

Responsible and Resilient



Colours of Togetherness

Corporate Sustainability Report

Financial Years 2018-2021

Responsible and Resilient

Colours of Togetherness

Corporate Sustainability Report





Integrated Cement Unit at Sirohi, Rajasthan

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Colours of JK Lakshmi Cement

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Recently commissioned Standalone cement grinding unit, Cuttack Odisha

Colours of JK Lakshmi Cement





Bharat Hari Singhania
Chairman and Managing Director

“Sustainability for JK Lakshmi is not a finite state to achieve but rather a strategic and dynamic opportunity to respond daily and progressively, and move beyond basic responsibilities whilst balancing business, environment, and people.”



GRI 102-14



To Our stakeholders

Message from CMD

अस्माकं कार्याणि अस्मान्सावधीकरिष्यंति
only our actions can define us!

I am writing this message when humanity is passing through testing and uncertain times, owing to the circumstances precipitated by the COVID-19 pandemic. But before I go further, I have to say, with profound sorrow, that we at JK Organisation have lost some members of our workforce to this deadly disease. My thoughts stay with their families and friends during these tough times. Being a part of JKLCL family and culture, I feel that helping each other is beyond the definition of responsibility, it takes much more of strength and support to get things back to normal, and this is what drove our practices since the Pandemic struck India.

With this spirit of togetherness, I present to you our 3rd Sustainability Report which is a testament of our commitment to strive balance among the 3 pillars of growth, i.e., environmental, social and governance (ESG) that are aligned to UN-SDGs. During the Pandemic we humbly supported the larger government's initiatives by donating relief amount to the PM CARES Fund, setting up oxygen plants near hospitals and extending our CSR interventions such as manufacturing and distributing masks through self-help groups, introducing health checkup camps, medical assistance, vaccination camps for the employees and their family, etc., and that all in line with the precautionary guidelines and directions released by the government.

As a menace the Pandemic was, the opportunity it created was tremendous. We have witnessed the power of technology in its most innovative forms like Internet of Things, Artificial Intelligence, Machines Learning, Data mining, etc. And we at JK Lakshmi has always strived to harness the same power of technology through years now, let it be 1st in India's auto-cement bag placing system, most advanced Auto-truck loading technology at our plants or even a Sensor based automatic sanitizer dispensing machine developed by our engineers at site. Our focus has always been towards fostering innovative ideas of our young engineers and team leaders those who believe in- house innovations, taking risks, embracing success, and learning from failures.

It is encouraging that our stakeholders have shown resolve and strength during these tough times and stood by us. This shows that our value chains are more resilient, increasingly flexible and are quick in adapting to any probable risk scenarios. In FY 21 the Indian economy contracted by 7.3%, but in the last quarter cement demand was almost close to a historical high, as seen in FY 19. Against all odds, during FY21, our volumes also grew

by 8% and PAT increased by over 55%. These results illustrate our inherent resilience to tide over uncertainties. As the vaccination drive across the nation is rising, everyone is optimistic about the growth in the economy in upcoming quarters.

During these years, we also witnessed intense set of events like Australian bushfire, erratic monsoons, rapid melting of Arctic, etc., and these are bare proof of the fact that Climate change is real, and it is here! We at JK Lakshmi, are committed to our agenda of environment sustainability, i.e., Agenda 2025 of climate action, where through our committed plans and strategy, we are increasing our renewable energy footprint by 3-fold and aimed to gain water positivity by factor of 5. Over the years we have also registered over 5 projects under UNFCCC-CDM/ VCS climate change programme, as one of our efforts to mitigate impacts of climate change.

Again, I am certain that world will come out of the Pandemic sooner and better for a stronger tomorrow and we JK Lakshmi, will leave no stone unturned to contribute in bringing back the economy on fastest growth trajectory.

BHARAT HARI SINGHANIA
Chairman & Managing Director



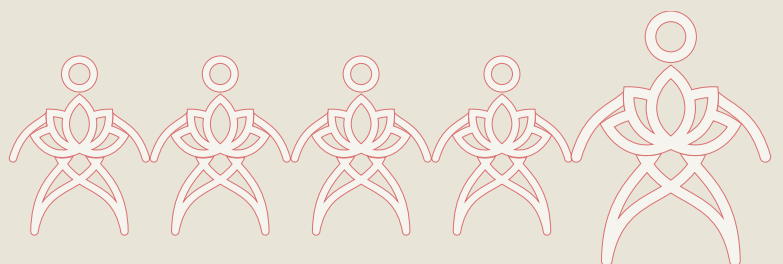


Recently commissioned Standalone cement grinding unit, Cuttack Odisha



Vinita Singhania
Vice- Chairman and Managing Director

“ Our vision for continued growth, rather I must say sustainable growth is focused on the empowerment of society and people surrounding our multiple footprints across different states. Essentially, we believe in responsible growth that encompasses our society and the environment.”



To Our stakeholders

Message from Vice-CMD

जीवेषु करुणा चापि मैत्री तेषु विधीयताम्

Be compassionate and friendly to all living beings.

“Responsible and Resilient” are the two most important words that not only suits the way JK Lakshmi conducted its business during the Pandemic, but it defines the culture that we inherited from the key visionaries of the Company since our very stage of inception.

Therefore, I trust you will enjoy reading this 3rd Sustainability Report for FYs 2018-21 titled “Responsible and Resilient” under our larger Sustainability reporting theme of “Colours Of Togetherness”. The report is a collective outcome of understanding our responsibility and doing everything in power to sustain and help the society to come out of the Pandemic while achieving sustainable growth.

These are testing times! But the best strategy to face it is to focus on our duties and not to be bogged down by the uncertainties. As we try to stand strong, the large JK Lakshmi Family has been impacted tragically by the loss of some of its members, causing much pain. Its people that come first for JK Lakshmi., We adhere to our core value of “Caring for people”, and their health and safety is our topmost priority. Necessary preventive measures are being taken to minimize the impacts by showing agility—adapting to change in our work and interactions with stakeholders and others, quickly and meaningfully. We had stepped-up our communications and work profiles by switching to work-from-home, digital/ virtual conferencing with supply chain partners, conducting online trainings and wellbeing sessions for our workforce, etc.

With good growth recorded during the FY 2020-21, I give this credit to the JK Lakshmi team and our entire value chain partners. Over the years or striving work on improving our supply chain systems and integration of technology has helped us to sail through the pandemic disruptions. Our IT supported supply chain interventions like “Truck calling system to reduce ideal and turnaround time, web-based e-bidding portal for E-Procurement, etc. have made our system more flexible and resilient.

I would also like to share that during the financial Year 2019-20, the Company successfully commissioned a new standalone Grinding Unit with an annual production capacity of 0.8 million tons at Cuttack Grinding Unit (JKLCL-Cuttack Unit),



Odisha to cater the markets of Middle Eastern part (East Coast region/ Coastal region) of India, and no sooner did it experience the impact of the Pandemic. This fresh investment was a hiccup in our growth journey, but are bouncing back with markets opening on a positive note.

Our social responsibility interventions continued despite the Pandemic and include skill development, women empowerment, health and hygiene, education, maternal and neonatal care, and support to farmers and their livestock. Dedicated teams at various locations carry out this responsibility in the best possible manner. The outcomes and impacts are scrutinized to formulate targeted interventions for the welfare of people in our Plants' vicinities.

Our commitment to reduce our environmental footprint is strategically defined. We have aimed to almost double our renewable power generation by 2025. Out of which, around 74% will be contributed by new solar installations and rest by increasing waste heat-recovery capacity at our Units. Understanding the societal needs and our responsibility towards the resources bestowed by nature, we have been cautiously using the resources. Further, we are also aimed at increasing our Thermal Substitution Rate* to 15% by 2030 with an investment of about 120 crores.

I truly thank our customers, business partners, suppliers, and our esteemed shareholders, for their support, loyalty, and confidence in us. We all need to come together and fight this uncertainty with hope, collaboration, and confidence.

VINITA SINGHANIA

Vice Chairman & Managing Director

*including capacity installed at subsidiary - Udaipur Cement Works Limited



Company Overview

GRI-102-1]

JK Lakshmi Cement Limited (JKLCL) is a part of the prestigious JK Organisation. The eminent industrial house has a legacy of more than 137 years and has operations in India and abroad with leadership in the fields of tyres, cement, paper, industrial belts, dairy products, etc

We are a renowned and well-established name in the Indian Cement industry for three decades now and have an annual turnover of over of about ₹ 4000 crores. We have a formidable presence in Northern, Western and Eastern India's cement markets. We believe that business comes with responsibility, and the value of serving is embedded in our DNA.



VISION

“

To be a profitably growing,
innovative & caring Company

To become a significantly
relevant player in the mind
of consumers

”

MISSION



Achieve Operational Excellence



Be a workplace of choice-- Attract, Retain and Grow Talent Pool of change leaders



Achieve growth in Sales & Profit, higher than comparable sized players



Create superior value for the customer through Premium Products and Brand Positioning



Continuously enhance shareholders' wealth and be a preferred portfolio among investors

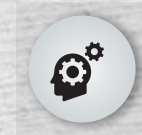


Be a Socially Responsible Corporate Citizen

ORGANISATIONAL CORE VALUES



Caring for people



Integrity including intellectual honesty, openness, fairness and trust



Commitment to excellence

We relentlessly focus on product quality, customer satisfaction and innovation. This helps us to push the boundaries and tap immense potential for development in the country's infrastructure and construction sectors. Right from gaining foothold in new and emerging markets to investing in the latest Research and Development, we have continued to be a resilient performer, despite the constantly emerging challenges in the cement sector.

We are a leading Cement brand that has come into existence in the year 1982, in Sirohi District, in the state of Rajasthan, India. The journey started with a cement manufacturing capacity of 0.5 Million Tons Per Annum (Mn MT), currently pegged at 14.0 Mn MT due to consistent and sustainable endeavors.

GRI 102-2,4,7

Aligning ourselves to growth and delivering trusted solutions to the society, we expanded our manufacturing reach to far mid-eastern part of the country to meet the growing demand for infrastructure. We established a new Standalone cement grinding Unit (JKLCL-Cuttack Unit) of 0.8 Mn MT capacity at Cuttack, Odisha, India, in the FY 2019-20. In addition to cement manufacturing, the Company also has a manufacturing facility for an environment- friendly green construction product, i.e. AAC Blocks. Autoclaved Aerated Concrete Blocks (AAC) plant with a capacity of 500 m3 is located within the premises of the standalone cement grinding Unit at Jhajjar, Haryana. The Company also has 12 Ready Mix Concrete (RMC) plants across different locations in India as of 31st March 2021.

JK Lakshmi Cement Limited is among the first cement manufactures to introduce coloured cement bags, commands a premium position in its market and is recognized for immaculate quality and services. The Company has a vast pool of highly trained and dedicated marketing and technical service team to assist its customers at their doorstep or a call away. With well-recognized cement products like K Lakshmi Cement (PPC & OPC), JK Lakshmi PRO+ Cement, Platinum Heavy Duty Cement, JKLC Sixer Cement and Super Sixer Weather Guard Cement, the Company offers impeccable quality products for discerning customers.

The Company has operational facilities in five states, a wide network of over 400 cement dumps and a network of over 7000+ channel partners. The Company caters to a large customer base, mostly in the North, East, West, and Central regions of India.

GRI 102-6

The Company has an employee strength of more than 4000 at the operation sites, corporate, and marketing offices. The company follows strategy to bring competitive advantage to its customers both in rural and urban areas.



1st intergrated Plant at Sirohi

Capacity 0.5 Mn MT

1982



Capacity Addition at Sirohi

Capacity - 2.4 Mn Mt

2001



Capacity Addition at Sirohi
Capacity 4.2 Mn MT

2009



Kalol Grinding Unit Commissioned
- 0.5 Mn MT

Total Capacity - 4.7 Mn MT

2009



Jhajjar Grinding Unit Commissioned
- 1.3 mn MT

Total Capacity - 6.0 Mn MT

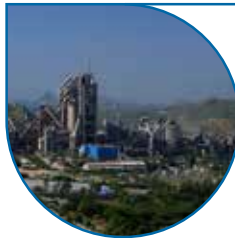
2012



Durg Integrated Plant Commissioned
- 1.8 Mn MT

Total Capacity - 7.8 Mn MT

2015



Capacity Addition at Sirohi
- 0.5 Mn MT

Total Capacity - 8.3 Mn MT

2015



Capacity addition at Kalol
- 0.3 Mn MT

Total Capacity - 8.6 Mn MT

2016



Surat Grinding Unit Commissioned
- 1.4 Mn MT

Total Capacity - 10 Mn MT

2017



Capacity addition at Durg
- 0.9 Mn MT

Total Capacity - 10.90 Mn MT

2017



UCWL Integrated Plant Commissioned (Subsidiary)
- 1.6 Mn MT

Total Capacity - 12.5 Mn MT

2017



Cuttack Grinding Unit Commissioned
- 0.8 Mn MT

Total Capacity -13.30 Mn MT

2019



Capacity Addition at UCWL
0.6 Mn MT

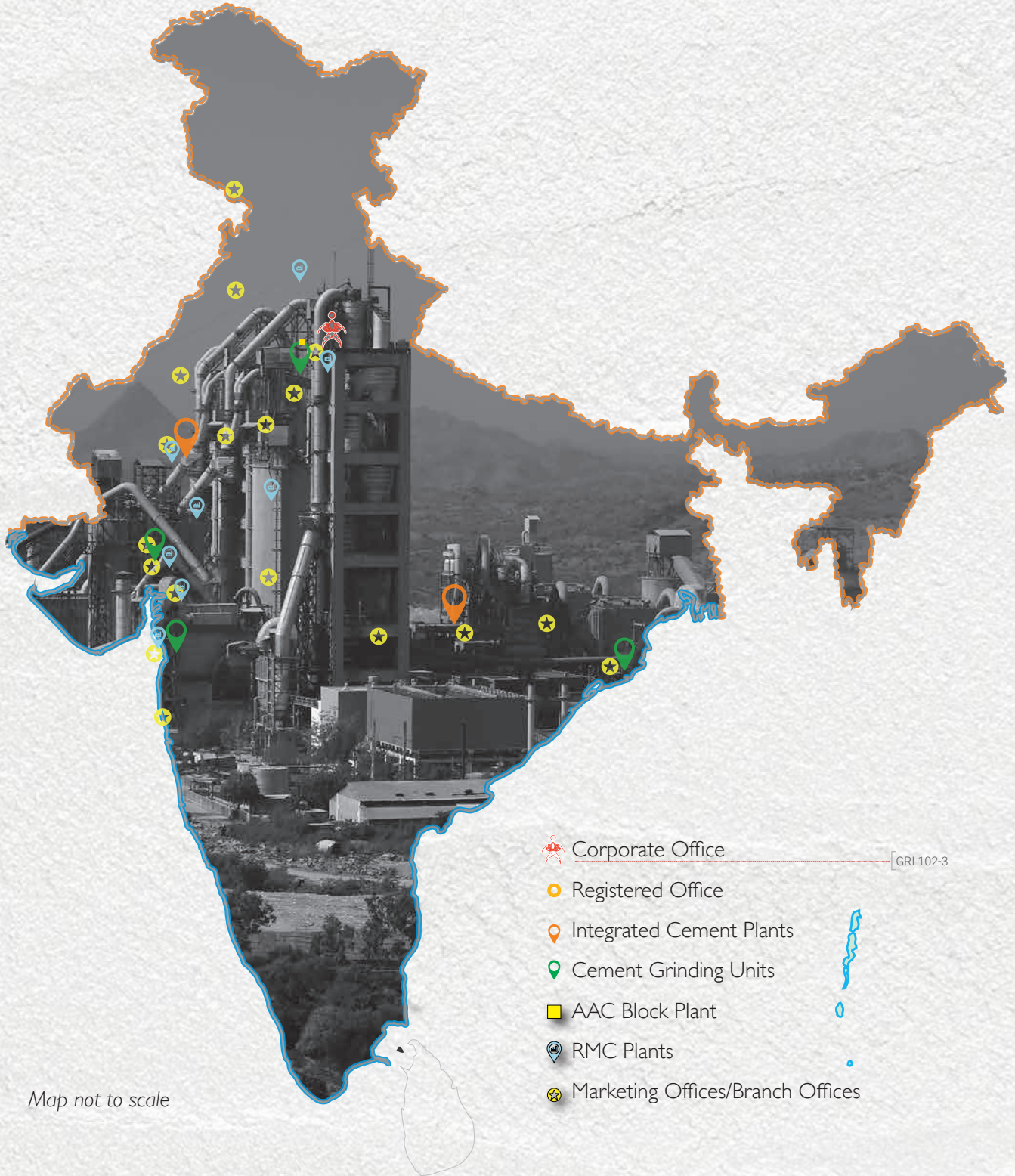
Total Capacity - 12.5 Mn MT

2021



Our Product Portfolio





Map not to scale





GRI 102-6

JK Lakshmi Cement Limited is a public limited Company listed on National Stock Exchange (NSE) and Bombay Stock Exchange (BSE) India. For more details, Please refer to the Annual Reports of the Company at : www.jklakshmicement.com/annual-reports/

Being a responsible Organisation we understand that our growth plays a vital role in contributing to the development of a country. Foreseeing the demand, JK Lakshmi has strategically marked potential locations for future expansions. There is no change in the location of existing facilities. A new standalone Grinding Unit was commissioned in Cuttack, Odisha, and has been covered under the reporting boundary for FY 2020-21.

Our sustainability policy includes defining principles/guidelines for establishing proactive measures to any foreseen/probable impact of business activities / components of sustainability. The various defining principles include environmentally sustainable operations, a commitment to local communities, generating value for shareholders and the inclusiveness of larger society.

GRI102-12

Adoption of significant sustainable development initiatives testifies the intentions of responsible working. We have aligned our activities and initiatives to some nationally and internationally adopted regulatory and voluntary frameworks like SEBI-Business Responsibility Reporting, UN Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI) and Corporate Social Responsibility (CSR).

The Company has been vividly using Trade Association/Chambers of Commerce and industry's platforms and taking advocacy positions from time to time in the areas of Corporate Legal Reforms, Economic Reforms,

Social Security, Water Conservation, Renewable Energy, GHG Emission Reduction, and Sustainable Business Principles.

It advocates best practices such as use of alternative fuels and raw materials, renewable energy, energy-efficient activities, water conservation and waste management.

The Company is neither associated with nor favours any political party, and no form of direct and indirect contributions were made.

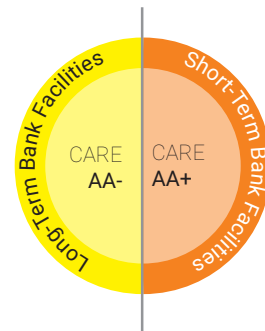
[GRI 415-1

The Company is a Member of the following Trade / Chamber / Associations:

[GRI 102-13

- Cement Manufacturers' Association (CMA)
- The PHD Chamber of Commerce and Industry
- Rajasthan Chamber of Commerce
- Udaipur Chamber of Commerce
- Federation of Indian Mineral Industries
- Federation of Mining Association of Rajasthan
- National Council for Cement and Building Materials (NCBM)
- Coal Consumers Association of India

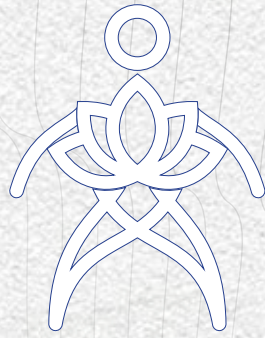
Care Ratings,
as of
March 2021



JK Lakshmi Cement has been publishing Business Responsibility Report (BRR) Annual Reports in accordance to Regulation 34 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('SEBI LODR') and the National Voluntary guidelines (NVG) on Social, Environmental and Economic Responsibilities of Business released by the Ministry of Corporate Affairs, India. Please refer to Annual Reports at www.jklakshmicement.com/annual-reports/ for BRR.



