company also recognizes financial implications associated with climate change, including rising fuel costs, regulatory requirements, and opportunities related to low-carbon logistics solutions and energy efficiency initiatives. JLPL provides statutory employee benefits such as retirement contributions and welfare schemes. The organization operates independently and has not received significant direct financial assistance from government programs during the reporting period.



## 10. Entry Level Wage GRI 202-1

JLPL ensures that entry-level wages provided to employees meet or exceed the applicable local minimum wage requirements established by labor regulations. The organization follows fair compensation practices designed to support employee well-being and maintain compliance with statutory employment standards. Wage structures are periodically reviewed to ensure alignment with market conditions, cost-of-living changes, and industry benchmarks. JLPL aims to provide equitable pay for employees performing similar roles while encouraging workforce stability and motivation. By maintaining competitive entry-level wages and transparent payroll practices, the company supports responsible employment practices and contributes to sustainable workforce development within the logistics sector.



## 11. Local Hiring GRI 202-2

JLPL prioritizes hiring employees and senior management from local communities in order to support regional economic development and strengthen community relationships. By recruiting local talent, the organization benefits from employees who possess strong knowledge of the regional market, logistics infrastructure, and regulatory environment. Local hiring practices also help generate employment opportunities and contribute to workforce development within the surrounding communities. JLPL encourages career growth and internal promotions, enabling capable employees to advance into leadership roles. Through these practices, the company supports inclusive economic growth while maintaining a skilled and stable workforce that contributes to efficient and responsible logistics operations.

## 12. Indirect Economic Impacts GRI 203

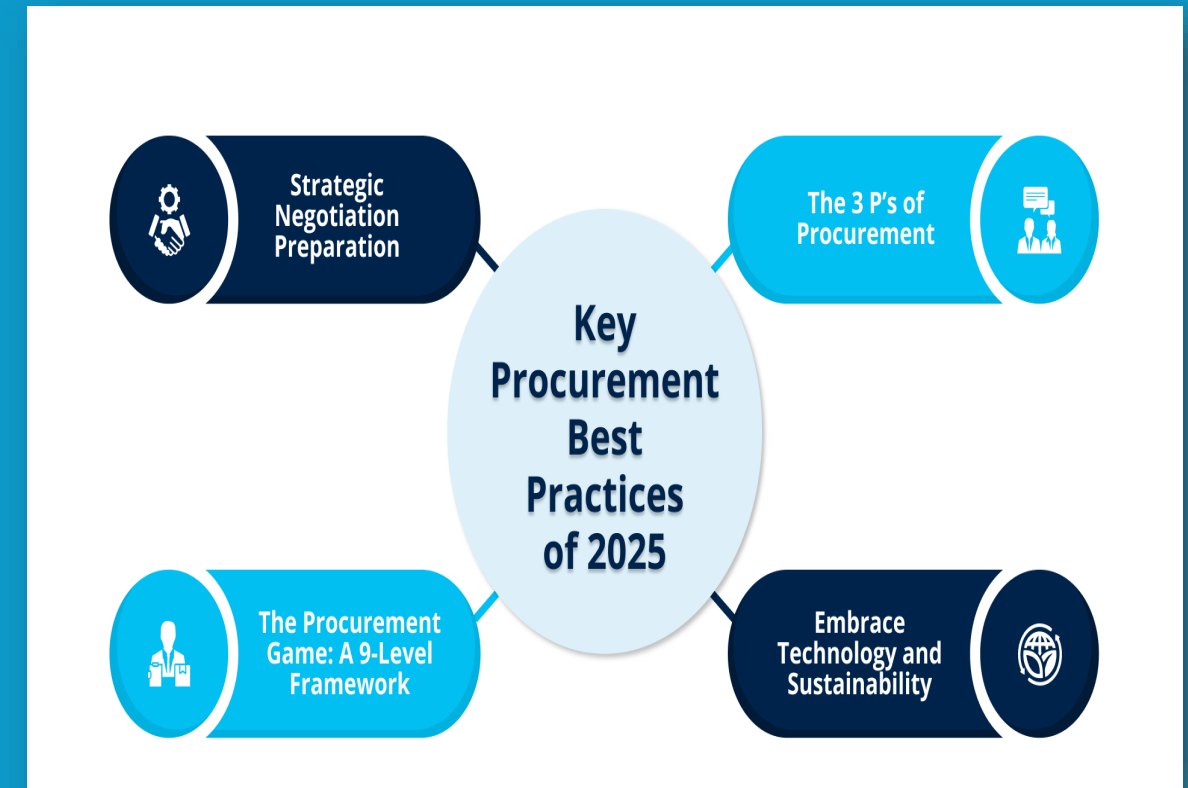
JLPL contributes to economic development by providing logistics infrastructure and transportation services that support efficient supply chain operations and regional trade activities. Through freight forwarding, warehousing, and multimodal transport services, the company enables businesses to move goods reliably across domestic and international markets. These services improve market access, reduce transportation delays, and support business continuity for customers. JLPL's operations also generate indirect economic benefits such as employment opportunities for transport contractors, warehouse workers, and logistics partners. By strengthening logistics connectivity and operational efficiency, the organization contributes to regional economic growth and facilitates smoother trade and commercial activities across supply chains.