Certifications



Jhajjar
Grinding Unit

Sirohi
Integrated cement
manufacturing Unit

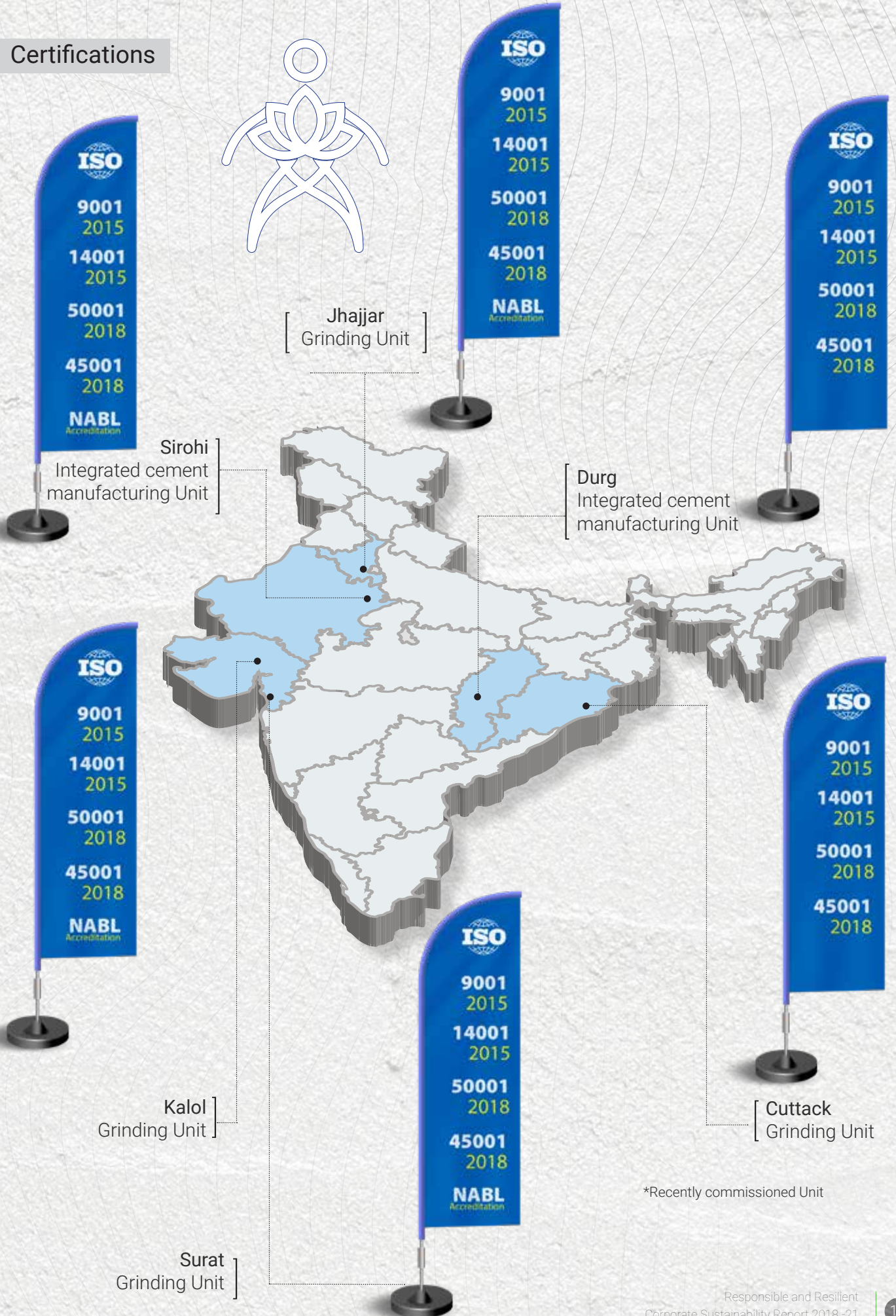
Durg
Integrated cement
manufacturing Unit

Kalol
Grinding Unit

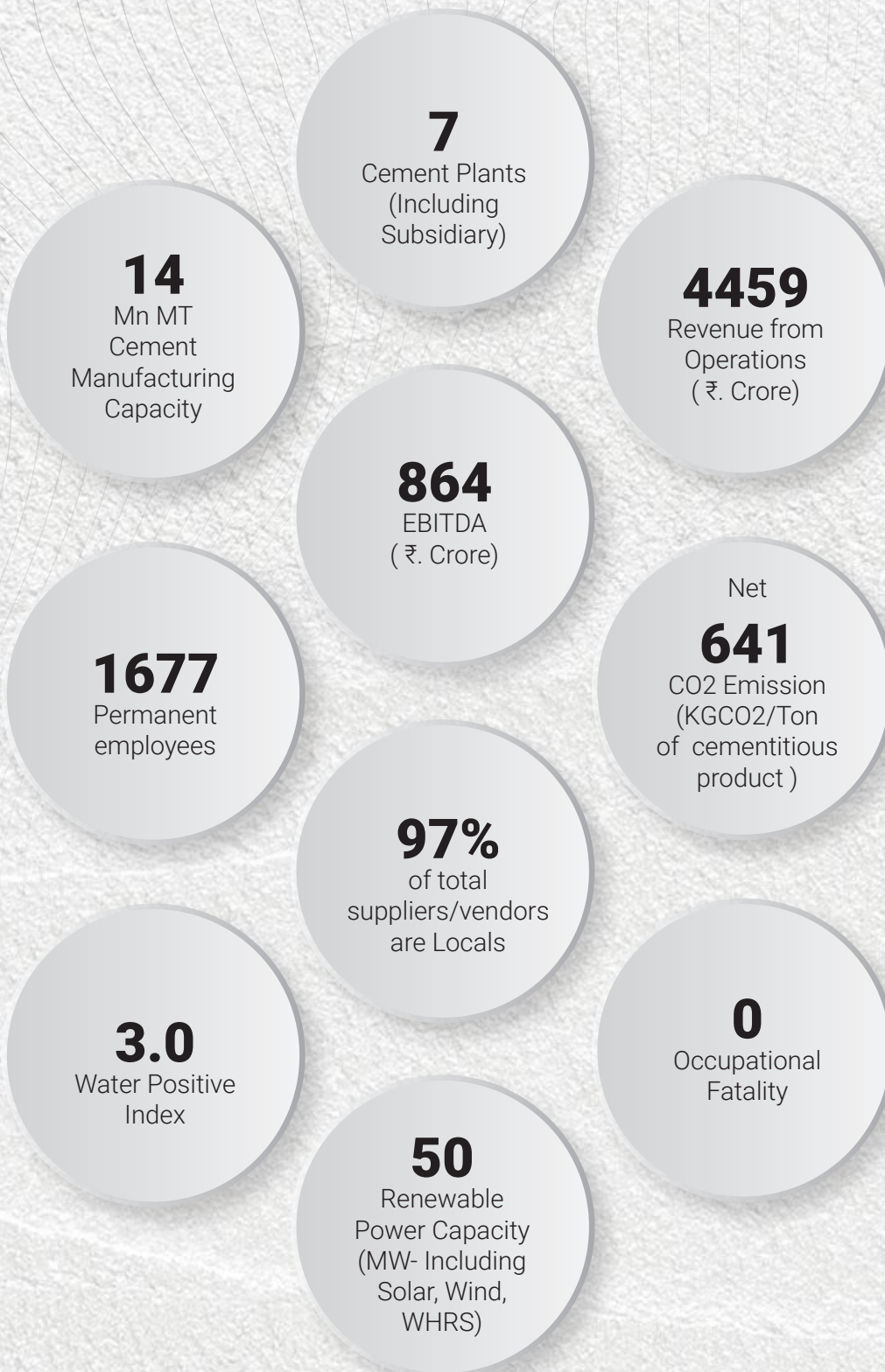
Surat
Grinding Unit

Cuttack
Grinding Unit

*Recently commissioned Unit



ESG Highlights as of FY 2020-21 & SDGs inclusion



COVID-19 Response Empowering the Resilient framework

Time has not been the same since March 2020, as many lost their loved ones and many their livelihood to the vicious SARS CoV-2 Coronavirus induced Pandemic (COVID-19). Economies around the world had to come to a halt with lockdowns and the pandemic restrictions.

Cement, being a commodity of cyclical in nature, is crucial for development of nation in every situation. We operated during the tough times we stood by our workforce and communities near as, so as they did. Our people adapted themselves to the WFH aspect through constant motivation from the senior leaders. We extended every possible help into the society through extending our CSR interventions.

Trust of our supply chain partners both upstream and downstream, has kept out operations ongoing. We reciprocated the same without delaying or making cuts in any kind of payments to them.

The Pandemic has made the world realize the importance of data, science, and technology to build back more resilient systems and structures with an emphasis to provide equitable opportunity and resources for all.

While the economy took a blow, We at JK Lakshmi managed to sail through the tough times due to our existing resilient and responsible modus operandi.



JK Group Chairman
Bharat Hari Singhania

“ Safety and wellbeing of our employees are of utmost importance for us. As part of our value of **'caring for people'**, we have been extremely mindful of the need to provide extended support to the families of our beloved employees, who have unfortunately lost their lives. ”



The Sustainability Philosophy of JK Lakshmi Cement

The Six Dimensions :



1. Environmental Sustainability

Imbibing 'green' towards a sustainable tomorrow

Key focus areas include inputs like water, energy and raw material. Our efforts lies in reducing specific energy consumption, increasing renewable in our energy mix, managing water footprint along with water conservation efforts, waste management and circular economy, tracking and monitoring of GHG emissions to combat climate change and effective land use. We intend to take these practices and initiatives beyond our premises and encourage our supply chain partners to optimize their environmental footprint.

2. Social Sustainability

Sustaining the chemistry of human relations

Our focus is on Healthcare, Education, Drinking water, and Infrastructure & Skill development, among others. Giving back to society is our basic philosophy that benefits our organisation in the long term and can be seen as a tangible impact we create today. In line with compliance to the CSR guidelines of the land, we conduct need-based assessments and track the outcome and impact of our activities in the vicinity of all our operations.



3. Business Sustainability

Endurance to follow the 3Ps of business

Governance is the key lever of business sustainability that guides the direction and manages efficient business ethics and transparent systems. Our robust strategy is to create wealth for our stakeholders and ensuring our financials in a tough economic climate and competitive market scenario. The Company's operating strategies have held strongly to ensure investor return and incremental performance. Our financial viability demonstrates our holistic framework of sustainable manufacturing and adhering to it.

4. System Sustainability

Committed delivery for today and tomorrow

Our efforts are towards continuous operational and administrative improvements which are to ensure a stable and efficient system to operate and deliver the rest of the dimensions, the vision, and mission. We are focused on re-engineering our systems while redefining the measurements of success to ensure our systems and process to deliver holistic sustained results with respect to the present and the future.

5. Health and Safety Sustainability

Safety and health for a safer today and tomorrows

Ensuring health and safety and creating a safe environment for employees is our topmost priority. We ensure 100% compliance to national norms and international standards that is one of the biggest strengths of the Company. For us, every employee is a safety officer. We strive to ensure that the best-in-class health & safety regime is followed in the workplace, so that employees can contribute their best.

6. Technological Sustainability

Wielding technology by implementing innovations

Technology undoubtedly is the only solution for a brighter and better tomorrow. We focus on nurturing innovation and harbouring talent to be ahead of the curve. In-house process automation, technological optimization, low-cost innovations are some areas where team JK Lakshmi has delivered meaningfully.

The Six Sustainability Dimensions are rigorously followed in the Company's operation facilities. The applicability of the activities is tracked by the assigned official of the respective facility. The activities and way forward are reviewed by the management on a periodical basis.



Message from Sustainability In charge



As a Company's in-charge to Sustainability aspects, I present to you all the joint efforts of every working life at JK Lakshmi. Because I believe that to create something meaningful and valued, there is always a team effort. This was the enthusiasm and support structure with which we have nurtured our business strategy and relationships to be more resilient and stronger.

Optimism to overcome the pandemic has clearly surfaced out the fact that Environment, Social, and Governance (ESG) are the most important pillars of growth for any business, and we at JK Lakshmi, take it as our foremost priority.

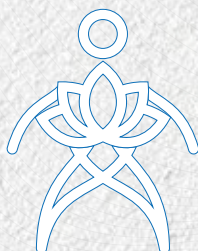
Our focus lies on the wellbeing of the surroundings whether it be community, employees, environment, or stakeholders. The Company strives to ensure kind of possible support to the society. This feeling of Responsibility to Serve our People, Nation, Community and Environment lead us to bring this Report with the theme "Responsible and Resilient".

The growing concern of climate change is evident, and studies has shown it clearly that all the economies around the world are failing on meeting the Paris Agreement target of keeping the rise in temperature within by 1.5 degrees celsius. We at JK Lakshmi have consistently worked towards contributing to reducing the impacts if climate change and thereby nation's commitment at Paris agreement. Over the years we have stepped up on our renewable energy and have target to increase it 3 fold by 2025. We have certified our carbon and water inventories in accordance with ISO systems and are happy to maintain status of being 3 times water positive company.

In this report, we have included our sustainability performance for the year FYs 2018-21 which tells the tale of our pre, during and post pandemic efforts. Our focus has also been towards strengthening Academia and Industry relations, where we provide opportunities to students from various fields and backgrounds to have hands-on working experience in the Industry understanding their value as leaders of tomorrow.

“ Sustainability practices are less of a skill to learn but more of a habit that Indian culture bestows us with, by virtue of respect and care for Mother nature. ”

Naveen Kumar Sharma



About the Report

GRI 102-54

The 3rd Sustainability Report like the previous ones is based on the Global Reporting Initiative (GRI) standards 2016 updated till 2020 in accordance with comprehensive disclosure option.

GRI 102-48,49,50,51,52

Our sustainability reporting journey started with publishing the 1st sustainability report as per GRI-G4 standards with theme “Colours of Togetherness” for the FYs 2014-16 and the 2nd Sustainability report for FYs 2016-18 titled “Responsibility to Happiness” under the overarching/ umbrella theme of “Colours of Togetherness” published in 2020 in accordance with comprehensive option of GRI Standards 2016. For both the sustainability reports, the reporting cycle was bi-annual, but due to COVID-19 pandemic circumstances, we are also disclosing our performance for FY 2020-21, along with FYs 2018-20. So, this report reports our sustainability performance for three financial years, i.e., FYs 2018-21.

Pursuing our aim to greater transparency and easy access to information, We have mapped the content of this report with GRI Indicators in the report body itself. The GRI content index is included at the end of the report as annexure at page no. 89 of the report. There are no restatements in this report for the previous years.

GRI 102-55

There are no significant changes in nature of business, operational boundaries, scope of methodology except for addition of a new standalone grinding unit at Cuttack, Odisha, in reporting boundary scope. Reporting boundary includes the following:

1. Integrated Manufacturing Unit, Sirohi, Rajasthan
2. Integrated Manufacturing Unit, Durg, Chhattisgarh
3. Grinding Unit, Kalol, Gujarat
4. Grinding Unit, Jhajjar, Haryana
5. Grinding Unit, Surat, Gujarat
6. Grinding Unit, Cuttack, Odisha*
7. Corporate Office, New Delhi

*Commissioned in FY Sept, 2019-20, data included for FY 2020-21

Details of entities in the organisation’s consolidated financial statements are included in the Annual reports at

www.jklakshmicement.com/annual-reports

GRI 102-45

This report includes only includes data from the facilities of JK Lakshmi, and does not include any subsidiary or Joint Ventures, etc.

External Assurance

The report is developed collaboratively by the in-house sustainability team and reviewed by top-management (Whole-time Director).

Further, the report has been assured by a competent independent third party towards ensuring alignment of report to GRI standard requirements and guidelines. The Company engaged M/s. Bureau Veritas India Pvt. Ltd. with whom the Company has no other relation except for assurance of this report. Assurance Statement for the report has been provided in the Annexures.

GRI 102-32,56



For feedback and query on this sustainability report, please contact at sustain.jklcl@lc.jkmail.com

GRI 102-53



Targets, Goals, and Performance

Material Aspect	Achievements	Targets and Goals
Economic Value and Business Performance	Revenue increased by 11% since FY 2018-19	Aim to further increase revenue, creating value for its all stakeholders.
Integrity and Transparency	Zero complaints/cases of violations of Integrity and Transparency.	Sustaining the highest levels of integrity and transparency
Compliance to Regulation	The Company remained 100% compliant in all aspects of business.	To remain 100% compliant in all aspects of business and work beyond compliance.
Operational Efficiency	Fostering plant and organisational level initiatives for increase in productivity year by year.	Least-cost producer by boosting operational efficiency.
Human Capital Development	Our contribution to employee benefit has been increased by 21% since FY2018-19	Striving to work for the welfare of our people and to increase gender diversity in the Company.
Energy and Emissions	<p>The Company has achieved on GHG verification statement as per ISO 14064-1 for FY 2018-19 and has been following on same inventorization methodology.</p> <p>The Company has three CDM Projects and two VCS (now Verra) Projects registered and one WHRS CDM Project is under registration.</p>	<p>Increase in WHR Power generation.</p> <p>Increase in Renewable Energy share in the total electricity mix.</p> <p>Increasing TSR to 15% by 2030</p>
Resource Conservation	Increased production and sale of Composite cement further saving resource	Increased use of AFR (alternative fuel and raw materials) and enhancement of utilization of waste derived raw materials in process.
Water Management	Average ~3 times water positive for reporting years.	Sustaining status of water positivity and aiming for 5 times water positive status by 2025..

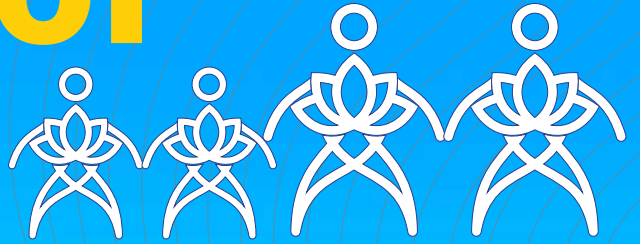


Community Development	Consistently spending in Corporate Social Responsibility as per Companies Act 2013. Invested total ₹ 642 lakhs during the reporting years.	The Company will continue its efforts to create value by strengthening existing initiatives and exploring further intervention in the community.
Customer Satisfaction	Sustained the trust of customers during the pandemic times, through increased customer connect.	<p>The Company has increased its reach through digital media and now provides technical services through videos published on social media.</p> <p>Through Customer Helpline System. The Company strives to stay connected with customer through all possible avenues. Company resolve queries proactively and shall sustain the same.</p>
Supply Chain Management	Initiated the assessment of suppliers and vendors through EHS Questionnaire	Categorization of suppliers based on the EHS assessment and further introducing of Supplier Code of Conduct.





Colours of Our Family



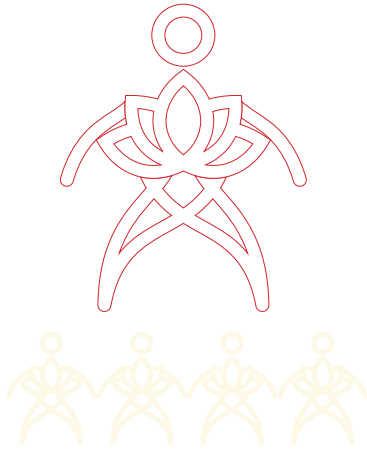
Engaging Stakeholders

GRI 102-21, 40,42,43,44
GRI 103-1,2,3

Stakeholder Engagement and Materiality Assessment

Frequent and meaningful interactions with all stakeholders is the foundation for good relationships. At JK Lakshmi, it is through two-way communications that we seek and receive feedback and market-insights. We engage with them through various channels such as personal meetings, emails, and phone conversations. However, during the pandemic most of these engagements were through online modes such as video and voice calls adapting to online meeting platforms such as Zoom, Microsoft Teams, etc,. This kept our supply chain economy not only running but has also made the bonding with our valued partners more stronger.

In the FY 2014-16, we conducted our first stakeholder engagement and materiality assessment exercise formally, with internal stakeholders. The outcome of which has been the base for determination of key material aspects and further reporting on their performances and targets for our stakeholders. The process followed is given as -












Module for Stakeholder Engagement Exercise



Views and suggestions were collected by inviting internal stakeholders from different functions such as General Management, Environment, Accounts, Energy, Supply Chain, CSR, and HR in all the Units included in the Report and at the Corporate office at New Delhi. Identification of relevant stakeholders and their selection was done based on whether

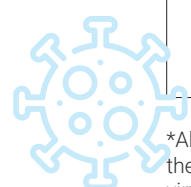
they were external/ internal, the mode of engagement, key aspects and concerns related to them, and the frequency of interaction. The stakeholders' engagement process played an important role in identification and prioritizing the key material aspects for the Company on important fronts like CSR, supply chain, legal and others.



Stakeholder	Mode of Engagement	Key Concerns and Expectations	Frequency of Interaction
Key Stakeholders			
Internal			
Employees	<ul style="list-style-type: none"> • Project review meetings • Periodic virtual meetings • Emails • Internal trainings and engagement programmes 	<ul style="list-style-type: none"> • Training on virtual meeting platforms • Feedback on health/help or any assistance • Timely completion of projects • Career progression • Guidelines on COVID-19 	
External			
Customers	<ul style="list-style-type: none"> • Annual customer satisfaction survey • Customer's supplier recognition/ awards programmes • Corporate website • Marketing campaigns • Social media/IT platforms 	<ul style="list-style-type: none"> • Ethical and fair marketing • Protection of customers • Customer communication • Product quality and service 	
Investors	<ul style="list-style-type: none"> • Annual General Meetings • Quarterly meetings • Company website 	<ul style="list-style-type: none"> • COVID-19 Readiness and Resilience • Return on Investment • Timely quarterly reports • ESG Performance 	
Supplier	<ul style="list-style-type: none"> • Project Meetings • Emails and phone calls 	<ul style="list-style-type: none"> • COVID-19 times supply chain strategy • Technical approvals • Fair, accountable, and on-time business transactions 	
NGOs	<ul style="list-style-type: none"> • CSR meetings 	<ul style="list-style-type: none"> • COVID-19 relief help • CSR Action Plan • Developing effective and strategic interventions 	
Communities	<ul style="list-style-type: none"> • COVID-19 relief • CSR Interventions • General meetings 	<ul style="list-style-type: none"> • Distribution of help among needy • Implementation of CSR Policy • Health and checkup facilities 	
Regulatory Authorities	<ul style="list-style-type: none"> • Annual/Half yearly Compliance/ Return submissions 	<ul style="list-style-type: none"> • Compliance with relevant regulations • Cooperating with national and regional policies 	
Other Stakeholders			
Contractors	<ul style="list-style-type: none"> • Monthly/ Need-based meetings 	<ul style="list-style-type: none"> • Strategy for robust supply chain during COVID-19 times • Safe and timely development and delivery of job at hand • Terms and conditions like working terms and conditions, safety, etc. 	
Auditors	<ul style="list-style-type: none"> • Management System Certification including Quality, Energy, Environment, Health&Safety and other Audits 	<ul style="list-style-type: none"> • Management of Product Quality, Energy Performance, Environment Performance and Health&Safety Performance of organisation. • Meeting regulatory compliances • Identifying and assessment of Risk & Opportunities for continual improvement • Setting Objectives and targets and programme to achieve them related to QEHS & Energy 	

*All the meetings conducted during the COVID-19 lockdowns were done virtually and by following strict social distancing protocols.

Frequency of Interaction
 High  Medium  Low



Going forward, we aim to extend this exercise to extensively cover both our internal and external stakeholders to gather valuable inputs for better assessment. Which will further allow ourselves to comprehensively map the materiality-matrix for our Organisation.

Material Priorities

The materiality matrix was plotted with total 55 identified material issues. Out of total identified material aspects, 12 Key Material aspects (An additional material aspect "Resource Conservation" was added into the scope since our 2nd sustainability report.

For FYs 2018-21, we continue to report our performances on our existing Material Topics. In 2020-21, in addition to our existing Units, disclosures related to a new newly commissioned standalone clinker grinding unit



at Cuttack, Odisha, has been added to the boundary of the current report. Management approach to each of the material topic has been included in the chapters described in the later pages in the report. The approach is guided by the policy framework that aligns to our operational structure through system certifications like ISOs.

Material Aspects

GRI102-12



People

Our People, Our Pride! We, at JK Lakshmi, have always considered our people as a matter of pride. We believe that our spirit of working together as one team to come up with incredible performances in various functions of the organisation. During the pandemic, the association with our workforce is quite crucial. we understand that our association with our workforce is quite crucial and we extended all possible help to our employees and workforce. During peak times, most of our employees worked from home and our operations also suspended. However, being a product listed under essential category, we maintained the highest levels of safety standards in accordance to the government's guidelines in carrying out our operations. Some measures that we undertook are:

1. Sanitizing all our workplaces.
2. Maintaining strict social distancing norms
3. Limiting contact areas
4. Distribution of Masks and Sanitizers to the workforce
5. Restricted workforce
6. Regular communication and interaction with employees and workers.



Our Strength

GR102-8

	FY 2020-21	FY 2019-20	FY 2018-19
Total workforce	4476	4677	4331
Permanent Employees	1677	1769	1757
Contractual Workers	2799	2908	2574
Women Employees	20	21	21
Employees with Disability	0	0	0



Training and other Details

GRI 401-1,2
GRI 404-1,2,3

Training details	FY 2020-21	FY2019-20	FY2018-19
Average hours of training per year per employee	23.87	37.486	32.692
Programs for upgrading employee skills and transition assistance programs	38	35	31
Percentage of employees receiving regular performance and career development reviews	86%	84%	83%

Total number of new employees hired during the reporting period, by gender

	FY 2020-21	FY2019-20	FY2018-19
Male	49	115	210
Female	2	5	7

Total number of new employee hires during the reporting period, by age group

	FY 2020-21	FY2019-20	FY2018-19
Less than 30 years	21	46	80
Between 30-50	29	73	129
More than 50 Years	1	1	8

Total number employee left during the reporting period, by gender

	FY 2020-21	FY2019-20	FY2018-19
Male	109	110	139
Female	3	6	9

Total number of employee left during the reporting period, by age group

	FY 2020-21	FY2019-20	FY2018-19
Less than 30 years	15	35	50
Between 30-50	63	64	74
More than 50 Years	18	17	18





Equal Opportunity

Our multi-cultural workforce hails from across the length and breadth of the country and represents a cohesive unit. Our HR policies and guidelines are designed to encourage teamwork and in building synergisties. We believe in inclusive growth with equal opportunity for everyone. 100% of our workforce is hired locally (within India) including the top management. We always strive to provide a better wage to employees and workers that is over and above the minimum wages fixed by the respective State governments for different categories . The Ratios of standard entry-level wage compared to local minimum wage is greater than 1.0 . We tend to pay our workforce above the minimum wages fixed by the government.

GRI 202-2

GRI 202-1



Diversity and Inclusion

GRI 405-1,2

Our HR policies focus on gender equality and preparing the next generation of talent. We encourage gender balance as well as attracting and developing talent at an early career stage. Our strategy is supported by aspects like no-discrimination in recruitment and retention, pay equity and other arrangements at respective levels. As of FY 2021 there are 2 women directors in the Board of 10 directors. The average ratio of total salary of women to men was 1.2 for all the 3 years of reporting. The Company provides the applicable maternity leave as per the government's regulations to its women employees. Total two numbers of women availed maternity leave and both of them returned to work. Out of total 2 women employees availing leave since FYs 2018-21, 100% of them are still employed as per FY 2021.

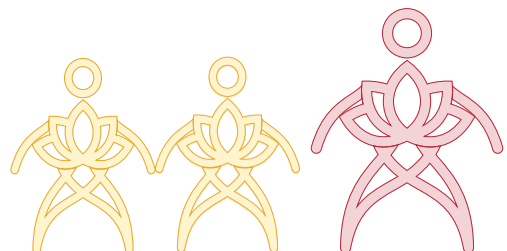
GRI 401-3

Inclusive and progressive culture helps to motivate individuals to seek perfection, deliver results, strengthen markets, increase reputation, and align to profitability and sustainability.

Developing Pipeline

We have always believed in finding talent from within the Company, train them to take more responsibilities and perform better. We have a successful practice of identifying potential leaders for our various functions from within the existing team members. Youth are encouraged, equipped, and empowered to handle many areas and markets. Our model works on a synergistic approach aligned with the needs and expectations of an employee thereby creating a win-win work environment.

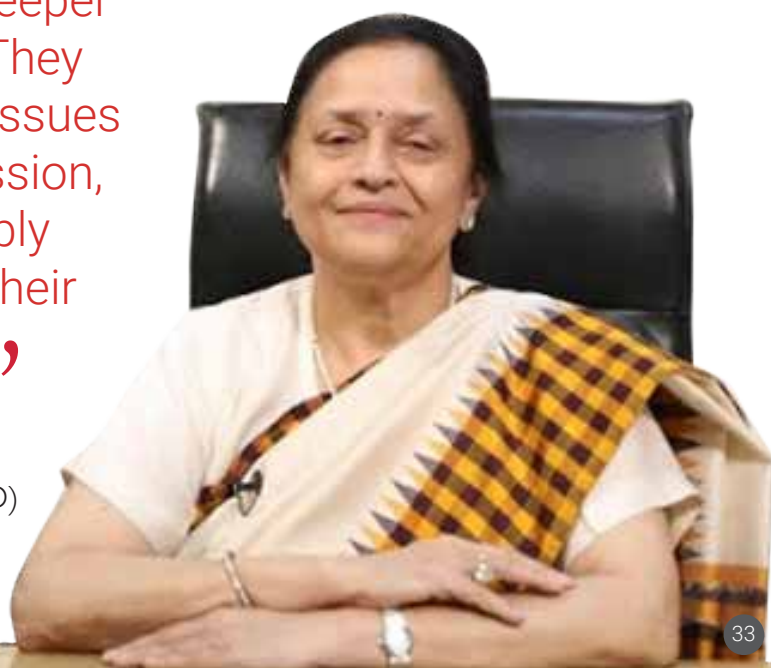
To further strengthen our bond with employees and create a progressive environment, several unique initiatives are undertaken. Few noteworthy ones are:



- **Annual Open House Communication Meeting** at the Head Office, Marketing Zones and Factories. These meetings are addressed by the top management where major highlights, challenges, achievements and suggestions are discussed.
- **To encourage young employees** (up to 35 years of age) to come up with innovative ideas and winners along with their families are invited for a one-to-one meeting with VCMD over a cup of coffee to discuss modalities for implementation of their suggestions and their ownership.
- **Young Executive Meet Program** is designed to give an opportunity to act independently and develop young-minds.
- **Self-Reflection Workshops** to indicate an integrated insight of employees' feelings about the Company and the means to take it forward.
- **My Exclusive Time (MET)**, a quarterly programme wherein HR personnel meets and accompanies employees personally in their work areas for a whole day to understand their pain and pleasure points. And from the assessment, further training and development programs are created and implemented.
- **Udaan Competition** – To foster healthy creative competition amongst identified talents and high performers for the last five years up to DGM level.
- **We – Care** (Cementing Aspirations through Receptive Exchange) – New employees meet the Senior Management along with the HR Head after completion of 6 and 12 months in a structured 20- minutes one-to-one interaction. This has helped integrate the employees into the culture of our Company.
- **+ SPARK INITIATIVE** (Stimulating Passion in Achievers for Excellence in Results & enhanced Knowledge) - To develop young leaders who would take up leadership responsibilities in the Company progressively as part of the “grow our own timber” philosophy and the Sham Ki Mulakat where HR Personnel meet family members/ spouses of the and ascertain issues and concerns or other matters and put these up to higher authorities for quick remedial action.
- + As part of **leadership development**, a 360-degree Feedback and Executive Coaching Program is undertaken by a reputed external agency; comprising eight feedback sources including boss, peers, subordinates and internal/external customers of the executive .

“ I feel sometimes that women leaders have a better and deeper understanding of issues. They are practical and approach issues with an element of compassion, which is why they probably understand the needs of their stakeholders better. ”

Vinita Singhania
Vice Chairman & Managing Director (VCMD)

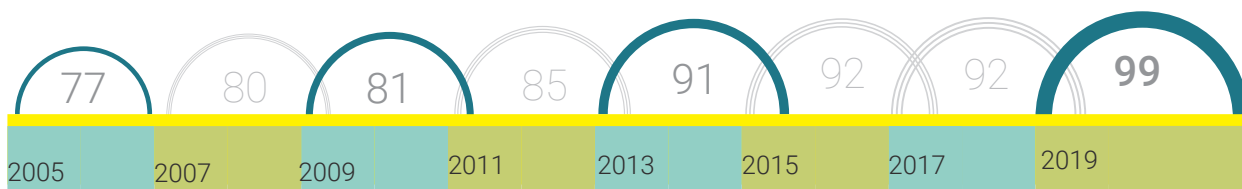


Our focused approach towards our Human Capital has helped us earn rewards and recognition:

- “Global HR Excellence – Best Workplace Practices” award by ET Now – February 2020
- “Best Employee Engagement Company of the Year” award by ET Now – February 2019

- The TRIM index has always made us proud and has put us among the top 10% global companies. It reflects our innovative retention strategies, our enabling work culture and practices encompassing ‘Care’, ‘Passion’ and ‘Ethical Performance’
- Our TRIM index score over the years has grown considerably and is a matter of pride for us

TRIM scores



Employee Benefits

Our focus has not only been towards creating conducive work environment for the employees, but also providing them with suitable options for a better present and future. This includes aspects like:

1. **Defined Contribution Plans:** Includes contributions to the employees' regional Provident Fund, Superannuation fund, Employees' Pension Scheme, etc.
2. **Defined Benefit Plans:** Retirement benefits in the form of Gratuity and Leave Encashment are considered as defined benefit plan and determined on actuarial valuation using the Projected Unit Credit Method on the balance sheet date. Actuarial Gains or Losses through re-measurements of the net obligation of a defined benefit liability or asset is recognized in Other Comprehensive Income. Such measurements are not reclassified to Statement of Profit and Loss in subsequent periods.
3. **Short-term Employee Benefits:** Short-term benefits are charged off at the undiscounted amount in the year in which the related service is rendered.
4. **Long-term Employee Benefits:** Compensated absences which are not expected to occur within twelve months after the end of the period in which the employee renders the related services are recognized as a liability at the present value of the defined benefit obligation at the balance sheet date. Annual leaves can either be availed or encashed, subject to restriction on the maximum accumulation of leaves.
5. **Termination Benefits:** Termination benefits are recognized as an expense in the period in which they are incurred. The Company shall recognize a liability and expense for termination benefits at the earliest of the following dates:
 - A. When the entity can no longer withdraw the offer of those benefits; and
 - B. When the entity recognizes costs for a restructuring that is within the scope of Indian Accounting Standard (Ind AS) 37 and involves the payment of termination benefits .



NASSCOM Center of Excellence, Gandhinagar partners with JK Lakshmi Cement Ltd to drive innovation through co-creation

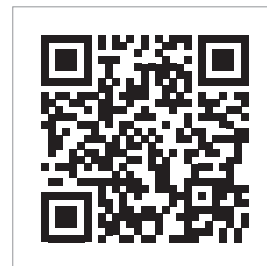
- NASSCOM Centre of Excellence (CoE) IoT & AI Gandhinagar, a joint initiative of Ministry of Electronics and Information Technology (MeitY) & Government of Gujarat, entered a partnership with JK Lakshmi Cement Ltd (JKLCL) to drive innovation through a unique Co-Create Partnership Program, a collaborative lab that will transform their plants into smart factories.
- NASSCOM CoE to assist JK Lakshmi Cement Ltd. to build technology roadmap and increase digital adoption to drive innovations leveraging startup ecosystem. November 28, 2019, Gandhinagar:
- Under this Co-Create partnership program, NASSCOM CoE at Gandhinagar will assist JK Lakshmi Cement Ltd. to build a technology roadmap through identification of areas for digitization, followed by connecting them with startup ecosystem and academia for developing solutions

using advanced technologies like AI, IoT, Robotics, AR/VR.

LPS-IIML National Leadership Awards

The Lakshmi Pat Singhania - IIM, Lucknow National Leadership Awards are given to honour the legacy and vision of late Shri Lakshmi Pat Singhania, a pioneering industrialist. The awards are an annual acknowledgment of outstanding and transformational leaders who have taken concrete steps to lead the progress in India.

The awards celebrate renowned leaders and seek to encourage Young Leaders around 45 years of age. The award is given in three categories- Business, Science and Technology and Community Service and Social Upliftment.



Community Interactions

Community is the most valued component of any business operating. At JK Lakshmi, our philosophy of giving back to the society is inherited in the business practices through the nation's rich cultural heritage based on the concept of "*Vasudhaiva kutumbkam*". People are our core strength. It was our belief that we had in our people which helped us to people sail through the pandemic with fewer hiccups.

Health, Safety, and Well-being of our people is a big part of the Company's business responsibility. JK Lakshmi has a long-lasting relationship with the people around the operational facilities. The Company believes in giving back to the community, through its Corporate Social Responsibility (CSR) Initiatives, where support and programmes are undertaken for their better livelihood, The Company has been delivering its responsibility of caring for the society much before CSR was mandated by the law.

The larger framework of our CSR actions is guided by our CSR policy and Board level oversight through a CSR committee, for which disclosures are made in the Annual report as per the guidelines of the applicable law. The Company's responsibilities towards social upliftment of surrounding community creates a positive impact, which itself makes the way to contribute to the progress of the UN's Sustainable Development Goals (SDGs).



COVID-19 and CSR

In the wake of urgent healthcare and other critical needs, JK Lakshmi responded to the unprecedented crisis with all possible support and initiatives that would help the local communities and migrants to combat the COVID-19 situation across the Company's locations as well as in the marketing zones.

Large number of food kits, sanitizers, cotton masks and hand wash were distributed to the needy families around our plants together with local panchayats and district administration. Awareness sessions and meetings were also organized to emphasize on good health practices and precautionary measures one should adopt to stay unaffected and healthy. Temperature guns, sanitizers, masks, and hand gloves were provided to frontline corona warriors – like Auxiliary Nurse-Midwives (ANMs) and Accredited social Health Activist (ASHA) workers. Sanitization of village common places including panchayat bhawans, banks, post offices, e-Mitra centres, ration shops was done regularly to contain the spread of virus in the communities around the plants.

JK Lakshmi proactively responded to this national emergency and donated approximately ₹ 99 lakhs to The Prime Minister's Citizen Assistance and Relief in Emergency Situations (PM CARES) Fund to support the Government of India.

3750+ food kits distributed to vulnerable families through Panchayats / district administration. Kalol Unit provided ration to local Panchayats committee to help them deliver cooked meal to 4000+ migrant workers / widows/ drivers. More than 27,000 people benefitted from this initiative.

55,000 cotton masks stitched by Trained Women were distributed. During lockdown, when earnings were severely hit, making masks and their sales empowered women to earn approximately ₹ 1500 – 2000 per month. Over a lakh people benefitted in our project area through COVID-19 awareness sessions.



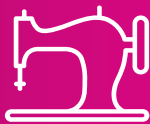
Donated
₹ 99 lakhs
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FUND



Cooked meal to
4000+
migrant
workers



55,000



75 JKLCL
Trained Women



More than
27,000
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from the
initiatives



3750+
food kits
distributed to
vulnerable
families

1 Lakh
people benefitted
in our project
area through
COVID-19
awareness
sessions



The CSR Focus areas

Comitted to empower them

We strongly believe in inclusive growth. Well before the CSR law came into existence, JK Lakshmi Cement was committed to making a difference by serving the society through various outreach programmes and initiatives. This belief is deeply embedded in our corporate DNA and we put it into practice by providing innovative solutions to bring about a sustainable change in the quality of life of neighbourhood communities.



Humanity today is facing one of the most challenging times in its recent history. The pandemic caused by COVID-19 has impacted the world, creating medical emergency in an unprecedented scale. The hallmark of a truly effective and efficient organisation in turbulent times is its ability to shift gears, adapt to the situation and relentlessly pursue hard work

and excellence in performance with a never-say-die attitude. Every section of the society is fighting against this outbreak. JK Lakshmi with its socially responsible bent is aware of the challenges. The Company's response to the COVID-19 pandemic is simply the amplification of its core value system. The Company has left no stone unturned to keep the work going and spirits positive.



We Care

JK Lakshmi cares for its neighbors inhabiting around the operational facilities. We ensure the mitigation of the direct or indirect impacts due to our business operations. The community engagement programs under the Corporate Social Responsibility are held to interact with concerned stakeholders to understand their concerns and suggestions.

Under larger initiative of “JK CARES” announced by JK Group financial support is provided to dependent families of employees succumbing to Covid-19. The initiative includes continuation of the salary of deceased employees, covering their children's education and medical insurance for their families.

Any grievance of the community is registered with the CSR Head, who is the Company's representative for carrying out the CSR activities in the Unit's vicinity. All our sites carry out CSR initiatives in implementation with dedicated team at each Unit to support the activities.





Any plan of land conversion and resettlement is not applicable to any of our operation sites. Local people engagement in the celebrations, discussions, welfare program activities is a standard practice for us around our operational sites.

Working with and beyond compliance as per the Companies Act, 2013, for creating beneficial impacts under the guidance of a Corporate Social Responsibility Committee

(CSR) which consists of members from the Board of Directors that review and ensure the effectiveness and implementation of CSR activities across all operational sites. There were no grievances/incidents recorded in FYs 2018-2021 in any social aspects or related to violation of rights of indigenous people.

GRI 411-1

The various areas of CSR Interventions include Health, Education, Skill Development, Infrastructure Development, Drinking Water, and Protection from COVID-19.