## 13. Anti-Corruption GRI 205:

JLPL maintains a strict anti-corruption policy to ensure ethical conduct across all business operations. The organization is committed to transparency, integrity, and compliance with applicable laws and regulations. Risk assessments are conducted periodically to identify potential corruption risks in operational activities and supplier interactions. Employees are provided guidance and awareness programs on ethical behavior, anti-bribery principles, and regulatory compliance. JLPL encourages employees and stakeholders to report any suspected unethical practices through appropriate communication channels. Any confirmed incidents of corruption are addressed through corrective actions in accordance with company policies, reinforcing the organization's commitment to responsible and ethical business practices.

## 14. Procurement Practices GRI 204

JLPL prioritizes responsible procurement practices and actively collaborates with local suppliers and logistics partners to support efficient operational performance. The organization encourages sourcing from local vendors whenever feasible, which helps strengthen regional economies and promote sustainable business relationships. By engaging local suppliers for transportation services, maintenance activities, office supplies, and operational requirements, JLPL contributes to local employment and economic development. Local sourcing also improves supply chain reliability, reduces transportation distances, and enhances service responsiveness. The company continuously evaluates supplier performance to ensure quality, compliance with regulations, and alignment with responsible procurement standards that support long-term operational sustainability.





# Environment



### 15. Materials Used GRI 301-1

JACS Logistics Pvt. Ltd. (JLPL) uses various materials in its daily logistics and administrative operations. These materials primarily include office supplies such as paper, printing materials, stationery items, and packaging materials used for documentation and shipment handling. Additional materials include cartons, labels, and protective packaging used during cargo consolidation and warehousing activities. As part of its sustainability approach, JLPL encourages efficient use of materials and promotes digital documentation systems to reduce paper consumption. The organization also supports responsible procurement of materials and encourages recycling practices wherever possible. These initiatives help minimize resource consumption while maintaining efficient logistics and administrative operations.

### 16. Recycled Materials GRI 301-2

JACS Logistics Pvt. Ltd. (JLPL) promotes the use of recycled materials within its operational and administrative activities to support responsible resource management. The organization encourages the use of recycled paper for documentation, printing, and office-related processes wherever feasible. By integrating recycled materials into daily operations, JLPL aims to reduce demand for virgin raw materials and minimize environmental impacts associated with paper production. The company also promotes responsible material usage among employees by encouraging digital documentation systems and minimizing unnecessary printing. These practices contribute to waste reduction, resource conservation, and improved environmental performance while supporting the organization’s broader sustainability and responsible operations initiatives.



### 17. Reclaimed Products GRI 301-3

JACS Logistics Pvt. Ltd. (JLPL) encourages recycling initiatives to recover and reuse materials generated during its logistics and office operations. The organization promotes the collection and recycling of paper, cardboard, and packaging materials commonly used in shipment documentation and cargo handling processes. Employees are encouraged to segregate recyclable waste to ensure that materials can be effectively recovered through authorized recycling agencies. These initiatives help reduce the amount of waste sent to disposal and support resource conservation. By promoting responsible waste segregation and recycling practices, JLPL aims to improve material recovery, minimize environmental impacts, and contribute to more sustainable logistics and administrative operations.