CSR Interventions and Expenditures

FY 2020-2021

S.No	CSR Intervention	Expenditure (In Lakh₹)
1.	CORONA Relief and Contingency Fund	28.23
2.	Medical Camps & Aids to patients under Health Care	27.44
3.	Naya Savera Project (Integrated Family Welfare Programme)	17.86
4.	Education	93.05
5.	Water & Sanitation	11.71
6.	Vocational Skills & Livelihood Intervention	17.41
7.	Environment Protection and plantation	2.64
8.	Rural Development	25.63
9.	Donation to PM Cares Fund	98.93
10.	Others	15.01
	Total	337.91

FY 2019-2020

S.No	CSR Intervention	Expenditure (In Lakh₹)
1.	CORONA Relief and Contingency Fund	10.82
2.	Medical Camps & Aids to patients under Health Care	18.68
3.	Naya Savera Project (Integrated Family Welfare Programme)	23.94
4.	Education	33.66
5.	Water & Sanitation	15.48
6.	Vocational Skills & Livelihood Intervention	17.1
7.	Environment Protection and plantation	0.82
8.	Rural Development	3.97
9.	Contribution to Ashoka University- CMGGA Project in Haryana	50
10.	Others	7.01
	Total	181.48

FY 2018-2019

S.No	CSR Intervention	Expenditure (In Lakh₹)
1.	Medical Camps & Aids to patients under Health Care	25.30
2.	Naya Savera Project (Integrated Family Welfare Programme)	21.14
3.	Education	33.30
4.	Water & Sanitation	9.82
5.	Vocational Skills & Livelihood Intervention	19.48
6.	Environment Protection and plantation	2.38
7.	Rural Development	8.55
8.	Others	2.91
	Total	122.88



Health

Health is central to overall well being of any individual and society. This has been well re-iterated during the COVID-19 pandemic times, when all the people around the globe are compelled to focus more on their health and wellbeing.

603 medical camps including eye and dental camps were organised; benefitting 23,000+ patients across Durg, Jaykaypuram, Udaipur, Surat, Jhajjar and Kalol.

29 multi-drug resistant TB patients were provided with 350 food kits provided as per WHO standards across Kalol and Surat.

A large number of awareness sessions and camps were organised to educate the people in the vicinity.

The Flagship programme “Naya Savera”

JK Lakshmi Cement’s model project – *Naya Savera* is focused to reduce maternal and infant mortality. Under this initiative, we address the issues of poor rate of institutional delivery, low immunization coverage for children age of below 2 years, lack of access to quality medical services to pregnant women and newborn infants, etc. In FY 2020-21, the project was flagged off at our Durg Unit for better maternal and neonatal healthcare.

Also, some key initiatives like medical services and home-based neonatal care to the community members, household visits for ante-natal check-ups and post-natal check-ups are conducted, and further referrals are given to government hospitals for high-risk cases.



Water and Sanitation

Water and sanitation has always been at the core of our CSR interventions. Over the years we have worked towards development of infrastructure in the nearby villages for water and sanitation such as development of water tanks and toilets, desilting of community based ponds for better rain water collection, distribution of sanitary pads to young girls, etc.

The Durg community water project connected pond to mining pit resulting in **500+** families benefitting from fishing and irrigation.

Education

Quality and Affordable education is the key element required for growth of any country. It provides an opportunity for the country to reap better benefits of its demographic dividend.

A total of 12 government schools were provided with classroom furniture, benefitting **2442 students** at Jaykaypuram.

Schools in need of infrastructure development were aided, construction of boundary wall, levelling of playground, construction of toilets and handwashing stations, provision of storage boxes for midday meal grains are the activities carried out.

Empowerment through education

At Durg, **40 students** of **grade 9-12** were enrolled for Dell Foundation ASHA Topper online-cum-scholarship education programme. A total of **30 of them** then appeared for scholarship exam in March 2021.

A total of **50 children** enrolled in school at Jaykaypuram and fifty-one girls enrolled into National Institute for Open School (NIOS) for grade 10 and 12 at Surat and Kalol.

At Cuttack, **137 students** from grade 9 and 10 were provided with books and test papers.

(*As of FY 2020-21 Only)



Health and Safety

Safety is everyone's collective responsibility. Health and safety of our workforce is non-negotiable, and everyone at JK Lakshmi sees it as a moral obligation. As a responsible corporate, we have introduced and excelled in setting up world-class safety systems across the organisation. At all our manufacturing sites, "every employee is a safety officer".

Health and Safety Management Systems -

We are an ISO 45001 certified Company and have an organisation-wide Health and Safety policy that is applicable to employees, workers and visitors. 100% of our workforce are covered under the existing Health and Safety Management System. There are no compromises or no exclusion in health and safety for us.

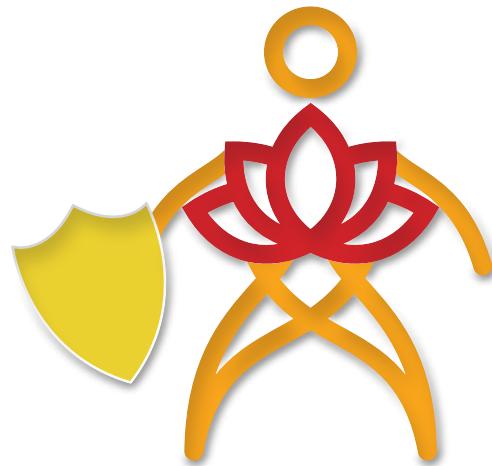
Our focus on health and safety of our workforce heightened during the pandemic times, where through strategic policy and implementation of strict guidelines, we were able to successfully contain the spread of the pandemic to limited areas. The Health and Safety Management System is embedded in our culture and is not seen just as compliance. Each operation site has its specific HIRA matrix for containing and mitigating risks. The Health and Safety system implemented includes all the required details on Hazard identification, risk assessment, and incident investigation at every location.

Safety and Automation

We have enhanced the levels of health and safety at our sites through inclusion of it based technology and systems. some of the major initiatives running over last some years are :

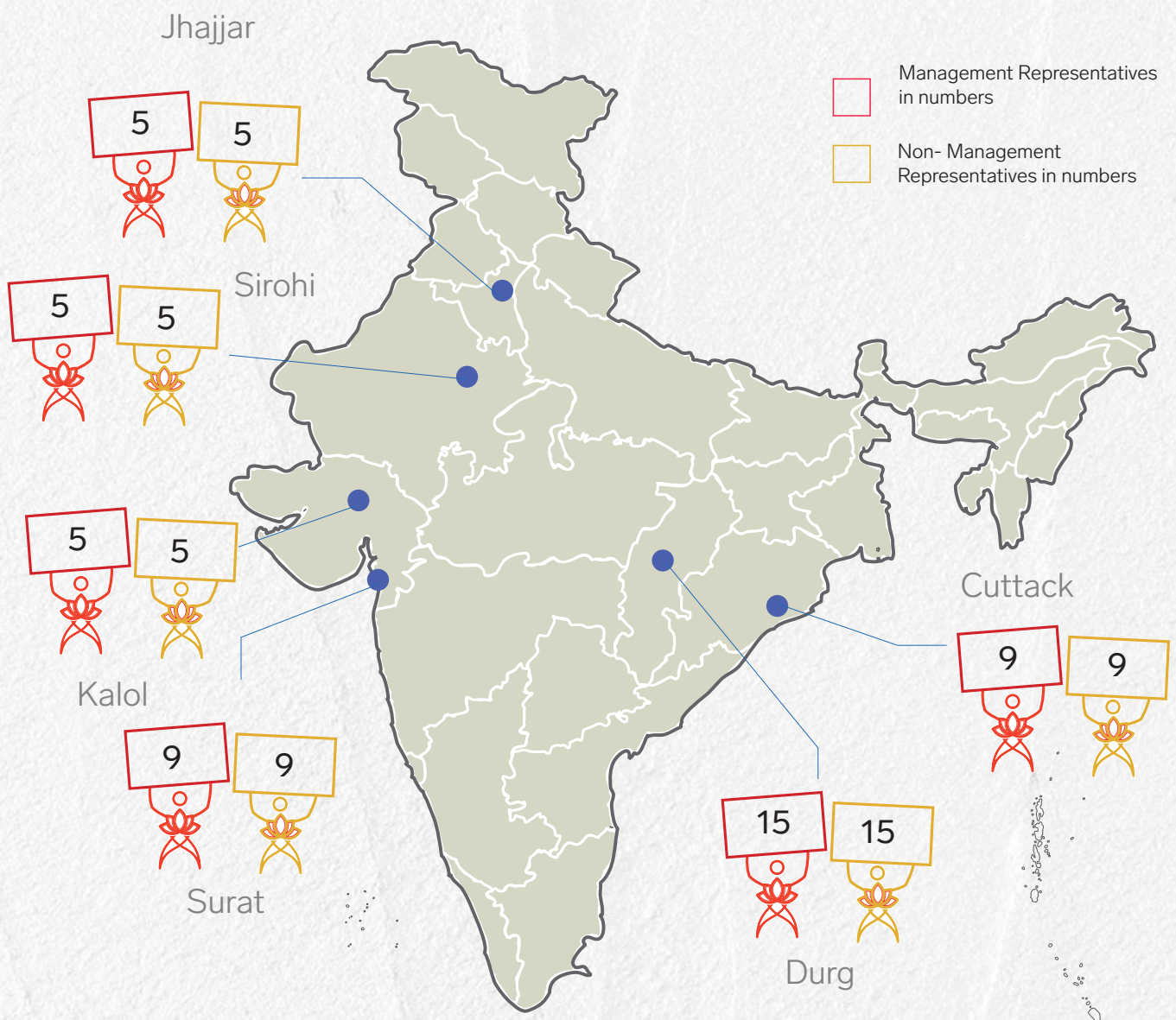
1. SAP based Behaviour Based Safety system
2. Online Hazard Identification Risk Assessment
3. Mobile app based reporting of near miss and probable incidents
4. RFID based monitoring of fire-extinguishers.
5. SAP based Safety concern escalation and its mitigation.

Target ZERO Occupational Fatalities



We encourage everyone's participation towards improving health and safety parameters at our operations. We strive to involve every of employee from top management to bottom shop-floor workers to be part of the safety management system. All our manufacturing Units have an apex level safety committee that encourages equal participation from our Management and Non-management employees. Hence, 100% of our workers at sites are represented at apex level safety committees.

Representation in Health & Safety Committees



Safety practices and trainings

We conduct regular safety trainings and exercises such as:

 COVID-19 prevention and care

 Fire Safety

 Daily toolbox talk

 Mock Drills



Additionally, we organize specific work-related health and safety trainings for the workforce that works in high occupational-disease-dust prone areas such as the packing plant. We conduct various safety programmes and drills on instilling good practices like identifying probable hazards and risks, and reporting near misses. We provide proper Personal Protective Equipment (PPEs) where needed. During the reporting years, we had one occupational

fatality in FY 2019-20 among contractual workers. We are more stringent towards any kind of compromise with safety aspects in our operations. More details on injuries, man-hours, occupational illnesses for both workers and employees are provided in the exhibit included at the end of this report..

Details of safety trainings given during the period considered :

Category	FY 2020-21	FY 2019-20	FY 2018-19
Permanent Employees (%)	99	90	99
Permanent Women Employees (%)	100	77	100
Casual/Temporary/Contractual Employees (%)	91	72	89

[Plant locations only]

All major aspects of Health and Safety are compulsorily covered in our work related agreements. The responsibility of the contractor or a Company in terms of providing safety personal protective gears like safety shoes, Jacket, helmet, masks etc. are included in agreements along with other safe working practices. All kinds of safety trainings given to the permanent employees are also provided to the workers on site .

Health related tests are conducted as per the applicable laws and guidelines of the government and information or reports are managed by an authorized department and the

organisation ensures that workers' personal health-related information and their participation in any occupational health services is disclosed exclusively to the worker, safety officer and top-management for review, preventing favourable or unfavourable treatment of such workers based on the health condition.

All our sites considered under reporting scope are controlled by us and there is no aspect for consideration in prevention and mitigation of occupational health and safety impacts directly linked by business relationships where the Company does not have control over work or workplace.



Fulfilment of Customer Needs

At JK Lakshmi, our quality ecosystem is built around the culture of 'customer centricity'. As consumers' desire for sustainable brands continues to build, so too our commitment to meet those needs. Our various products offer customer convenience, sustainable value, efficiency and enhanced experience. With regular feedback, we are able to deliver up our quality for their construction needs as per changing times.

Our product range includes Green Pro certified products by IGBC-CII PRO Product rating system. The Company is committed to providing products that are manufactured through environment-friendly processes. We manufacture Ordinary Portland Cement (OPC), Portland Pozzolana Cement (PPC), Portland Slag Cement (PSC) and Composite Cement. Waste materials such as Fly ash, Granulated

Blast Furnace Slag etc. are used to substitute virgin raw materials, without compromising the quality of the product.

Most of our labs are NABL certified for both Internal and External Testing of materials. With robust ISO 9001:2015-Quality Management System we are committed to deliver products to the customer that meet their requirement and at the same time ensures durability of the built infrastructure.

We have consciously chosen products like PPC, PSC and Composite Cement to not only reduce virgin raw material consumption but also reduces the energy consumption occurring in the process. In view of boosting greener component in manufacturing, the Company is utilizing the alternative fuels such as industrial wastes, biomass, and liquid waste as an alternative to conventional fuels like coal/pet coke.



The Company also manufactures value added products for its customers. JK Lakshmiplast Gypsum Plaster-It are superior quality gypsum plaster used for interior designing. JK Lakshmiplast GypGold-is a light weighted gypsum-based plaster which provides smooth and matt finish with lasting impact strength. JK Lakshmiplast Smart Wall Putty provides a strong base to the surface which prevents paints from flaking. These are eco-friendly products which are free from lead, oil, or toxic material .

JK Lakshmi Power Mix is made of high-end concrete technology. It is the perfect blend of aesthetic qualities that result in high standard of construction. With the introduction of such cutting-edge innovation in the realm of building materials, architects and individual builders are independently creating textures, surfaces, and shapes that were never seen before.

An alternate to conventional red mud brick that comes with low carbon emission is JK SMARTBLOX, s an Autoclaved Aerated Concrete (AAC) Blocks. It is continuously growing as an easy, convenient, safer, superior and environment-friendly Green Building material replacing commonly used conventional bricks. JK SMARTBLOX are produced in a state-of-the-art plant with German machinery and technology incorporating innovations such as Green Separation and Horizontal Autoclaving capable of delivering unmatched consistency in product quality. It not only delivers unmatched speed, quality and economy of construction, but also provides energy savings and lowers maintenance cost.



Our newly launched product **“Brahmastra”** has brought a revolution in concrete mixing solution. The advance technology of Brahmastra 4x4 boosts the strength of concrete mix when mixed for 4 minutes and makes it 4 generations strong. JK Lakshmi brought JK Lakshmi “SmartServ” Cement for consumers. It is a unique concept that promises to fulfil new age construction needs. This is a premium service at no extra cost, equipped with features like a GPS tracker, Quality Check Sensor, Anti-theft Lock etc. And the funnel shaped silo can store up to 5-7 tons of cement. It is an excellent replacement of Cement Bags.



JK Lakshmi follows labelling guidelines as per Bureau of Indian Standards (BIS) guidelines and applicable meteorological rules. We have stringent guidelines, which are communicated to regional marketing communication teams. Regarding public safety, we communicate guidelines prescribed by BIS, for example, no hook sign, etc. Besides, due to cement being a non-hazardous product, there is no specific safety information provided on bags. There were no cases of incidents of non-compliance concerning product and service information and labelling or Incidents of non-compliance concerning marketing communications.

The Company is cautious, health and safety of the end users and has Material Safety Data Sheet (MSDS) for its cement products. There have been no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting periods.

GRI 416-1,2
GRI 417-1,2,3



3400+
followers on
Instagram, in our
very first year; 3rd
most followed
Indian cement
brand

2000+
followers on
Instagram page of
JKLC Sixer in its
first year

IPL season
Brand awareness
campaigns on
social media,
Cricbuzz and
Google Display
Network

16000+
followers on
Instagram page
of Platinum Heavy
Duty cement in its
first year

3.75 Lakh+
followers on
facebook
(second in
industry)

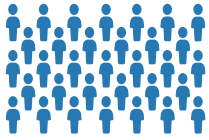
No. 4
in traffic amongst
cement websites
across India in
FY20-21



Voice of Customer

JK Lakshmi listens to its direct and indirect customers on a regular basis, and it is a reason that it has many firsts in the industry, even though product/service may be less attractive in terms of ROI in the beginning. Providing premium quality products is our core markets or supplying cement to IHB in small Portable silos or supplying special slag cement to big infrastructure projects like HPCL Refinery Works in Rajasthan, all are a true representation of our bonding and two-way communication with various categories of customers.





20,000+ customers



4.4 / 5 rating of our product/ services

3% ↑

better than the previous year, FY 2019-20



extra business of over 7500 MT of product sales



There are various channels that we use to reach out to our customers, i.e., call centre, email, social media, direct site visits, meetings with architects, masons, and other influencers. Last year, we connected to 20,000+ customers (direct consumers/ dealers/ influencers) and got 4.4 out of 5 rating of our product/ services. This rating is 3% better than the previous year FY 2019-20. These channels did not only just provide valuable feedback but also generates extra business of over 7500 MT of product sales. It makes good sense for us to continue to focus on this core task and bestows mutual benefits to us and our customers, but eventually makes us a winner of India's greatest brand award.

No customer complaints/ consumer cases were pending as on end of the FY 2020-21. We are committed to privacy of details related to our customers or any other stakeholders. We have robust cybersecurity system in place along with the system of code of conduct for prevention of theft or leak of physical data. In the reporting years, there have been no cases of substantiated complaints received concerning breaches of customer privacy of any kind. We are continuously implanting and investing in data security and cyber threat related solutions and mechanisms.

GRI 418-1





Colours of Our Operations



GRI 102-22,23,24,25,26,27,28, 29

Corporate Governance

At JK Lakshmi, Governance is one of our priority forte among ESG profile. Being a public listed Company, we are not only committed to achieving a valued performance that is reflected in our economic growth, but also in consistently achieving such a performance with a high degree of Integrity.

This involves adherence to all applicable laws and regulations, along with adoption of high ethical standards in corporate governance. Our style of management and financial culture and are open and transparent.

We, through our robust stakeholder engagement modes, during pandemic such as virtual meetings has undertaken activities like sharing of reports, seeking suggestions, and providing guidance, interacting through conference calls, and even personal interactions. We have ensured that our stakeholders are fully and fairly informed of our activities, and we expect our disclosures to meet high ethical standards.

The Company has a “Code of Conduct for Board Members and Senior Management”. Every year, the Board Members and Senior Management ensure Compliance. The Company also has in place a Policy on Vigil

Mechanism (Whistle Blower Policy) for the Directors and Employees to report their genuine concerns or grievances relating to actual or suspected fraud, unethical behavior, and violation of the Company's Code of Conduct or Ethics Policy and any other event which would adversely affect the interests of the business of the Company. The said Codes/Policy covers all dealings with the suppliers/ customers/ business associates/ others. The Company also encourages its suppliers/ contractors/NGOs/others to practice the same in a fair manner. Also, employees can reach out to the managers and HR for advice and to report concerns.

We are committed to abiding by the laws and regulations. And our code of conduct and business ethics are applicable to all our permanent employees and follow them in their daily conduct of responsibilities. These documents include aspects related to transparency, anti-corruption or bribery, workplace safety, etc.

We observe business practices with the aim of enhancing long-term shareholders' value and commitment by following the best corporate governance norms in true letter and spirit. Corporate Governance is an integral part of values, ethics, and best business practices followed by the Company.

GRI 102-22,23,24,25,26,27,28, 29



The Company has exhibited the best corporate governance practices and this has been recognized by Indian as well as the Global Industry. Our Whole-time director, Dr. Shailendra Chouksey was invited to **19th LONDON GLOBAL CONVENTION ON CORPORATE GOVERNANCE & SUSTAINABILITY** to share his views on *"Board Committees and their Composition: Getting it Right"*.



Governance Structure

As on 31st March 2021, the Board consists of four Executive Directors and six Non-Executive Directors (NED) out of which five are Independent Directors (IND). The appointment of Independent Directors is in accordance with the provisions of the Companies Act, 2013 (Act) and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations). Five Board Meetings were held during the Financial Year 2019-20 ended 31st March 2020, on 22nd May 2019, 6th August 2019, 1st November 2019, 28th January 2020 and 13th March 2020. In compliance to SEBI Act and Regulations, a formal annual evaluation is carried out for the Board's performance by seeking inputs from all the Directors on the compositional framework, effectiveness, and it's functioning. More details on the board's experience and collective knowledge can be found in our corporate website at – <https://www.jklakshmicement.com/our-leadership> or Annual Reports at <https://www.jklakshmicement.com/annual-reports>



The appointment of Independent Directors is in accordance with the provisions of the Companies Act, 2013 (Act) and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (Listing Regulations).