### 18. Energy Consumption GRI 302-1

JACS Logistics Pvt. Ltd. (JLPL) consumes energy primarily in its office facilities, logistics coordination centers, and warehousing operations. Electricity is the main source of energy used for lighting, computers, communication systems, air conditioning, and other office equipment required for daily business activities. The organization monitors electricity consumption to improve operational efficiency and identify opportunities for energy conservation. Energy-efficient practices such as LED lighting installation, optimized equipment usage, and responsible energy management are encouraged across facilities. By monitoring and managing energy consumption effectively, JLPL aims to reduce operational costs, improve energy efficiency, and minimize environmental impacts associated with electricity use.

### 19. Energy Outside Organization GRI 302-2

JLPL recognizes that a significant portion of energy consumption outside the organization occurs through transportation activities associated with logistics operations. This includes fuel used by third-party transportation providers, freight carriers, and logistics partners responsible for moving cargo across domestic and international routes. Although these activities occur outside the organization’s direct operational boundaries, JLPL works closely with logistics partners to promote fuel-efficient transportation practices and route optimization. The company encourages the use of energy-efficient vehicles and improved logistics planning to reduce overall fuel consumption. These efforts help enhance supply chain efficiency while contributing to reduced environmental impacts associated with transportation energy use.

## 20. Energy Intensity GRI 302-3

JLPL monitors energy intensity to evaluate the efficiency of energy consumption in relation to its operational activities. Energy intensity indicators help the organization understand how much energy is used relative to factors such as operational scale, office space utilization, and logistics coordination activities. By analyzing energy consumption data against operational performance, JLPL can identify opportunities to improve efficiency and reduce unnecessary energy use. The organization encourages responsible energy management practices such as optimizing equipment usage and implementing energy-saving technologies. Monitoring energy intensity supports JLPL's efforts to enhance operational efficiency while minimizing environmental impacts associated with energy consumption.



## 21. Energy Reduction GRI 302-4

JLPL has implemented several initiatives to reduce energy consumption across its operational facilities. Energy efficiency improvements include replacing conventional lighting with LED lighting systems, which consume less electricity and provide longer operational life. The organization also promotes responsible energy usage by encouraging employees to switch off equipment and lighting when not in use. Energy monitoring practices are implemented to track electricity consumption and identify opportunities for further efficiency improvements. These initiatives help reduce overall energy demand, lower operational costs, and minimize environmental impacts associated with electricity consumption. JLPL continues to explore additional energy-saving measures to support its sustainability goals.

## 22. Energy Requirements Reduction GRI 302-5



JACS Logistics Pvt. Ltd. (JLPL) focuses on reducing energy requirements associated with its logistics services by improving operational efficiency and adopting digital solutions. The organization promotes digital documentation systems to minimize paper-based processes, reducing the need for printing equipment and related energy consumption. Additionally, logistics optimization techniques such as route planning, shipment consolidation, and improved coordination with transportation partners help reduce fuel usage and overall energy demand. These operational improvements support efficient cargo movement while lowering environmental impacts. By integrating technology and efficient logistics planning, JLPL continues to reduce energy requirements in its services while maintaining reliable and cost-effective logistics operations.

## 23. Water and Effluents GRI 303

JLPL manages water consumption responsibly within its office facilities and warehouse operations. Water is primarily used for sanitation, cleaning, and general facility maintenance activities. Although water usage in logistics operations is relatively limited, the organization encourages responsible water management practices among employees. Preventive maintenance is conducted to identify and repair leaks to avoid unnecessary water loss. JLPL also promotes water conservation awareness to ensure efficient use of available resources. Monitoring of water consumption helps the organization identify opportunities for improved efficiency and supports responsible resource management while minimizing environmental impacts associated with water use.



## 24. Biodiversity GRI 304

JLPL conducts its logistics and administrative operations primarily in urban and industrial locations where impacts on biodiversity are minimal. The company does not operate in protected areas or biodiversity-sensitive regions. JLPL remains committed to ensuring that its operational activities, including warehousing and transportation coordination, do not negatively affect natural ecosystems or wildlife habitats. Environmental awareness is promoted among employees to support responsible operational practices. The organization also complies with applicable environmental regulations to prevent ecological disturbances. By maintaining environmentally responsible operational practices, JLPL aims to minimize potential impacts on biodiversity and contribute to broader environmental protection efforts.

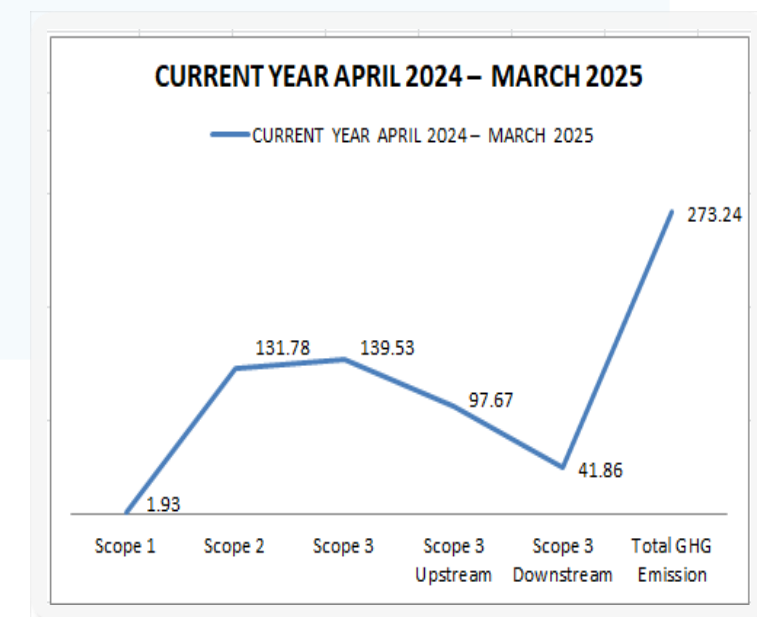
## 25. Emissions GRI 305

### Scope 1 Emissions GRI 305-1

JLPL generates Scope 1 greenhouse gas emissions from sources that are directly owned or controlled by the organization. These emissions primarily arise from fuel consumption in company-owned vehicles used for operational activities and business transportation. Additional direct emissions may also occur from the use of refrigerants in air conditioning systems installed in office and warehouse facilities.

EMISSIONS	CURRENT YEAR APRIL 2024 – MARCH 2025
Scope 1	1.93
Scope 2	131.78
Scope 3	139.53
Scope 3 Upstream	97.67
Scope 3 Downstream	41.86
<b>Total GHG Emission</b>	<b>273.24</b>

JLPL monitors these emission sources to understand their environmental impact and identify opportunities for reduction. The organization promotes fuel-efficient driving practices, regular vehicle maintenance, and gradual adoption of cleaner transportation alternatives to help minimize direct greenhouse gas emissions from its operational activities.



## 26. Scope 2 Emissions GRI 305-2

JLPL reports Scope 2 greenhouse gas emissions associated with the consumption of purchased electricity used in its office facilities, logistics coordination centers, and warehouse operations. Electricity is primarily used for lighting, computers, communication systems, air conditioning, and other office equipment necessary for daily operations. Although these emissions occur at the electricity generation source, they are considered indirect emissions resulting from the organization's energy use. JLPL monitors electricity consumption to track associated emissions and identify opportunities for improvement. The organization promotes energy-efficient practices such as LED lighting and responsible energy management to help reduce indirect emissions related to electricity consumption.

## 27. Scope 3 Emissions GRI 305-3

JLPL recognizes Scope 3 greenhouse gas emissions as indirect emissions that occur across its value chain. These emissions primarily arise from freight transportation services provided by third-party logistics partners, employee commuting, and business travel activities. Additional sources may include waste disposal and purchased goods and services associated with operational activities. Although these emissions occur outside the organization's direct control, JLPL encourages responsible practices among logistics partners and employees to help reduce environmental impacts. Initiatives such as route optimization, collaboration with fuel-efficient transport providers, and promotion of sustainable commuting practices support efforts to manage and reduce Scope 3 emissions.