Board of Directors (as of FY 2021)



Shri Bharat Hari Singhania
Chairman and Managing Director



Smt. Vinita Singhania
Vice Chairman and Managing Director



Shri B.V. Bhargava,
Independent Director



Dr. Kashi Nath Memani
Director



Shri Nand Gopal Khaitan
Independent Director



Dr. Raghupati Singhania
Non-Executive Director

-  Chairperson - CSR Committee
-  Chairman - Audit Committee
Chairman - Nomination and Remuneration Committee
-  Chairman - Nomination and Remuneration Committee



Shri Ravi Jhunjunwala
Director



Dr. Shailendra Chouksey
Whole-time Director



Shri Sushil Kumar Wali,
Whole-time Director



Amb. Bhaswati Mukherjee
Independent Director





Shri Bharat Hari Singhania
Chairman

Shri Bharat Hari Singhania is an industrialist with over six decades of experience in managing various industries including automotive tyres, paper and synthetics to name a few. He was appointed as Vice Chairman & Managing Director in December 2001 and became Chairman of the Board of Directors of JK Lakshmi Cement Limited in May 2013. He held the position of Chairman & Managing Director of the Company till September 2021. Presently, Shri Bharat Hari Singhania is the Chairman of the Company w.e.f. 1st October 2021.

Under the visionary leadership of Shri Bharat Hari Singhania, JK Lakshmi Cement has undertaken multiple capacity expansion projects including expanding the company portfolio through value added products in addition to commissioning the first phase of the Greenfield Project at Durg.

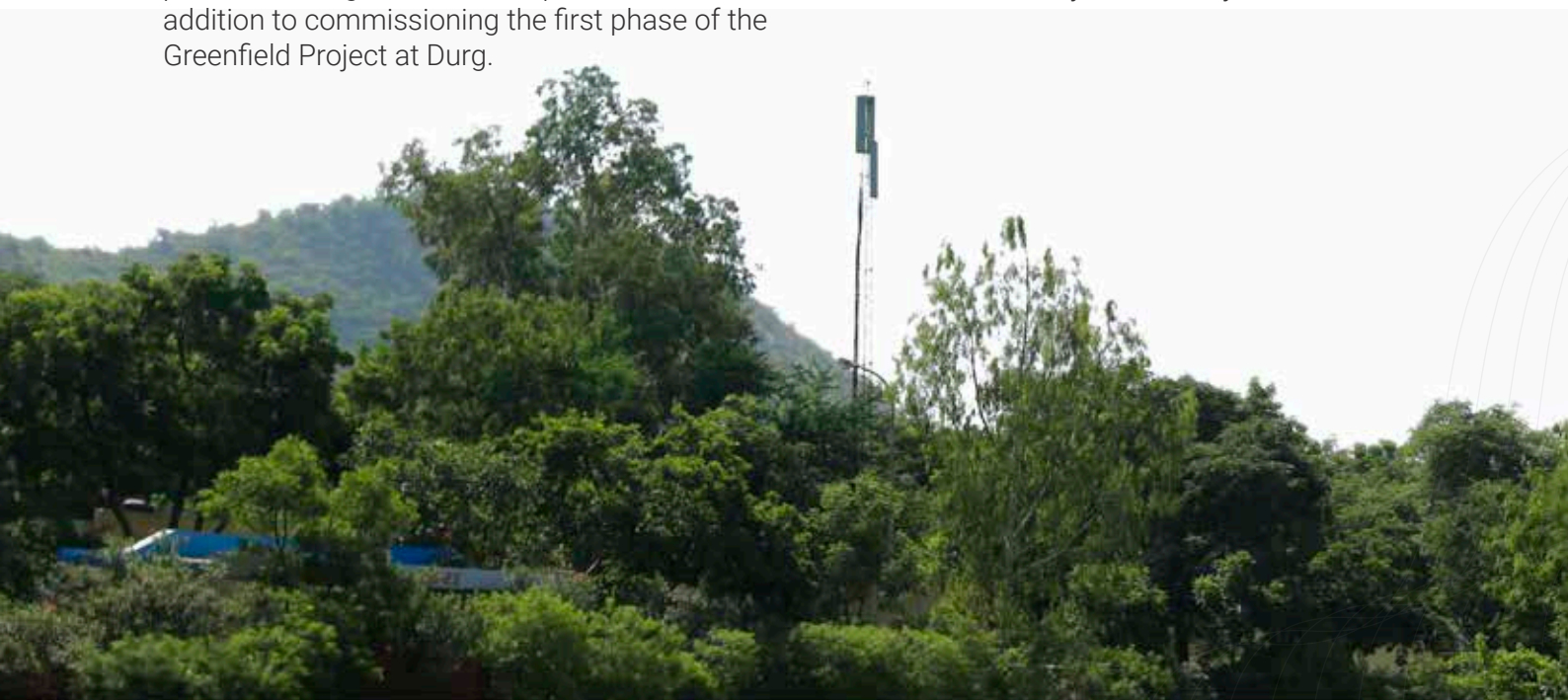


Shrimati Vinita Singhania
Vice Chairperson & Managing Director

Shrimati Vinita Singhania, is a businesswoman and an industrialist. With over 4 decades of working in different industries, she brings to JK Lakshmi a rich and diversified business experience.

Shrimati Vinita Singhania has used her extensive experience of business management in the cement industry to effect multiple efficiency improvements at JK Lakshmi. She also heads the "CSR Committee" at the corporate level which has been constituted in compliance of the Company Law."

She was named 'Woman of the Year' by Uday India; 'Construction Woman of the year 2016' by Construction Times and 'Most Powerful Woman of the Year' by India Today.





Shri B. V. Bhargava

Director

Shri B.V. Bhargava comes from a distinguished career in development banking and project finance for nearly three decades. He retired from ICICI w.e.f. 1st May 1996 as Vice Chairman and Managing Director.

Shri B. V. Bhargava was the Chairman of the ICICI Telecom Group, a special group constituted by ICICI to advise the government on key issues pertaining to reforming the telecommunications section, handling matters such as the creation of an independent regulatory body and the entry conditions for private sector in telecom services.



Dr. Raghupati Singhanian

Non-Executive Director

Dr. Raghupati Singhanian is also the Chairman & Managing Director of JK Tyre & Industries Ltd., He is also Chairman of J.K. Fenner (India) Ltd., CIL and JK Tornel, Mexico.

In his years of service, Dr. Raghupati Singhanian has received various awards and accolades including being inducted into the "TIA Hall of Fame 2015" on 2nd November 2015, the highest honour in the global tyre industry, receiving the Decoration of the Mexican Order of the Aztec Eagle from H.E. Melba Prial, Ambassador of Mexico, being recognized as 'The Extraordinaire' during the Brand Vision Summit, 2018.





Shri Nand Gopal Khaitan
Director

Shri N. G. Khaitan, an attorney-at-law, is a leading solicitor and practicing advocate, in addition to being a director at JK Lakshmi Cement. Shri N. G. Khaitan has more than 3 decades of experience as a legal professional and is senior partner of Khaitan & Co., Kolkata, a renowned law firm.

He specializes in inter alia, in corporate and arbitration matters, commercial and civil litigation, mergers and acquisitions and joint ventures.



Shri Ravi Jhunjunwala
Director

Shri Ravi Jhunjunwala, holds a graduate degree in commerce and an MBA from the Centre D'etudes Industrielles (CEI), Geneva (now IMI, Lausanne).

Shri Ravi Jhunjunwala is the Chairman & Managing Director of LNJ Bhilwara Group (valued at over \$1B), a diversified conglomerate of textiles, graphite electrodes, power and IT enabled services. Under his leadership the group has played a major role in pioneering many contemporary businesses and today, has 14 companies with impeccable financial health.





Dr. Kashi Nath Memani
Director

Dr. K.N. Memani, is a Chartered Accountant. Shri Memani was Chairman & Country Managing Partner of Ernst & Young, India till 31st March 2004. Specialising in business and corporate advisory (foreign taxation and financial consultancy) and is consulted on corporate matters by several domestic and foreign companies.

The government of India had appointed Dr. K.N. Memani as Chairman of the Quality Review Board, an oversight board to review the quality of auditors. He was Co-Chairman of the Expert Committee constituted by the Ministry of Company Affairs for the drafting of new companies act. He was on the External Audit Committee (EAC) of the International Monetary Fund (IMF) for two consecutive years (1998-2000) and was appointed the Chairman of EAC for the year 1999-2000.



Dr. Shailendra Chouksey
Whole-time Director

Dr. Shailendra Chouksey holds a Ph.D in Management, a post graduate in physics and is an MBA from the Faculty of Management Studies, Delhi University. Dr. Chouksey has over 4 decades of corporate experience, 3 of which have been in association with JK Lakshmi Cement and he is part of the senior management team that has propelled the company to achieve greater heights.

Dr. Chouskey has headed several initiatives such as the introduction of ERP technology, making JK Lakshmi Cement India's first ISO 9002 certified cement company and the introduction of color coded packaging in the cement industry. He is responsible for all the commercial, financial and marketing activities of the company and is responsible for leading the company's large distribution network of over stockists / dealers, sales promoters and transporters.





Shri Sushil Kumar Wali
Whole-time Director

Shri Sushil Kumar Wali, holds a Bachelor's Degree in Chemical Engineering. He has undergone national and international training in Business Management at Blue Circle , U.K, IIM – Ahmedabad, Wharton and Stanford, U.S.A.

Shri Sushil Kumar Wali brings over four decades of experience to JK Lakshmi Cement Limited. He is responsible for the Cement Division of JK Organisation, overseeing technical operations, materials, administration, HR and other project expansion activities. Under his guidance, the company has also achieved high efficiency parameters in the areas of energy consumption, employing alternate fuels and establishing green power among others.

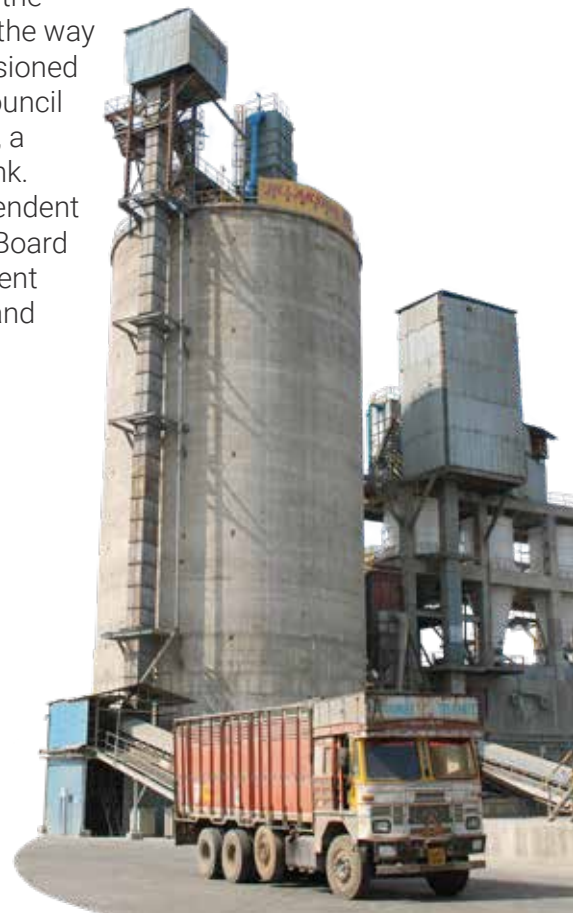
Shri Sushil Kumar Wali is Chairman of the 'Knowledge Exchange Platform', a joint initiative by the Bureau of Energy Efficiency (BEE) and the Institute of Industrial Productivity (IIP) to promote energy efficiency by sharing best industry practices covered under the 'Perform Achieve and Trade' (PAT) scheme.



Amb. Bhaswati Mukherjee
Independent Women Director

Amb. Bhaswati Mukherjee is the retired Ambassador of India to the Netherlands, The Hague. She was engaged in heritage projects for UNESCO; the Indentured Labour Route Project for the Government of Mauritius and Spice Route Project for the State Government of Kerala, India. She is also a visiting professor in various Indian universities for lectures on strategic issues and on Indian culture, civilisation and heritage.

Amb. Bhaswati Mukherjee is a commentator on foreign policy and strategic issues on television. She is also completing a book on the India-EU relationship, the challenges and the way ahead, commissioned by the Indian Council of World Affairs, a leading think tank. She is an Independent Director on the Board of Udaipur Cement Works Limited and Jindal Stainless Limited.



Selection of the Directors, key managerial persons and other employees are done as per the Nomination and Remuneration policy in accordance with the provisions of the Companies Act 2013 that further includes some crucial criteria for recommending Directors of the Company to the Board. The crucial criteria include relevant qualifications and experience, respect for Company's core values, professional integrity and strategic capability with business vision.

Responsibility for the direction and to overlook sustainable growth and development is undertaken by the top management regularly through various modes, reviewing on all the dimensions of sustainability, i.e., Environmental, Social and Economic. Company's growth responsibility is taken by the leaders in a sustainable and responsible manner.

The Company has a separate "Sustainability Team" which is directly headed by a Member of the Board of Directors through Sr. Vice President, Works. The team includes area experts from all our operating Units and Corporate office in divisions of Environment, Health and Safety, Social Responsibility, and Administration. The team looks into aspects related to ESG/ Sustainability of the Company and reports any present and futuristic critical/ general concerns/ risks/ opportunities, like target setting, new environmental regulations, emissions and energy compliances, tax and economic reforms, and social interventions to the top management (Board/ Board members) through proper channel.

In the reporting years, some major concerns included- new notifications, orders, and amendments of applicable regulations like environmental monitoring procedures, tax reforms by local and central regulatory bodies. They were reported, assessed, and are worked upon. Over the reporting years, there were no critical concerns that were significant in nature. We have a system to report any such concerns and escalation of such concerns in a defined period.

COMMITTEES OF THE BOARD

1. AUDIT COMMITTEE

The Company has an Audit Committee of Directors since 1987. The composition and the 'Terms of Reference' of the Committee are in conformity with the provisions of Section 177 of the Act and Regulation 18 of the Listing Regulations, as amended from time to time.

2. STAKEHOLDERS' RELATIONSHIP COMMITTEE

The Company has a Stakeholders' Relationship Committee at the Board level, which consists of four Directors. The composition and the 'Terms of Reference' of the Committee are in conformity with the provisions of Section 178 of the Act and Regulation 20 of the Listing Regulations, as amended from time to time.

GRI 102-
18,19



3. NOMINATION AND REMUNERATION COMMITTEE

GRI 102-35,36,37

In accordance with the provisions of the Act and the Listing Regulations, the Company has established the Nomination and Remuneration Policy for the Directors, Key Managerial Personnel and other employees of the Company including criteria for determining qualifications, positive attributes, and independence of a Director as well as a policy on Board Diversity. Policies, methodology for determination of remuneration, stakeholders involvement in remuneration and relevant details are available in our Annual Reports at <https://www.jklakshmicement.com/annual-reports/>

4. CORPORATE SOCIAL RESPONSIBILITY (CSR) COMMITTEE

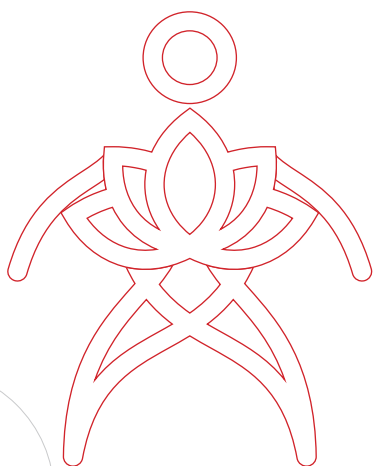
The Company has a CSR Committee and policy as per provisions of Section 135 of Company's Act 2013. The Corporate Social Responsibility Policy (the Policy or the CSR Policy) has been framed in accordance with Section 135 of the Companies Act, 2013 (the Act) and the Companies (CSR Policy) Rules, 2014 (the Rules) as amended from time to time.

5. RISK MANAGEMENT COMMITTEE

The Company has an elaborate risk-management system to inform the Board Members about risk assessment and minimization procedures. Since 2005, the Company has a Risk Management Committee, comprising Whole-time Directors and Senior Executives, which meets on a quarterly basis and evaluates the efficacy of the framework relating to risk identification and its mitigation and keeps the Board informed. More detail about Risk Management Framework is provided in the coming chapters.

In accordance with an implementation of the code of conduct of the Company, there were no cases of cross-shareholding with suppliers and other stakeholders. There were no incidence cases of conflict of Interest in the reporting years.

During the financial year ended 31 March 2021, the Company received two complaints from the investors and the same have since been resolved to their satisfaction. There are no complaints pending in the previous period. The Company has also formulated a policy on the materiality of Related Party Transactions and on dealing with Related Party Transactions. This Policy is available on the website of the Company. There were no cases of noncompliance of any matter related to capital markets during the last three years.



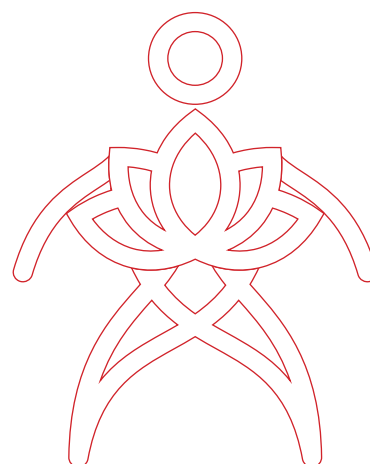
Prevention of Sexual Harassment of Women at Workplace

The Company is sensitive to aspects related to women in the workplace. As required under the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013, the Company has a formal policy to ensure safety of women and prevention of sexual harassment. It has set up Internal Complaints Committee (ICC) at its workplace(s) to redress the complaints of women employees. There were no complaints in this regard in the said reporting years.

	FY 2020-21	FY 2019-20	FY 2018-19
Total Number of cases- filed with ICC	0	0	0
Total Number of cases pending	0	0	0

Further, the Company follows the collective bargaining agreement for the workers associated with the Unions present at only the Integrated cement manufacturing Unit- Sirohi (JKLCL-Sirohi Unit), Rajasthan. The values and rights of the union are respected and mutually understood. Our strategies include their participation in various activities and employee engagement programmes for strengthening our bonds with them. Over the reporting years, we do not have any significant operational changes. A minimum eight weeks' notice is typically provided to employees and their representatives prior to the implementation of any such operational changes that could substantially affect them.

	FY 2020-21	FY 2019-20	FY 2018-19
Percentages of permanent employees are members of recognized employee association- through collective bargaining agreements	15%	15%	15%



GRI 102-41
GRI 402-1
GRI 407-1



Vigil Mechanism/Whistle Blower Mechanism

The Board of Directors at its meeting held on 25th July 2014 has established a Policy on Vigil Mechanism for the Directors and Employees of the Company to report their genuine concerns or grievances relating to actual or suspected fraud, unethical behavior, violation of the Company's Code of Conduct or Ethics Policy, and any other event which would adversely affect the interests of the business of the Company. Whistle Blowers are advised to send their concerns/complaints to the Chairman of the Audit Committee in a sealed envelope marked confidential, for appropriate action.

Respecting human rights

GRI 412-1,2,3

We recognise the human rights practices followed globally as well as nationally such as the International Labour Organisation (ILO), the Factory Act 1948, etc. We follow our responsibility to human rights diligently. The guidelines are specified in our Stakeholder Policy, HR Policy, Code of Conduct and Business Ethics as well. Besides, all our production Units are assessed for human rights and our employee induction programme touches upon our code of conduct, general rules and guidelines for behaviour and conduct in terms of respecting colleagues and stakeholders. All our sites were assessed for human rights aspects and formal procedure will be effective from the next year through a standard checklist. We include aspects of human rights during the time of general and induction trainings to our employees and security guards. Formal system for recording the same shall be made effective from next year onwards. Moreover, we ensure that no business transaction takes place with any individual/organisation that violates the fundamentals of human rights. There is a strict compliance to aspects like child labour, forced or compulsory labour and discrimination at all our sites. During the year, we recorded zero such incidents and did not receive any complaints.

GRI410-1

GRI406-1
GRI 408-1
GRI 409-1

Ethical Behaviour

GRI 205-1,2,3

Our Code of Conduct is applicable to all our employees at our offices and operational sites. All the employees mandatorily sign the Code during joining and regular awareness are provided over different training/engagement platforms. All the sites are regularly assessed for risks related to corruption and allocated requisite resources for its prevention and control, supported by regular/periodic audits and strong whistle-blower mechanism. no cases or Legal actions for corruption, for anti-competitive behavior, anti-trust, and monopoly practices found or reported during the reporting period of FYs 2018-21.

GRI 206-1



Risk Management

“Prevention is better than cure”. Businesses are associated with different kinds of risks such as Economic, Social, and Environmental. To reduce and eliminate the risks, mitigating measures are executed with planned manner. With the pandemic striking, risk management framework had to be updated with clear focus on indirect risks and their impacts across short, medium, and longer term. We at JK Lakshmi have a holistic risk management framework, that focuses on both financial and non-financial risks, including associated ESG risks.