## 28. Emissions Intensity GRI 305-4

JLPL monitors greenhouse gas (GHG) emission intensity to evaluate the efficiency of its operations and environmental performance. Emission intensity indicators help measure the amount of GHG emissions generated relative to operational activity levels, such as logistics services provided, office operations, or transportation coordination activities. By tracking emission intensity over time, the organization can assess the effectiveness of its emission reduction initiatives and identify

## 29. Emission Reductions

GRI 305-5

JLPL implements several initiatives to reduce greenhouse gas emissions associated with its operations and logistics activities. Key measures include optimizing transportation routes to reduce fuel consumption and improve logistics efficiency. The organization also promotes energy-efficient practices within office facilities, such as installing LED lighting and encouraging responsible energy usage. Collaboration with transportation partners that use fuel-efficient vehicles further supports emission reduction efforts across the supply chain.



## 30. Ozone Depleting Substances GRI 305-6

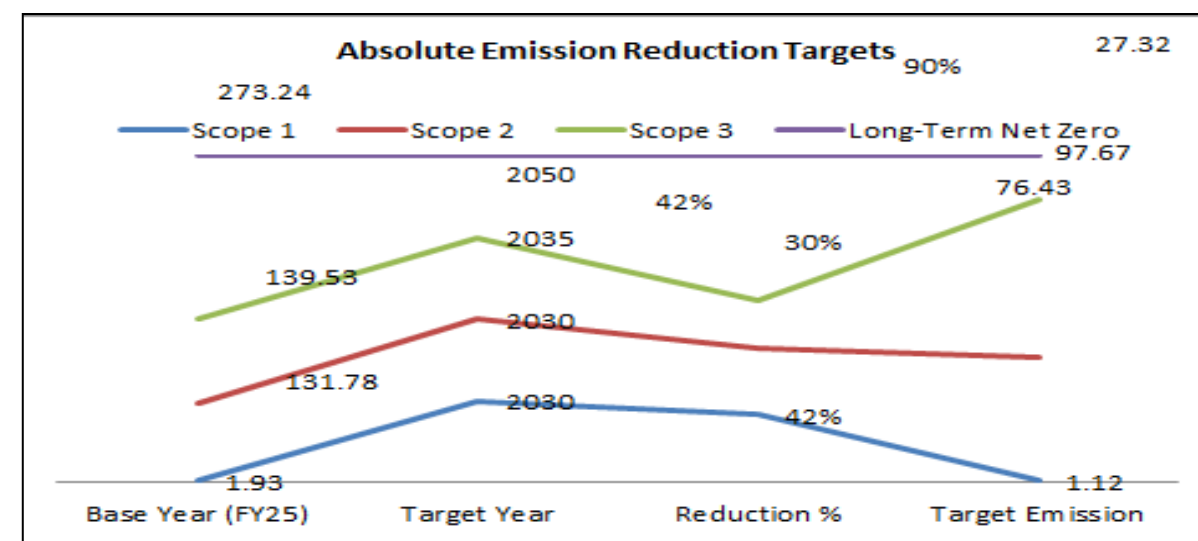
JLPL takes measures to minimize the use and potential emissions of ozone-depleting substances within its operational facilities. The organization primarily uses air-conditioning systems in office spaces and ensures that these systems comply with environmental regulations related to refrigerants. Regular maintenance and servicing of cooling equipment are conducted to prevent refrigerant leakage and ensure efficient performance. JLPL encourages the use of environmentally safer refrigerants that have lower ozone depletion potential.

## 31. Other Air Emissions GRI 305-7

JLPL is committed to complying with all applicable environmental laws and regulations related to its logistics operations, office facilities, and waste management practices. The organization follows regulatory requirements governing waste disposal, energy usage, and environmental protection to ensure responsible operational practices. JLPL monitors its activities to prevent environmental violations and promotes awareness among employees regarding environmental compliance obligations. The company also encourages proper documentation and adherence to environmental guidelines during operational activities. By maintaining compliance with environmental regulations and continuously improving environmental management practices, JLPL aims to minimize environmental risks and support sustainable and responsible logistics operations.

Target Category	Base Year (FY25)	Target Year	SBTi- Target Reduction %	Target Emission
Scope 1	1.93	2030	42%	1.12
Scope 2	131.78	2030	42%	76.43
Scope 3	139.53	2035	30%	97.67
Long-Term Net Zero	273.24	2050	90%	27.32

## SBTi-Aligned Emission Reduction Targets







"From sky to sea to street, JACS LOGISTICS keeps your cargo moving with unmatched efficiency and seamless execution at every stage of transportation."



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@jacslogistics.com  
jacslogistics.com

Your Trusted Logistics Partner



### 32. Waste GRI 306

JLPL manages waste responsibly through structured waste management practices implemented across its office and operational facilities. Waste generated from daily activities mainly includes paper, packaging materials, plastic items, and electronic waste from office equipment. The organization promotes waste segregation at the source to ensure recyclable materials such as paper and cardboard can be recovered and processed through authorized recycling agencies. Electronic waste is disposed of through certified e-waste recyclers in compliance with environmental regulations. JLPL also encourages digital documentation to reduce paper waste. These initiatives help minimize environmental impacts while supporting responsible waste management and resource conservation practices.

### 33. Environmental Compliance GRI 307

JLPL is committed to complying with all applicable environmental laws and regulations related to its logistics operations, office facilities, and waste management practices. The organization follows regulatory requirements governing waste disposal, energy usage, and environmental protection to ensure responsible operational practices. JLPL monitors its activities to prevent environmental violations and promotes awareness among employees regarding environmental compliance obligations. The company also encourages proper documentation and adherence to environmental guidelines during operational activities. By maintaining compliance with environmental regulations and continuously improving environmental management practices, JLPL aims to minimize environmental risks and support sustainable and responsible logistics.

### 34. Supplier Environmental Assessment GRI 308

JLPL encourages its suppliers and logistics partners to adopt responsible environmental practices as part of its sustainable supply chain approach. Environmental considerations are increasingly incorporated into supplier selection and evaluation processes. Suppliers are encouraged to monitor emissions, improve fuel efficiency in transportation activities, and implement responsible waste management practices.

JLPL also promotes compliance with environmental regulations and industry standards among its vendors and service providers. Through regular engagement and collaboration, the organization aims to identify and address potential environmental impacts within the supply chain. These efforts help strengthen environmental responsibility and support sustainable logistics operations across the value chain.





# Social



### 35. Employment GRI 401

JLPL provides employment opportunities while maintaining fair and responsible labor practices across its operations. The organization ensures that employee compensation, benefits, and working conditions comply with applicable labor laws and employment regulations. JLPL offers statutory benefits such as provident fund contributions, leave entitlements, and other welfare measures that support employee well-being.



The company also follows transparent recruitment practices and encourages equal employment opportunities for qualified candidates. Employee retention and professional growth are supported through a positive work environment and clear workplace policies. By maintaining fair labor practices, JLPL promotes workforce stability, employee satisfaction, and responsible organizational development.

### 36. Labor/Management Relations GRI 402

The organization maintains transparent and constructive communication between management and employees to ensure a positive and cooperative workplace environment. The organization informs employees about significant operational changes, workplace policies, and organizational updates through internal communication channels and meetings. Employees are encouraged to share feedback, concerns, and suggestions related to workplace conditions and operational practices. JLPL aims to maintain mutual trust and respect between management and staff by promoting open dialogue and fair treatment. When operational changes occur, employees are provided with appropriate notice and guidance. This approach helps strengthen employee engagement, improve workplace relations, and support smooth organizational operations.

### 37. Hazardous & Non-Hazardous Waste GRI 403-2

JLPL manages both hazardous and non-hazardous workplace waste responsibly to maintain safe and healthy working conditions. Non-hazardous waste generated from office and logistics operations mainly includes paper, packaging materials, and general waste, while limited hazardous waste may arise from electronic equipment and maintenance materials. The organization follows proper waste segregation, handling, and disposal practices in accordance with applicable safety and environmental regulations. Authorized waste disposal agencies are used where required to ensure safe treatment of waste.