The Company has a strong and modern risk management framework that enables us to monitor and map business activities, for identification, assessment, and mitigation of any potential or emerging potential internal or external risks. We strategies our actions with respect to one of the most emerging risks, i.e., ESG Risks and specifically cybersecurity and data protection risk, etc. There is a Risk Management Committee at the Board level to reviews various risks which impact the Company's operations and the management plans to meet those risks. Effectiveness of the structure is discussed and reviewed, and suggestion are made. The framework helps us to identify the criticality of a risk and it is communicated to the committee or relevant personnel for action. Under the risk management system, the Company also has a robust Management Information System and Budgetary Control System that is based on the mechanism of reviewing operating and financial performances monthly, which leads to evaluating present and probable risks

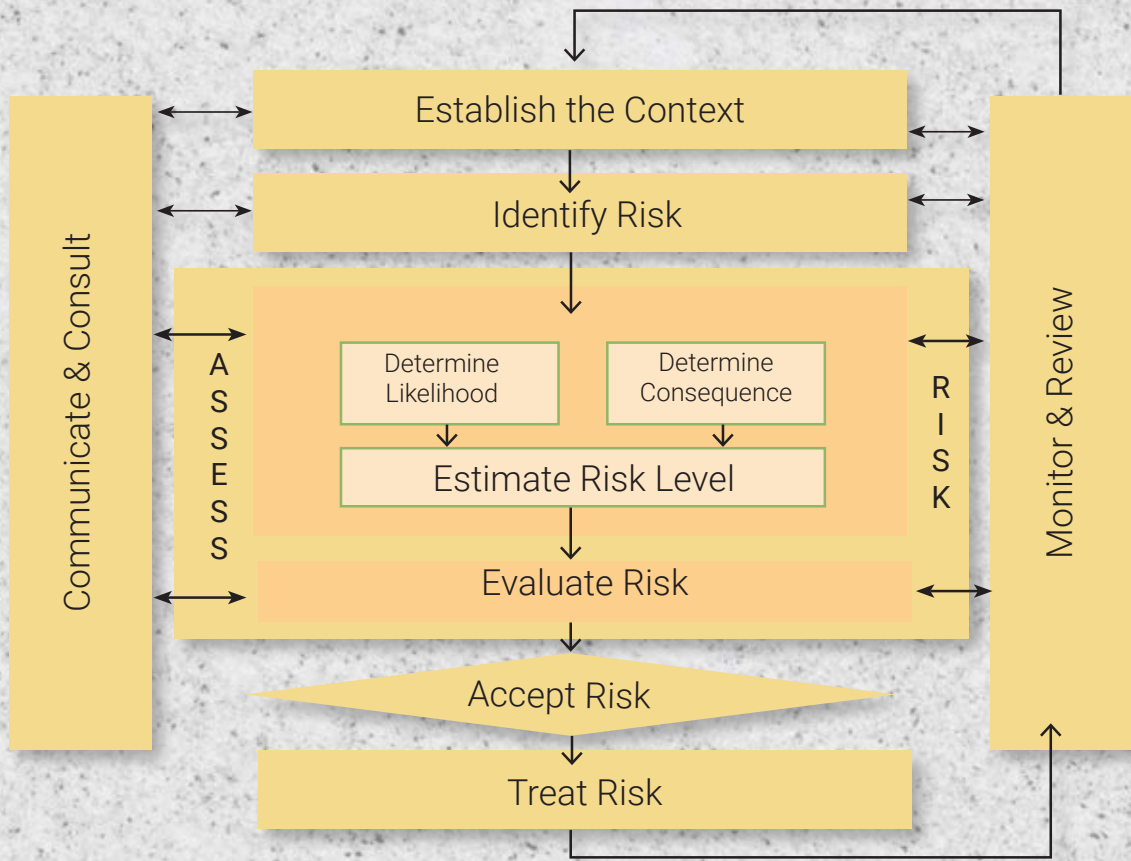
Risk Management Committee

1. Whole time Directors
2. Company Secretary
3. Senior Executive Corporate
4. Senior Executive operations

Further, in view of zeroing on any associated compliance risks, the Company has put in place a Digital Legal Compliance Monitoring Tool, that ensures timely compliance of all the applicable statutes at our different business sites. The tool comes with alert system that includes email alerts on completion/non- completion of respective compliance to the management hierarchy from bottom to top

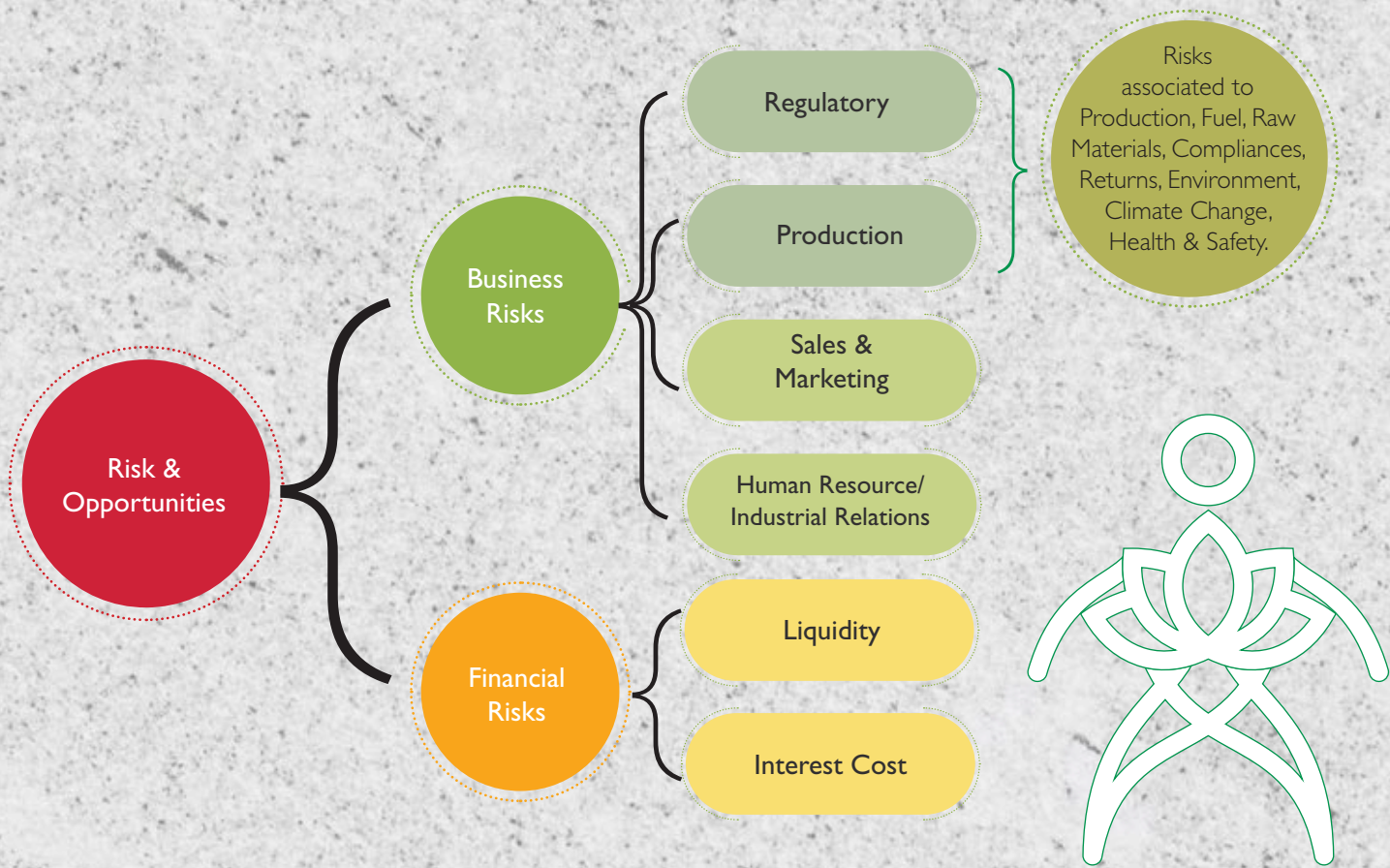
Uncertainty about the future is ever present with industrial operations around the globe. To overcome it, comprehensive plans and strategies need to be devised well before the occurrence of events. JK Lakshmi believes in utilizing the opportunities associated with the risks. The leaders of the Company plan and devise applicable strategies to mitigate risks and benefits from it. The day to day working culture of the company are are systematically aligned to various national and international standards like BIS, NABL, ISO and GRI.





Business Risks: Risks Impacting the operational efficiency
 Financial Risks: Risks impacting the wealth of shareholders





The Company has identified detailed risks on key material aspects that relate to all dimensions of sustainability, to mitigate and create opportunity through innovation and consistency. Some key risks identified out of material aspects are given below.

Sr. No.	Material Aspect	Business Risk	Financial Risk
1.	Economic Value and Business Performance	Low-value Generation Business affects stakeholders trust.	Decrease in business opportunities could lead to decrease in share value.
2.	Customer Satisfaction	Non-sustainable model of resolving the grievances of customers will lead to a decrease in the market share, and hamper the brand image.	Lower market share resulting in lower revenues.
3.	Integrity and Transparency	A company's image such as reputation, market credibility, & trust can be affected by unethical practices like bribery and corruption.	Lower revenues, sales and market value can impact a Company's reputation. Unethical activities can lead to regulatory penalties.
4.	Compliance to Regulation	Fulfilment of the regulatory compliances ensures the credibility of the Company's operations. Failing to do so will affect the brand image.	In case of the non-conformity, penalties and charges can be imposed by the regulatory bodies.
5.	Human Capital Development	Continuous development of the Company's human power ensures the adaptation of changes in dynamic market. A less skilled workforce may dampen market opportunities.	Low skilled human capital will fail to convert opportunities into profits which leads to lower market shares.
6.	Community Development	Indifference to the needs of local communities may create imbalance, which can hamper the Company's business operations.	Non-compliance w.r.t CSR investments can attract penalties
7.	Occupational Health and Safety	Insufficient investments in health and safety may cause man-hour losses, and delays, which leads to downtime of business operations.	Lower Business Performance not only affects the Company's image, but also leads to payment of penalties.
8.	Energy and Emissions	Lack of constant efforts to track energy consumption and Environmental Emissions portrays poor image of the Company's commitment to sustainability to the concerned stakeholders.	Regulatory bodies may impose penalties or charges on the Company due to the non-conformity. It will hamper profit margins and impact the Company's ability to adopt cutting edge technologies.
9.	Water Management	Indifference of water conservation activities may lead to hamper Company's social and biodiversity values.	Higher extraction of water, and insufficient utilization of existing structures may lead to cost burdens.
10.	Resource Conservation	Higher dependence on natural resources may affect the business operations and its sustainability.	Higher consumption of raw virgin material may lead to cost hikes, which ultimately reflect in the production cost.



To mitigate any potential future risks regarding the non-conformity to regulatory compliances, a system is adopted to fulfil the various regulatory requirements proactively, well before the time. This system is called Digital Regulatory and Compliance Manage. Sectional Compliance Owners across the operational facilities ensures the timely completion of the compliances.

All the operational facilities have got certifications of their, systems, products and laboratories by National/ International standards bodies like BIS, ISO and NABL to mitigate risks and threats for implementing best practices in the operations related to Environment, Health and Safety.

For the reporting years, there were no significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic areas.

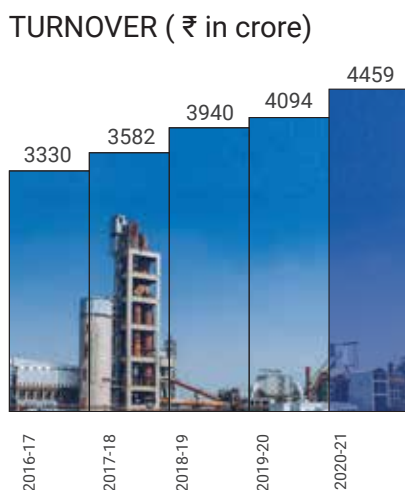
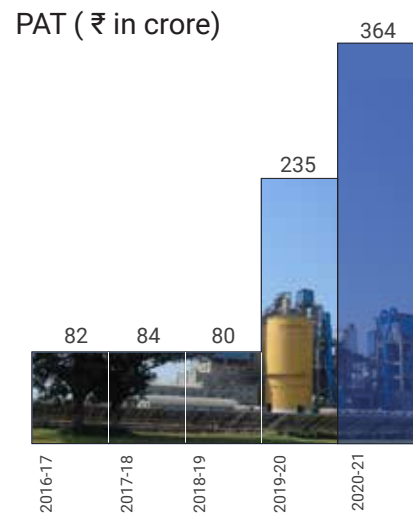
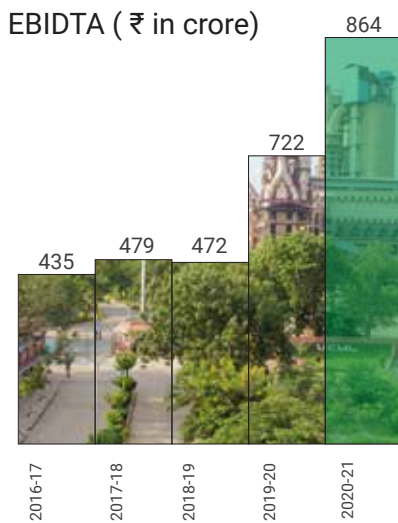
GRI 419-1



Economic Performance

Responsibility of serving our stakeholders with a robust and resilient economic performance is one of the prime objectives of the Business.

Economic performance of JK Lakshmi is believed to be a function of its success in producing benefits for its shareholders, through product innovation and efficient use of resources. Economic sustainability is one of the key pillars of JK Lakshmi financial structure, that helps in realizing the Company's vision, mission and values. The figures on the paper shows positive signs of Company's growth year-on-year which finally boosts the relation between Company and its stakeholders/investors.



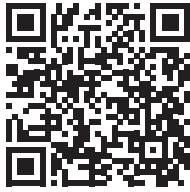
Monsoons in the FY 2019-20 was a bit of hiccup for the Industry though not comparable to FY 2020-21, that shook the foundations of many economies being impacted by COVID-19 pandemic. In the 3rd and 4th quarter of FY2020-21, the market showed optimism in wake of news of development of vaccine and government rolling out vaccination programmes.



The Industry witnessed a fall in demand of 6% - 7% during FY 2019-20. The Company's combined sales of Cement and Clinker fell by 5% over the previous years, and cement capacity utilizations fell marginally due to incremental capacity addition. Managing volatility and fluctuation in the prices of key raw materials such as PET Coke, Coal, and Fly Ash is a continuous process and is leveraged to retain our position to be one of the low-cost producers. During FY 2019-20 the average pet coke prices fell by about 12%, whereas there was a reduction of 2% in power costs. Over the past years, the Company has singularly focused on improving its operational efficiencies at all levels and maximizing its price realization per ton by optimizing the product mix, introduction of new brands and augmenting the existing distribution network, thus resulting in the net sales realization improvement by 8%.

Despite lower production, the Company maintained its efficiency parameters including fuel and power consumption at an optimum level. The commissioning of a Waste Heat Recovery Power Plant of 7.5 MW in the Financial Year 2018-19 and 20 MW Thermal Power Plant in FY 2019-20 has enabled the Company to contain its power cost at the JKLCL-Sirohi Unit. The cost of logistics, dependent on global oil prices, is the single biggest cost centre of our operations. By optimizing dumps, modes of transportation and encouraging direct dispatches aided by the GST regime, the Company brought down logistics cost by 11%. The Company registered an EBIDTA of ₹722.46 Crore as against ₹ 472.16 Crore in the previous financial year, while the Net Profit topped ₹ 236.11 Crore as against ₹ 80.10 Crore in the corresponding previous period. Creditably, the Company improved its Debt-Equity ratio to 0.86 in Financial Year 2019-20 from 1.06 in Financial Year 2018-19.





The Company further aligns itself to an internal tax principles and strategy to deal with the related applicable taxes. The working practice of the department generally includes the organisation's tax principles, its attitude to tax planning, the degree of risk the organisation willing to accept, etc. Tax compliance is one of the key focus area w.r.t overall compliance of the Company. We at JK Lakshmi are responsible taxpayers and are aware of our responsibility towards being a reputed Corporate house and follow tax regimes of different states. Tax paid over the reported years is mentioned in the table given in the chapter ahead. There was no financial assistance received by JK Lakshmi from the Government during the reporting years FYs 2018-21.

GRI 207-1,2,3,4

GRI 201-4

For more details, please refer to Company's Annual Reports FY 2018-2019, FY 2019-20 and FY 2020-2021 at <https://www.jklakshmicement.com/annual-reports/>

Economic Value Generated & Distributed

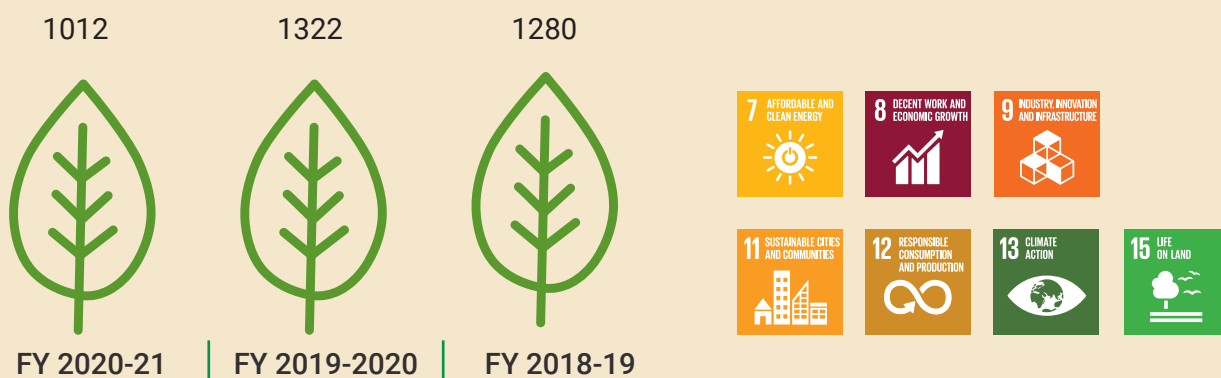
GRI 201-1,2,3

	FY 2020-21	FY 2019-2020	FY 2018-2019
Consolidated Economic Value Generated	In Crore	In Crore	In Crore
Revenue	4459.18	4093.58	3939.50
Consolidated Economic Value Distributed	3931.67	3828.12	3859.94
Cost of Materials Consumed	671.84	611.35	563.95
Purchases of Stock-in-Trade	355.61	312.01	169.79
Change in inventories of finished goods, work-in-progress and traded goods	56.44	(72.03)	83.93
Employee Benefits Expense	326.98	311.96	269.01
Finance Costs	142.52	164.42	188.34
Depreciation and Amortization Expense	194.19	188.35	179.39
Current tax	90.41	63.13	27.21
Deferred tax	42.36	43.01	(2.34)
Tax adjustments for earlier years	Nil	(1.91)	0
Other Expenses	2051.32	2,207.83	2,380.66
Economic Value Retained (Generated-Distributed)	527.51	265.46	79.56



Risk and opportunities related to climate change and environmental aspects are evaluated and discussed under operations risk category of the Risk Management System of the Company. The consolidated financial statements comprises of the financial statements of JK Lakshmi Cement Ltd. its subsidiaries, associates, and Joint ventures.

Environmental Expenditure (INR Lakhs)



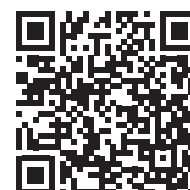
We have been constantly enhancing and maintaining our Environmental performance through strategically mitigating risks.

Product	Quantity (in lakhs)	FY 2020-21	FY 2019-2020	FY 2018-19
Cement Production	Tons	82.97	77.78	83.51
AAC Blocks	M ³	1.15	1.27	1.34
Ready-mix Concrete	M ³	3.20	4.49	4.94

JK Lakshmi believes its employees are its strength. The Company considers employees as family members. The Company offers defined retirement plan and other contribution plans both statutory and voluntary like the Provident Fund, Gratuity Fund, Superannuation, and Family Pension Funds for permanent employees.

The Company does not operate any vehicle to pay its fund obligations. For the said FYs all the liability is paid off and there is no pending liability. The Company holds a separate fund to pay the plan's pension liabilities and total 100% of the scheme's liabilities are covered by assets that have been set aside to meet them, employee's contribution 12% of their salary and 12% is contributed by the Company towards the Provident Fund. Percentage increase in the median remuneration of Employee is 4.55% during the FY 2018-2019 and 4.49% during the FY 2019-2020, and 7.5% for FY2020-21,

For more details, please refer to the Annual Report at <https://www.jklakshmicement.com/annual-reports/>





Company's Contribution during FYs 2018-21: Amount in Crore.