### 38. Workers Covered by OH&S GRI 403-8

JLPL ensures that all employees are covered under its Occupational Health and Safety (OH&S) policies and procedures to maintain a safe and healthy workplace environment. The organization implements safety guidelines designed to prevent workplace accidents, injuries, and health risks associated with logistics and office operations. Employees are informed about safety procedures, emergency response measures, and safe work practices through internal communication and awareness programs. Regular monitoring and workplace inspections are conducted to identify potential hazards and improve safety conditions. By maintaining comprehensive OH&S coverage for its workforce,.

### 39. Work Related Injuries GRI 403-9

JLPL implements safety monitoring systems to identify, assess, and prevent workplace injuries across its operations. The organization emphasizes maintaining a safe working environment through regular workplace inspections, hazard identification, and preventive safety measures. Employees are encouraged to follow established safety procedures and report any potential risks or unsafe conditions immediately.

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

JLPL promotes employee well-being by implementing workplace health programs designed to prevent work-related ill health and support a healthy working environment. The organization encourages employees to follow safe work practices and maintain ergonomic work conditions, particularly for office-based roles involving prolonged computer use. Regular workplace monitoring helps identify potential health risks and ensures that preventive measures are implemented.

### 41. Training and Education GRI 404:

JLPL invests in employee training and development programs to strengthen workforce capabilities and support professional growth. Training initiatives focus on enhancing logistics expertise, operational efficiency, regulatory compliance, and sustainability awareness among employees. The organization encourages continuous learning through skill development programs, internal training sessions, and knowledge-sharing activities.

### 42. Diversity and Equal Opportunity GRI 405-1

The company promoting diversity and equal opportunity within its workforce. The organization follows fair recruitment and employment practices that provide equal opportunities to qualified candidates regardless of gender, background, or personal characteristics. Employment decisions are based on skills, qualifications, and professional competence. JLPL encourages an inclusive workplace environment where employees are treated with respect and provided with equal opportunities for growth and development.

### 43. Non-Discrimination GRI 406:

JLPL maintains a strict zero-tolerance policy toward discrimination and is committed to fostering an inclusive and respectful workplace for all employees. The company ensures that all employment-related decisions, including recruitment, training, promotion, compensation, and career development, are based solely on merit, qualifications, and performance. JLPL strictly prohibits discrimination based on gender, age, ethnicity, religion, disability, nationality, or any other personal characteristic. Clear policies, grievance mechanisms, and awareness programs are implemented to prevent and address discrimination or harassment in the workplace. Regular training and communication reinforce respect, equality, and fairness, ensuring that every employee feels valued, safe, and empowered to contribute effectively to the organization's growth.

### 44. Child Labor and Forced Labor

GRI 408 & 409:

The organization maintains a strict commitment to eliminating child labor and forced labor across all its operations and supply chain activities. It follows national labor laws and internationally recognized human rights standards to ensure that all workers are employed voluntarily and meet the legal working age requirements. The company conducts due diligence and regular assessments to verify that suppliers and contractors also comply with these standards. Clear policies, contractual obligations, and monitoring systems are implemented to prevent any form of exploitation or coercion. Awareness programs and grievance mechanisms are available for employees and stakeholders to report concerns, ensuring ethical labor practices, transparency, and responsible business conduct throughout the organization.

### 45. Human Rights Assessment GRI 412:

JLPL is committed to respecting and protecting human rights across its operations and business relationships. The organization conducts regular assessments to identify potential human rights risks within its workplaces and supply chain activities. These assessments ensure compliance with applicable labor laws, ethical standards, and internationally recognized human rights principles. Policies and procedures are implemented to prevent violations such as discrimination, forced labor, and unsafe working conditions. Employees and stakeholders are provided with channels to raise concerns or grievances related to human rights issues.

### 46. Local Communities GRI 413:

JLPL is committed to supporting and engaging with local communities through responsible and sustainable business practices. The company contributes to community development by creating local employment opportunities and encouraging skill development among nearby populations. JLPL also promotes ethical operations that respect community interests, environmental protection, and social well-being. By maintaining open communication with stakeholders, the organization ensures that its logistics activities do not negatively impact surrounding communities. Community engagement initiatives may include awareness programs, local partnerships, and support for social development activities.

### 47. Supplier Social Assessment GRI 414:

JLPL promotes responsible supply chain practices by encouraging suppliers and business partners to adhere to ethical labor standards and social responsibility principles. The organization expects suppliers to comply with applicable labor laws, human rights requirements, and fair working conditions. Suppliers are encouraged to avoid child labor, forced labor, discrimination, and unsafe working environments within their operations. JLPL also promotes transparency, ethical conduct, and respect for employee welfare across its supply network. Periodic reviews and communication with suppliers help reinforce these expectations and improve social performance throughout the supply chain.

### 48. Customer Health & Safety GRI 416:

JLPL prioritizes customer health and safety by ensuring that goods are handled, stored, and transported in a secure and responsible manner. The company follows established logistics procedures and safety guidelines to minimize risks during transportation and delivery operations. Vehicles, packaging methods, and handling practices are monitored to prevent damage, contamination, or safety hazards. Employees and logistics partners are trained on safety protocols, emergency response procedures, and safe cargo handling practices. JLPL also works closely with transport partners to maintain compliance with applicable safety standards and regulatory requirements. By maintaining strict operational controls and safety awareness.

### 49. Information Security GRI 418

JLPL prioritizes the protection of customer and organizational data through secure digital infrastructure and robust information management practices. The company implements data protection policies, controlled system access, and secure storage mechanisms to safeguard sensitive information from unauthorized access, loss, or misuse. Digital systems used for logistics management, documentation, and communication are protected through authentication protocols and regular monitoring. Employees are trained on data privacy,

### 50. Socioeconomic Compliance GRI 419:

JLPL is committed to complying with all applicable socioeconomic laws and regulations governing its operations. The organization ensures adherence to legal requirements related to taxation, labor practices, business conduct, and regulatory reporting. Internal policies and procedures support ethical business operations and promote transparency, accountability, and responsible decision-making. Compliance monitoring systems help identify potential risks and ensure that business activities align with legal and regulatory standards. Employees are informed about relevant compliance requirements through policies and awareness programs.

## Appendix -1

### 51. Sustainability Performance Data – 1st April 2024-31st March 2025

KPI No	KPI	Unit	Measure
1	Ensure all employees and partners are aware of the Workplace Dignity Policy	Percentage	100
2	Increase employee capability to identify and prevent fraudulent activities	Percentage	95
3	Energy consumption and GHGs	kWh	6685.56
4	Employee health and safety	Count	0
5	Ensure safe handling, storage, and disposal of all hazardous wastes	Percentage	100
6	Total gross Scope 1 GHG emissions	MTCO <sub>2</sub> e	1.93
7	Total gross Scope 2 GHG emissions (market or location based)	MTCO <sub>2</sub> e	131.78
8	Total gross Scope 3 GHG emissions	MTCO <sub>2</sub> e	139.53
9	Total gross Scope 3 Downstream GHG emissions	MTCO <sub>2</sub> e	41.86
10	Total gross Scope 3 Upstream GHG emissions	MTCO <sub>2</sub> e	97.67
11	Career management and training	Percentage	100
12	Enforce user authentication, access reviews, and activity monitoring to protect information integrity	Percentage	90
13	Enable adaptable work schedules to improve work-life balance	Percentage	82
14	Maximize reuse and recovery of materials from operational and office waste streams	Percentage	75
15	Working conditions	Percentage	100
16	Reduce GHG emissions from all transport operations through route optimization, hybrid vehicle adoption, and reduced idling	Percentage	18
17	Equip all employees with knowledge of cybersecurity, data protection, and regulatory compliance	Percentage	85
18	Increase employee awareness of safety protocols and practices	Percentage	100
19	Waste	Liters	86.24
20	Train employees on power conservation practices	Percentage	100
21	Provide comprehensive anti-corruption training to all employees	Percentage	100
22	Total energy consumption	kWh	6685.56
23	Discrimination and Harassment	Count	0
24	Provide equitable access to training by addressing cost and scheduling barriers	Percentage	90

## Appendix -2 52. GRI Index

This report is prepared in accordance with GRI Standards (2021).

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GRI 201	Economic Performance	10
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GRI 202-2	Local Hiring	10
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## Appendix -3

### 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)  
Date : 30<sup>th</sup> April, 2025

#### Authorized Representative (Assurer)

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