	FY 2020-2021	FY 2019-2020	FY 2018-2019
Provident Fund	13.40	13.86	11.89
ESI	0.36	0.38	0.40
Superannuation	1.17	1.23	1.40

GRI102-38, 39

The percentage increase in the median remuneration of employees for FY 2020-21 was 7.25%, FY 2019-20 was 4.49 % and for FY 2018-19 was 4.55 %. More details and Ratio of Annual total compensation ratio is given in Annexure-E, section A, of the annual reports for the reporting years at <https://www.jklakshmicement.com/annual-reports/>

State of Haryana has filed a complaint with Competition Commission as it felt that Cement companies, participated in a tender including JK Lakshmi for supply of cement, had colluded to quote higher cement rates. Aggrieved by adverse judgement given by the Competition Commission, the Company has filed an appeal before the Competition Appellate Tribunal (Since merged with NCLT), which has granted a stay on the Commission's orders.



Supply Chain Management

GRI 102-9

At JK Lakshmi, we have been consistently working towards strengthening our supply chain systems and it was due to these efforts that we managed to sail through the tough times of pandemic restrictions with low impact. The pandemic has taught an important lesson to economies and corporates on the importance of having a flexible and resilient supply chain. For JK Laskhmi robust local supplier base responded to the challenge by ensuring that the entire supply chain remained flexible and agile to keep up operations and fulfil the demand.

Supply chain is the lifeline of a manufacturing Company and the people/organisations associated, indeed are our partners in the endeavors of mutual growth and development. Our strategy has always been towards developing local capacities and boosting the nation's economy.



Promoting Local Sourcing

GRI 204-1

Supporting the spirit of “Make in India”, “Aatmanirbhar Bharat Abhiyaan” and celebrating the spirit of Azadi Ka Amrit Mahotsav we are committed to procure materials from regional and local markets. About 97 % of our total suppliers are from India. Our procurement system for major materials is centralized in nature which ensures suitable decision-making w.r.t goods and materials of higher value. We further support our suppliers with skill enhancement and process improvement initiatives. Continuous engagements like vendor commitment meetings and management reviews lead to strengthening relationship.



	FY 2020-21	FY 2019-20	FY 2018-19
Total suppliers within India (Local)	1806	1879	1810
Total Nos. of Suppliers Outside India	48	59	62
% of Local suppliers of total suppliers	97%	97%	96%



The Company discusses growth opportunities with local suppliers/ vendors through an open channel and encourages them to perform well which leads to stable supply-chain relationships. The Company seeks to develop an in-house design for the machinery parts to procure from local suppliers/vendors and get deliveries through the lowest possible transportation route, which ultimately allows local suppliers/vendors to thrive. During the vendor registration, the Company encourages the suppliers/vendors to implement safety, environment and key governance aspects.



JK Lakshmi Mitra Dealer app

JK Lakshmi Mitra Dealer App was launched to ensure an easy connecting bridge between our dealers and Company. Its features include:



Our dealers are key partners of the supply chain system and we share a strong bond with them. We conducted vendor meets virtually during the pandemic to support them and ensuring on their and family members' wellbeing. To ensure easy and effective linkages between us and them, the Company launched JK Lakshmi Mitra Dealer app. It serves as a one-step platform ensuring transparency and ease of transaction. Placing orders, making payments, confirming balances, and receiving notifications about schemes are some of its important features. The app facilitates tracing of sales trends, performance, dispatch status, credit limits, outstanding and other reports.

Optimizing Logistics

The Company understands the need of optimization of logistics and transportation in terms of Social, Environmental and Financial aspects. High-capacity vehicles (HCVs) consolidate freight of small trucks and are more efficient than the heavy-goods vehicles as they, consume less fuel and produce less emissions per unit of cargo transported.

Optimization of logistics and transportation is a continuous process. The Company strongly believes in procuring and transportation of raw materials and dispatch of cement product in a sustainable manner with lesser emissions in the environment.

The Company has an IT enabled system for reducing the ideal and turn-around time of vehicles called "Truck Calling System". During the pandemic, the system strongly made operations fully contactless and

paperless. This system in fact cuts down un-necessary movement of vehicles and hence, reduces consumption of fossil fuels and related emissions.

The Company further assesses its suppliers/vendors on various sustainability KPIs, such as Environment management system, compliance to local operational and labor laws and so on. All the new suppliers/vendors coming on board are assessed for their performance on these parameters. During vendor registration, suppliers/vendors fill a Questionnaire on Environment, Health and Safety aspects. The Company is further working on strengthening its supply chain sustainability through larger integrated system. Formally, the Company also follows the Green Procurement Guidelines, that provides for directions and suggestions on following procurement practices that includes products and services with lower resource footprint.

The Company has a well-defined E-Procurement System. A web-based E-Bidding portal to make procurement through features like RFQ (Request for Quote). This is a 100% paper-less but more efficient, sustainable and transparent communication system between the Purchaser and Vendor. The Company has a SAP integrated system for tracking movement of E-waste and Hazardous waste, both inwards and outwards. The system provides an efficient solution for tracking wastes. The Company further ensures Green Supply Chain management practices in its upstream and downstream operations to optimize transportation in such a way that it reduces travel time and distance between the source and destination.

GRI 308-1,2
GRI 414-1,2





Colours of Nature



Climate Responsibility- Energy & Emissions

GRI 302-
1,2,3,4,5
GRI 305-
1,2,3,4,5

Climate change is real, and its impact are clear and visible. Severe climatic instances over the years like, rapid melting rate of polar glaciers, Australian bushfires, forest fires, erratic monsoon, floods, landslides are mostly due to climate change and increasing global warming, and we as humans are responsible for this.

JK Lakshmi believes in following a path that has lower environmental footprint. The Company is relentlessly working towards towards energy and resource conservation. All the manufacturing units are ISO 50001:2018 certified for Energy Management System. Our efforts resulting in efficiency of process systems have been recognized by Confederation of Indian Industries (CII) in their energy benchmarking study conducted during the years. The Company is

actively working towards further optimizing its operations for achieving more energy efficiency through various small and cost-effective modifications and innovations.

Most of the emissions are accounted to our raw material i.e., limestone and fuel used for calcination process for production of clinker. We have inventoried our GHG emissions at the organisation level in accordance to ISO14064-1 and have been assured by an independent 3rd party for FY 2016-17, 2017-18 and 2018-19 and have followed the same methodology for maintaining GHG Emissions inventory for FY 2019-20 & FY 2020-21 as well. Our Scope -1 emissions include emissions from direct fuel burning at site, which include process fuels, diesel, petrol, LPG, emisisions from refrigeration, etc. Scope-2 emissions include grid electricity. For Scope-3 emissions the company shall report in upcoming years.

		FY 2020-21	FY 2019-20	FY 2018-19
Energy Consumed within the Organisation (Including Power Plant)	TJ	24093	23584	22426
Green Power share (% total power)	%	34	33	31
Non-Renewable Energy	GJ	24093	23584	22426
Energy Intensity (Within Org.)	GJ/ ton of cement	2.9	3.0	2.7

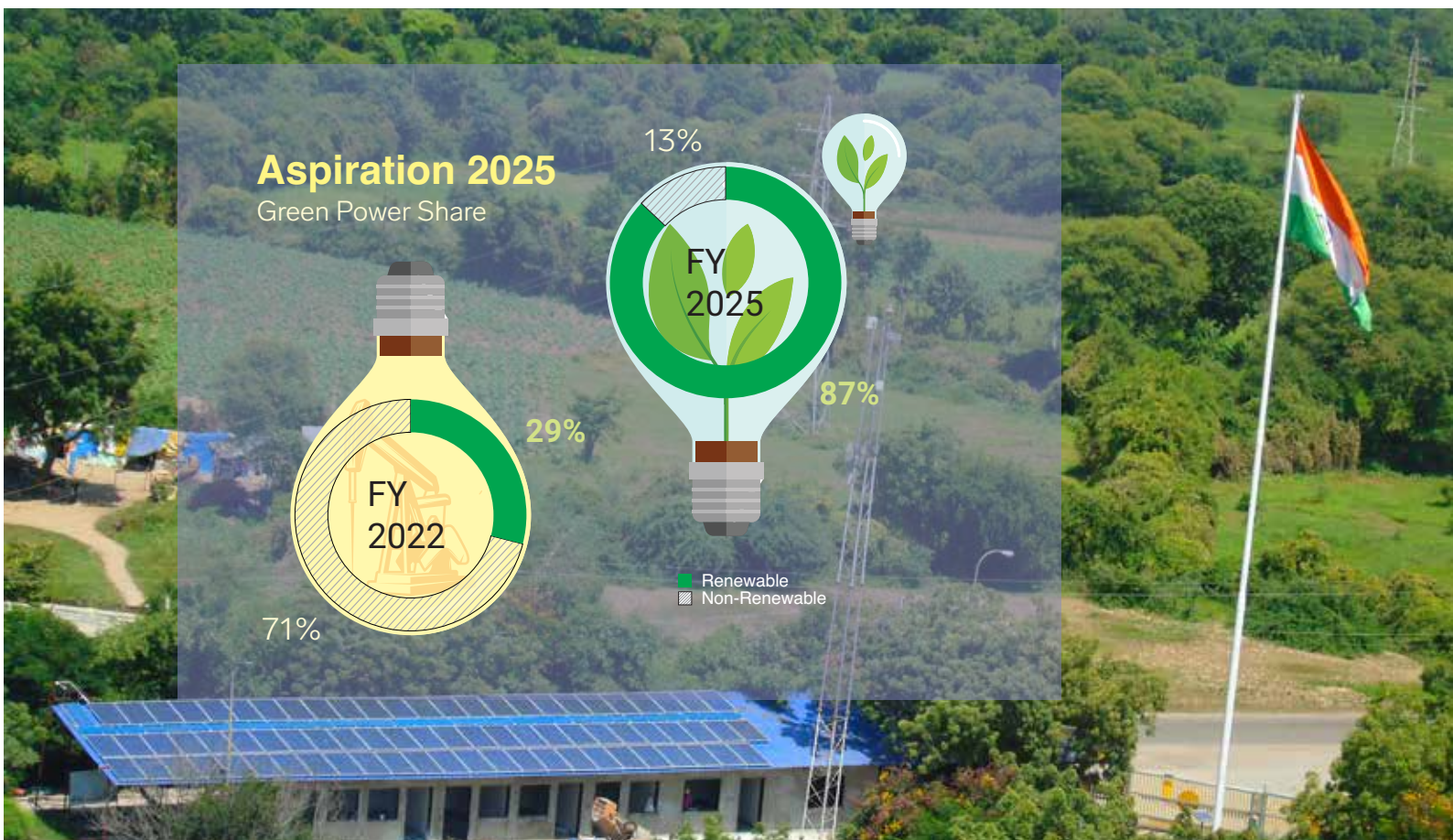
Green Power % share in total Power (Solar +wind+ WHRS) as of FY 2020-21 ~34%

Emisisions	Unit	FY 2020-21	FY 2019-20	FY 2018-19
Scope-1	Million Tons CO2 eqv.	5.3	5.5	5.4
Scope-2	Million Tons CO2 eqv.	0.11	0.13	0.18
SCOPE-1 Intensity	Tons CO2eq/ton cement	0.643	0.712	0.647
SCOPE-2 Intensity	Tons CO2eq/ton cement	0.014	0.017	0.022
Net GHG emissions	per ton cementitious materials	641	653	662



Adopting Renewables

The Company is utilizing the Renewable Green Power Energy. The manufacturing Units at Surat, Kalol and Jhajjar have solar power plant of an aggregate capacity of 3.40 MW. The Manufacturing Units at Kalol and Surat are also procuring the outsourced renewable energy, i.e. wind power of 4.0 MW capacity through power purchase agreements. the wind power energy of capacity 4.0 MW.



*Renewable Energy Footprint (in MW)	Waste Heat Recovery (WHRS)	Solar and Wind	Total
As of FY 2020-21	43	41	84
Target FY 2025	55	181	236

*Includes installed WHRS and solar installations at Subsidiary UCWL.

The Company has recently installed 4.16 MW of Solar Power Plant at JKLCL-Sirohi Unit and 5.0 MW Solar Power Plant at JKLCL-Durg Unit. Further, initiatives like Installation of 10 MW Waste Heat Recovery (WHR) based Power generating Units and Selective Non- Catalytic Reaction (SNCR) systems in Sirohi and Durg.



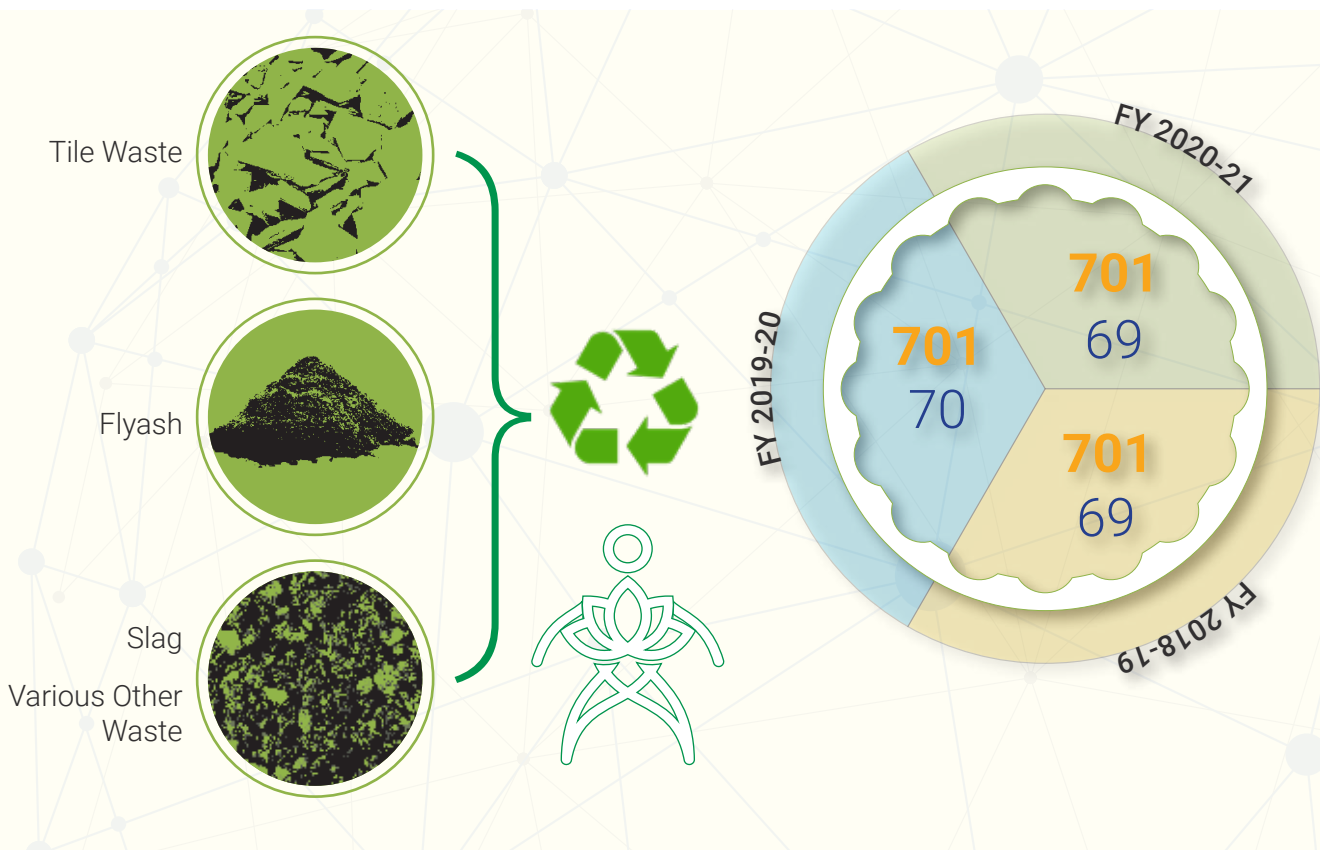
Reducing clinker factor

Production of clinker is the primary cause of carbon emissions in cement industry. The calcination of limestone emits CO₂. Our strategy has been to reduce the share of clinker, i.e. more cement with less clinker. We are striving to reduce the clinker by maximizing production and sale of blended cements like, PPC, PSC and Composite Cement. It is our responsibility to make customer/consumer aware of the benefits of using blended cement instead of OPC. The technical assistance teams along with sales and marketing teams have already launched various initiatives over the years.

Increasing use of Alternative Fuels and Raw Materials

Reduction in the use of conventional fuels and raw materials is another avenue to reduce emissions. We at JK Lakshmi co-process different kinds of waste materials such as biomass and mixed liquid waste. Further, we also consume various other waste derived materials such as, slag, flyash, and tile waste. to reduce the consumption of clinker. Our present TSR rate is around 2% and we further aim to increase it further to 15% by 2030.

		FY 2020-21	FY 2019-20	FY 2018-19
Specific Thermal Energy (Kcal/kg clinker)	■	701	701	701
Specific Electrical Energy (kWh/ton of cement)	■	70	69	69



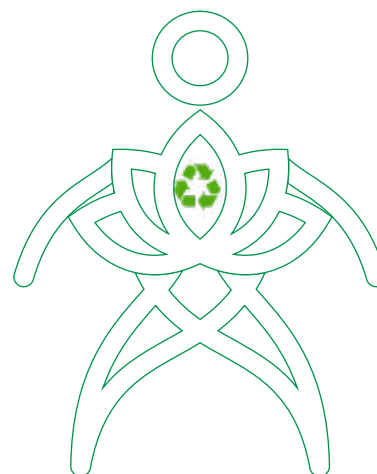
JK Lakshmi does not hold Ozone Depleting Substances (ODS) and emissions related to refrigerations, fire extinguishers are already included in Scope-1 emissions.

GRI 305-6

Major energy conservation initiatives /steps taken during

FY 2020-21

- Installation and Commissioning of 5 MW (AC) Solar Power Plant at JKLCL-Durg Unit and 4.5 MW (AC) Solar Power Plant at JKLCL-Sirohi Unit.
- Installation of VFDs at various Units.
- Optimization of kiln coolers by adjusting flow patterns.
- Optimization of Thermal Power by fuel size reduction at JKLCL-Sirohi Unit.
- Installation of control devices on water systems to reduce the requirement of water.



FY 2019-20

- Optimization of Cement Mill-2 by modification of mill vent bag house circuit.
- Dry fly ash circuit modification to reduce standard deviation of fly ash feeding.
- Optimization of Coal Mill-1 circuit by reducing false air ingress.
- Optimization of China VRM circuit by reducing false air ingress.
- Replacement of FRP Fans with modified FRP Fans in TPP.
- Installation of MVVFD in Boiler feed pump in TPP.
- Installation of VFD in Air cooler condenser fans in WHRB.

FY 2018-19

- Optimization of cooling air in Kiln.
- Arresting False air ingress across pre collector and mill outlet (VRM).
- Installation of Aerofoil design louver ring and armour ring in VRM-2.
- Installation of Online Particle size Distribution Analyzer (PSD) in CM-2.
- Compressed air line modification in CM-2.
- VFD installed in PA fan of kiln-3.
- Installation of flow guiding plate on separator rotar in CM-1.

One of our Unit i.e., JKLCL-Durg Unit received Best Energy Efficient Coal Plant (CPP) award for reducing Net Heat Rate by Mission Energy Foundation, Mumbai, hosted during National Efficiency Awards – 2021



We are among the topmost Performers of Perform Achieve and Trade (PAT), a flagship programme of Bureau of Energy Efficiency (BEE) under the National Mission for Enhanced Energy Efficiency (NMEEE). NMEEE is one of the eight National Missions under the National Action Plan on Climate Change (NAPCC) of the Government of India. Each power consumer is given targets to be achieved in a time frame of three years, with rewards and penalties.

The Durg Unit has surpassed the targets and are eligible for incentive in form of e-certs which can be traded. For PAT cycle-2, reduction targets were overachieved the target by 15% for the Durg Unit and by 2% at Sirohi Unit. Our Sirohi Unit was also included in PAT cycle, performing where we overachieved reduction by 15 %.

The Company has registered three projects under Clean Development Mechanism (CDM) of the United Nations Framework Convention on Climate Change (UNFCCC) and two projects with Verified Carbon Standard (VCS) (now Verra).



United Nations
Climate Change



Water Positivity

Over the years water has been a key point of concern for the economies around the world. Especially, fresh water that is crucial but makes only about 0.01 % of total water resources available on earth. During the years we saw the centre to dialogues and discussion on water even in India that is bestowed by rich freshwater resources like large rivers fed by glaciers and groundwater aquifers., But due to un-sustainable consumption practices, humans have exploited the resources to the extent of depletion. Various cities in India are likely to report zero ground water in coming 5-10 years' time as estimated by scientists.

We at JK Lakshmi Cement are committed to judicious use of water resource. We are a water positive company. i.e., we credit more water than we debit. Approach followed for

water inventorization was as per the ISO 14046 -Water foot printing guidelines., which is further audited and assured by competent independent for FY 2018-19. And same process have been followed since then. 100% of our cement manufacturing is based on dry processes and no industrial effluent water is generated from the operations. Consumption of water along with cement occur in its use phase, i.e. during the formation of concrete. Cement being a standalone dry product, water is a resource that is not required.

We have installed digital water meter at the sourcing locations as required by the regulatory bodies. We also have integrated sensor based water meters to fetch and report the real-time water consumption over IT-enabled in-house developed platform.

DNV GL

SUMMARY VERIFICATION STATEMENT

This is to confirm that the verification of JK Lakshmi Cement Limited (JKLCL) Water Accounting Data covering the period 1 April 2016 to 31 March 2019 was carried out as per ISO:14046 and in accordance with the agreed-upon DNV GL's procedures and verification methodology at

JK LAKSHMI CEMENT LIMITED



JK Lakshmi Cement Limited, 4th Floor, Nehru House, 4 Bahadur Shah Zafar Marg, New Delhi, India.
Corporate Identity Number: L74999RJ1938PLC019511

For its Integrated Cement Plants at Sirohi (Rajasthan, India), Durg (Chhattisgarh, India) And Standalone Cement Grinding Plants at Kalol (Gujarat, India), Surat (Gujarat, India) & Jhajjar (Haryana, India).

Nothing has come to our attention that would cause us not to believe that the Water Balance Indices and Water data assertions* made by JK Lakshmi Cement Limited for its facility is not materially correct and is not a fair representation as detailed below, based on our limited level of verification:

Total Water Measured Debit	3,011,990 m ³
Total Water Measured/ Estimated Credit	8,007,169 m ³
Overall Water Balance Index of JK Lakshmi Cement Limited	2.66 (POSITIVE)

*For details, refer our Verification Statement dated 24 December 2019.

Water Balance Index is defined by JK Lakshmi Cement Limited as 'the ratio of water credit over water debit at each site'. The terms - water debit denotes 'the volume of estimated / metered fresh water withdrawn'; water credit is 'the summation of volume of recycled / reused water, harvested rainwater stored in mine pits, plant reservoirs and reused, groundwater recharge quantities'.

For DNV GL Business Assurance India Private Limited



Thamizharasi Kallaperumal
Lead Verifier - Sustainability Services
DNV GL Business Assurance India Private Limited, India.



Vadakepatt Nandkumar
Assurance Reviewer
Head-Regional Sustainability Operations
DNV GL Business Assurance India Private Limited, India.

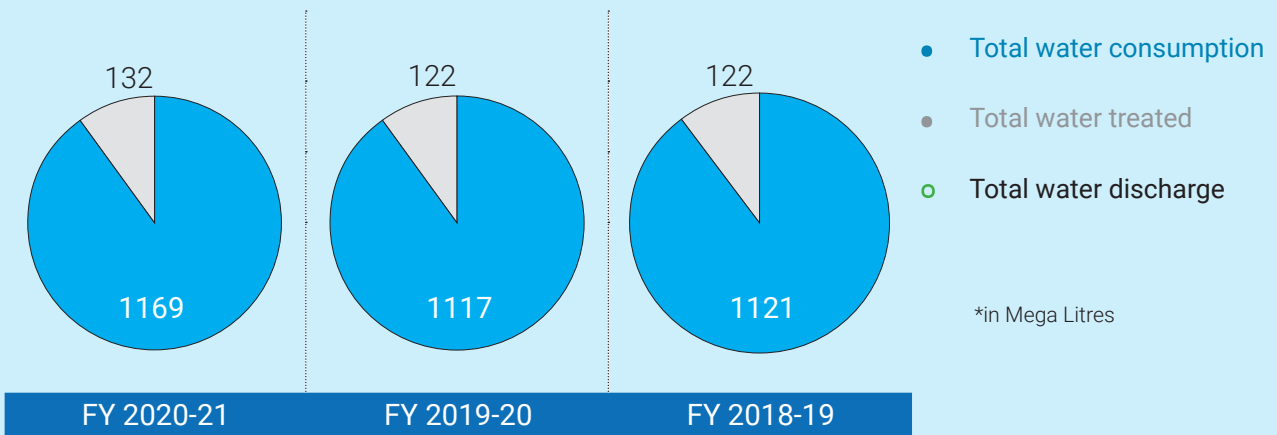
24 December 2019, Bangalore, India

* Details of the scope and methodology of verification is as mentioned in the detailed Verification Statement.

DNV GL Business Assurance India Private Limited, Unit No. N 1201, 12th Floor, World Trade Center, Brigade Gateway Campus, No.26/1, Dr.Rajkumar Road, Malleshwaram-Rajajinagar, Bengaluru - 560 055, India.



Water consumption*



We believe water is a shared resource and has to be used in the most optimized manner. All our Units monitor and measure water consumed which is extracted freshwater, harvested /reused/recycled water. Some of our Units are in groundwater-stressed areas and we have implemented large scale rainwater harvesting systems to fulfill our environmental stewardship.

Only wastewater is generated from canteen and toilets which is treated in in situ STPs within all our sites. We do not discharge any kind of effluent outside our premises or on the land within. Treated wastewater is consumed in development of greenbelt and plantation, thereby reducing freshwater requirement. We follow the guidelines provided by regulatory bodies such as Central and State Pollution Control Boards.

	FY 2020-21	FY 2019-20	FY 2018-19
Water Withdrawal in Megaliters			
Surface water	457.80	369.94	436.50
Groundwater	659.18	751.37	732.29

*Surface water for kalol including municipal water



100% of our sites have rainwater harvesting systems. We harvest rainwater and reuse it in our process, and for directly recharging groundwater aquifers through scientifically designed and installed structures.

	FY 2020-21	FY 2019-20	FY 2018-19
Total Rainwater harvested in Megaliters	324.68	3458.826	2866.695

Sustainable Resource Consumption

Being a cement manufacturing industry, we understand the importance of raw materials. We at JK Lakshmi follow an approach that stresses the use of raw materials judiciously. These include limestone and gypsum, and we are committed to follow the strategy to do more with less. Wherever possible we explore and use alternative materials or waste to reduce consumption of natural resources. Our focus is towards promoting circular economy by increasing the use of alternative materials that is generally categorized as waste of other industries, such as flyash, chemical gypsum, etc. Cement on becoming concrete cannot be reclaimed, however construction and demolition debris is used for road construction, etc.

Material Consumption (Mn MT)	FY 2020-21	FY 2019-20	FY 2018-19
Non- renewable Materials			
Limestone	8.63	9.20	9.37
Mineral Gypsum	0.23	0.23	0.18
Renewable Materials (Recycled- Waste derived)			
Fly ash	1.59	1.62	1.77
Chemical gypsum	0.29	0.29	0.33
Slag	0.25	0.17	0.03

Including Moisture*

We extract limestones from captive mines, where operations are fully mechanized. Separate sections for storage of grade-wise raw materials are maintained for optimized utilization and prevention of wastage due to mixing. Mining, transportation and storage of raw materials follow necessary steps like, controlled blasting to limit flyrocks in the surrounding area, covered conveyors for transportation of limestone from mines to cement plants, efficient crushers and adequate control measures to improve efficiency

Biodiversity and Waste Management

We believe in respecting nature which is the source of raw key raw materials that sustain our business. Whatever we consume today for our need and wants are directly or indirectly sourced from nature. As a responsible corporate operating with various resources there exists an unsaid responsibility to pay attention to Biodiversity and sustainable management of waste. Our sustainability policy framework guides us to work consistently in this direction.



Sustainable Mining



In operating mines, we are bound by the principle of caution and care, in highly sustainable manner. We have our limestone mine operations at two of our locations i.e. Sirohi, Rajasthan and Durg, Chhattisgarh, that are opencast in nature. These mines are operated and maintained as per the mining plans approved from the relevant government bodies. We know that mines areas are sensitive with respect to biodiversity and it is our top-most priority to operate it in an environment friendly manner. The mines/plants do not fall or lie within/ adjacent to any high biodiversity value areas, or areas listed under the Ramsar Convention. However, at our Sirohi Unit mining areas Schedule-A listed species as per WPA 1986 has been found and proper conservation plans are in place and being implemented as per the directions of the wildlife and forest departments. Two species fall under the vulnerable and one species is categorized as Least concerned as per IUCN -Red list.

We follow practices like; controlled blasting with latest technology resulting in minimum and localized ground vibrations and fly rock distance and low noise generation. Our mines have ensured time blasting to prevent sudden disturbances to nearby animal habitats and has ensured deployment of latest low noise drilling machines. These measures not only ensure low disturbance to the biodiversity but also prevents migration of animals from their natural habitats. Further, we are also converting our exhausted mine pits into water reservoirs, that will not only help augment the groundwater aquifer of the region but will also help biodiversity to flourish. Over the years we further have been getting highest star ratings with respect to various sustainable development framework implemented at the mines in view of Star Rating initiative of Ministry of Mines that is implemented through the Indian Bureau of Mines (IBM).



Waste Management

We at JK Lakshmi believe in promoting circular methodology for waste management following approach of 5 Rs. i.e. Refuse, Reduce, Reuse, Reform and Recycle. We not only work towards managing waste generated from facilities but also provide solution to other industries and believe in working beyond compliance.

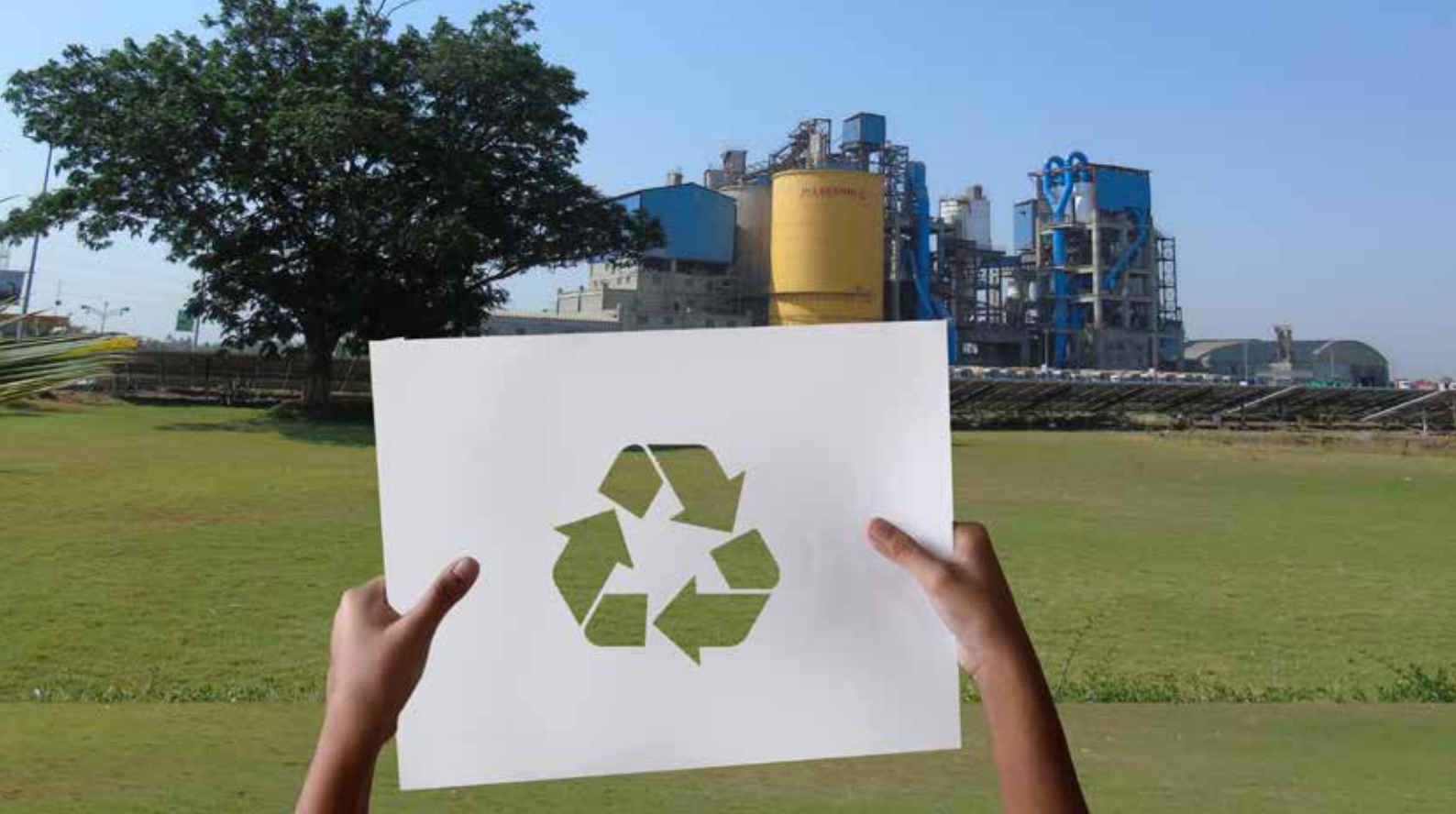


We have a long track record of working with other industries in helping them deal with their wastes – either by co-processing their waste in our cement kiln as alternative resources or by co-grinding it with clinker to produce blended cement. Co-processing of waste in cement kilns has various advantages over traditional waste management solutions like landfill. The high temperatures and long residence time in a cement kiln ensures complete decomposition of waste. We do not generate any significant solid waste from the process, the dust collected from the bag filters is recycled back

into the process. Organic garden waste is composted in site. The hazardous waste generated is sold back to the recyclers authorised by the Central and State Pollution Control Board. Hazardous waste includes, used oil and cotton, cloth pieces, etc. Every plant has a systematic process for waste monitoring and management and SOPs as per ISO14001 under Environment Management System. Periodic manifests of hazardous waste sold or purchased of is submitted to the State Pollution Control Board under mandatory compliance as per applicable rules.

Waste generated in Tons (MT)	FY 2020-21	FY 2019-20	FY 2018-19
Total waste generated	2178.66	7449.24	1857.96
Hazardous Waste generated (Used Oil) and sold to authorised recycler	37.26	16.11	19.10
Waste diverted from disposal in Tons (MT)	2177.99	7449.24	1857.96





Other emissions

GRI 305-7

Other emissions occur from stack i.e. oxides of nitrogen and sulphur. Monitoring is done through OCEMS (Online Continuous Emission Monitoring System), which is connected to the Central and State Pollution Control Boards. The system provides Realtime emission data from stacks to regulatory authorities. All stack emissions are well below the permissible limits defined by the government. In addition, environment related compliances are monitored and reported in the separate Compliance tool periodically.

Various other pollutants like VOCs are insignificant in quantity and hence significant. The Units has installed SNCR plants to reduce the NOX emissions in process and Flus gas dr.-sulphurization plants (FGD) at captive power plants to abate sulphur oxide emissions.

Environmental compliance is one for the key compliance to which equal attention is paid, supported by our additional compliance software. During the reporting years we did not have any cases of non-compliance of environmental laws and regulations.

GRI 307-1

Particulars	FY 2020-21	FY 2019-20	FY 2018-19
Oxides of Nitrogen (Tons)	6807.24	7271.79	5790.77
Oxides of Sulphur (Tons)	528.48	421.95	464.37
SPM (Tons)	485.29	492.63	469.73
Oxides of Nitrogen (gms/ton clinker)	1139	1217	969
Oxides of Sulphur (gms/ton clinker)	88	71	145
SPM (gms/ton clinker)	81	82	79



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GRI Indicator	General Disclosures	Chapter	Page number
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Health & Safety

Permanent employees			
Category	FY 2020-21	FY 2019-20	FY 2018-19
Fatalities as a result of work-related injury	0	1	0
Fatalities Rate as a result of work-related injury	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0
Number of recordable work-related injuries	0	0	0
Rate of recordable work-related injuries	0	0	0
Main types of work-related injury	Minor Cut, Twist		
Number of hours worked	2846734	2877100	2893579
Workers			
Category	FY 2020-21	FY 2019-20	FY 2018-19
Fatalities as a result of work-related injury	0	1	0
Fatalities Rate as a result of work-related injury	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0	0	0
Number of recordable work-related injuries	0	0	0
Rate of recordable work-related injuries	0	0	0
Main types of work-related injury	Minor Cuts, Twist		
Number of hours worked	5042086	5383288	5555058

Permanent employees			
Category	FY 2020-21	FY 2019-20	FY 2018-19
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	0	0	0
Main types of work-related ill health	Nil		
Workers			
Category	FY 2020-21	FY 2019-20	FY 2018-19
Number of fatalities as a result of work-related ill health	0	0	0
Number of cases of recordable work-related ill health	0	0	0
Main types of work-related ill health	Nil		



Material Consumption

Raw materials	Unit	FY 2020-21	FY 2019-20	FY 2018-19
Limestone	Tons	93,69,067.05	92,01,373.59	86,28,759.07
Flyash	Tons	17,67,613.97	16,20,150.94	15,89,431.21
Mineral Gypsum	Tons	1,77,351.56	2,27,601.07	3,17,185.31
Gypsum Waste derived	Tons	3,29,119.34	2,94,565.06	2,91,228.27
Slag	Tons	34,175.02	1,67,732.94	2,53,014.88
Lubricants	KL	159.179284	192.54299	166.48226
others	Tons	1,65,571.26	1,53,380.16	96,369.77
waste derived material	Tons	41,566.88	81,758.67	1,21,465.11

Waste

Scrap type (MT)	Unit	FY 2020-21	FY 2019-20	FY 2018-19
Manganese scrap		33.85	14.48	49.89
Iron scrap		30.93	250.46	33.90
Steel Scrap		1243.11	1314.61	1135.21
Plastic waste		164.34	133.19	181.89
Battery(nos)		216.00	18.00	0.00
Other		343.76	215.50	457.07
Other (Toner Ink, etc) (Nos)		362.00	5521.00	0.00
		2177.99	7449.24	1857.96

Hazardous waste generated (MT)	Unit	FY 2020-21	FY 2019-20	FY 2018-19
Used Oil specific density	(tons/m3)	0.96	0.96	0.96
Used Oil	Tons	37.26	16.11	19.10



Conversion Factors

INDEPENDENT ASSURANCE STATEMENT



Introduction and objectives of work

BUREAU VERITAS has been engaged by **JK Lakshmi Cement Limited** (hereinafter abbreviated “**JKLCL**”) to conduct an independent assurance of its **Corporate Sustainability Report** for the Financial Years **2018-21**. This Assurance Statement applies to the related information included within the scope of work described below.

This information and its presentation in the **Corporate Sustainability Report** for **Financial years 2018-21** are the sole responsibility of the management of **JKLCL**. Bureau Veritas was not involved in the drafting of the Report. Our sole responsibility was to provide independent assurance on its content.

Scope of work

The assurance process was conducted in line with Bureau Veritas internal procedures with “Limited” level of assurance. The scope of work included:

- Data and information included in Corporate Sustainability Report 2018-21 for the **reporting period from 1st April 2018 to 31st March 2021**.
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported.
- Evaluation of the Report against the principles of Accuracy, Balance, Clarity, Comparability, Reliability, Timeliness, Stakeholder Inclusiveness, Sustainability Context, Materiality and Completeness as defined in the GRI Sustainability Reporting Standard “**In accordance - Comprehensive**”.

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. In wake of COVID-19 guidelines, online assurance was undertaken remotely via Microsoft Teams meeting for selected locations of JKLCL, which also included interviews of the relevant department personnel. The assurance process involved carrying out an assessment by experienced assessors from Bureau Veritas. Remote (Online) assessment was conducted for JKLCL-Sirohi integrated cement manufacturing plant in Rajasthan, JKLCL-Durg integrated cement manufacturing plant in Chhattisgarh, JKLCL-Surat standalone clinker grinding unit at Surat, Gujarat and JKLCL- Kalol, also standalone clinker grinding unit near Ahmedabad, Gujarat. We interviewed Plant Operations & Maintenance personnel as well as the Sustainability & CSR team of JKLCL and the top management of the company.
2. JKLCL had submitted performance data on reported GRI topics. The data pertaining to each location was assessed and verified by Bureau Veritas team through above described process.
3. The data was assessed on a sampling basis. Data on various GRI sustainability topics was verified for the locations that were covered under remote (online) assessment. Later, it was confirmed that the same verified data went into preparation of the final data within the Corporate Sustainability Report 2018-21.
4. Bureau Veritas reviewed stakeholder engagement activities that had been undertaken by JKLCL and the Stakeholder Engagement process was reviewed. Evidences of the stakeholder engagement activities were reviewed to confirm how aspects material to JKLCL stakeholders had been determined. JKLCL has used the materiality matrix that was prepared for previous sustainability report developed in accordance with GRI.

Our work was conducted against Bureau Veritas’ standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.





JK LAKSHMI 
C E M E N T L t d.

Integrated Manufacturing Unit, **Sirohi**, Rajasthan
Integrated Manufacturing Unit, **Durg**, Chhattisgarh
Grinding Unit, **Kalol**, Gujarat | Grinding Unit, **Jhajjar**, Haryana
Grinding Unit, **Surat**, Gujarat, **Cuttack**, Odisha