



Birla Jute Mills

ESG KPI ROADMAP UP TO FY 2029-30

 www.birlacorporation.com



Birla Jute Mills, one of the subsidiary companies of MP Birla Group recognizes its role in promoting sustainable development and views it not just as a societal obligation but also as a chance to create positive impact. To achieve this, we strive to surpass the basic requirements of information disclosure and regulatory compliance by embracing sustainable practices. By doing so, we aim to benefit not only to our employees, customers, suppliers, investors, partners, and shareholders but also contribute towards the betterment of society.

In the Period FY 2023-24, materiality analysis was carried out accordance with Global Reporting Initiative standard (GRI) 2021, to acknowledge and highlight key sustainability issues and based on that, the company have formulated its ESG KPI's up to FY 2029-30. It sets out clear targets to achieve our sustainable development ambitions. These targets are aligned with the UN Sustainable Development Goals (SDGs).

Environmental (E)

- Emissions
- Energy
- Water
- Air
- Bio Diversity
- Waste
- Product Use
- Product End of life

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Responsibility
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

RESPONSIBILITIES

The Environment and Safety head is responsible to track and update the Environmental KPIs once in a month and every quarter and provide the update to Management of the company.

The Human Resource Head is responsible to track and update the Social and Governance KPIs once in a month and every quarter and provide the update to Management of the company.

The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in a month and every quarter and provide the update to Management of the company.

PERIOD OF REVIEW

The Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews to ensure alignment with our strategic goals and operational efficiency. These reviews will be conducted on a monthly and quarterly basis, facilitating timely adjustments and reinforcing our commitment to achieving the set targets.

The cumulative progress against the KPIs will be meticulously evaluated, with subsequent statuses updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focus or adjustment.

The current review cycle is aligned with our annual target completion deadline set for 31st March 2026 and 31st March 2030, respectively for the FY 2025-26 and FY 2029-30. This deadline serves as a critical benchmark for

evaluating our year-long performance and strategic direction. Our approach ensures a consistent, detailed assessment of our progress towards the predefined objectives, enabling us to maintain a trajectory of growth and success.

SCOPE

The data / information / KPI highlighted in this document is specific to below mentioned unit of Birla Corporation.

Sr. No	Unit Name	Address
1	Birla Jute Mills	Birlapur, 24 Parganas (S), West Bengal 743 318 Kolkata, West Bengal India

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

The company has meticulously followed this standard in order to evaluate, monitor and report the data and information in **Accordance to the Global Reporting Initiative (GRI) Universal Standards 2021**, ensuring our sustainability metrics align with the world’s most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By following GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement



and underscoring our commitment to making a tangible, positive impact on both the planet and our communities.

1. GRI Alignment Table for Environmental KPIs

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labelling	417-1	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

2. GRI Alignment Table for Social KPIs

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 202: Market Presence	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.

GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

3. GRI Alignment Table for Governance KPIs:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418: Customer Privacy	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 307: Environmental	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.

Compliance		
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.

2) Green House Gas Protocol


In aligning our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. In accordance with comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change.





ASSURANCE STATEMENT


All ESG disclosures and performance data presented in this report have been independently verified by a certified third-party assurance provider in accordance with the AA1000 Assurance Standard. The official Assurance Letter, included at the end of the Annual Sustainability Report 2024, serves as formal confirmation of the scope and validity of this independent verification.

ENVIRONMENTAL

ESG Area	FY 2022-23 (April 2022- March 2023) Reporting	FY 2023-24 (April 2023- March 2024) Baseline	FY 2024-25 (April 2024- March 2025) Reporting	FY 2025-26 (April 2025- August 2025) Reporting	FY 2029-30 (April 2029- March 2030) Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Total scope 1 GHG emission (tCO2eq) 617.16	Total scope 1 GHG emission (tCO2eq) 593.83	Total scope 1 GHG emission (tCO2eq) 495.77	Total scope 1 GHG emission (tCO2eq) <small>(April 2025 to December 2025)</small> 401.62	Total scope 1 GHG emission (tCO2eq) 8% Reduction (Target / Actual) 546.32/	
	Total scope 2 GHG emission (tCO2eq) 16770.45	Total scope 2 GHG emission (tCO2eq) 14650.48	Total scope 2 GHG emission (tCO2eq) 12387.78	Total scope 2 GHG emission (tCO2eq) <small>(April 2025 to December 2025)</small> 13683.73	Total scope 2 GHG emission (tCO2eq) 8% Reduction (Target / Actual) 13478.44 /	
	Total scope 3 GHG emission (tCO2eq) 2374.46	Total scope 3 GHG emission (tCO2eq) 2685.74	Total scope 3 GHG emission (tCO2eq) 4051.29	Total scope 3 GHG emission (tCO2eq) <small>(April 2025 to December 2025)</small> 4838.64	Total scope 3 GHG emission (tCO2eq) 8% Reduction (Target / Actual) 2470.88/	
	Total Scope 3 Downstream GHG Emission (tCO2eq) 665	Total Scope 3 Downstream GHG Emission (tCO2eq) 1330	Total Scope 3 Downstream GHG Emission (tCO2eq) 2593.5	Total Scope 3 Downstream GHG Emission (tCO2eq) <small>(April 2025 to December 2025)</small> 3656.84	Total Scope 3 Downstream GHG Emission 8% Reduction (tCO2eq) (Target / Actual) 1223.6 /	

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	Total Scope 3 Upstream GHG Emission (tCO ₂ eq)	Total Scope 3 Upstream GHG Emission (tCO ₂ eq)	Total Scope 3 Upstream GHG Emission (tCO ₂ eq)	Total Scope 3 Upstream GHG Emission (tCO ₂ eq) <small>(April 2025 to December 2025)</small>	Total Scope 3 Upstream GHG Emission (tCO ₂ eq) 8% Reduction (tCO ₂ eq) (Target / Actual)	
	890.31	705.42	754.27	625.84	648.99 /	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq per Revenue in CR.)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq per Revenue in CR.)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq per Revenue in CR.)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq per Revenue in CR.) <small>(April 2025 to December 2025)</small>	GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq per Revenue in CR.) 4% Reduction (Target / Actual)	
	40.21	37.05	34.86	37.52	35.57 /	
	% of employees Trained on GHG Management	% of employees Trained on GHG Management	% of employees Trained on GHG Management	% of employees Trained on GHG Management	% of employees Trained on GHG Management (Target / Actual)	
	100%	100%	80%	100%	100% /	
Environmental Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints	# of Complaints (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL/	
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001	Percentage of operational sites certified with ISO 14001 (Target / Actual)	
	100%	100%	100%	100%	100% /	
	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted	% of operational sites for an environmental risk assessment has been conducted (Target / Actual)	
	100%	100%	100%	100%	100% /	

	100%	100%	100%	100%	100% /	
Energy	Total Electricity consumption (in kWh)	Total Electricity consumption(in kWh)	Total Electricity consumption (in kWh)	Total Electricity consumption (in kWh) <small>(April 2025 to December 2025)</small>	Total Electricity consumption (in kWh) (Target / Actual)	
	1,79,57,088	1,70,42,142	1,70,69,720	1,43,76,380	1,56,78,770 /	
	Total Renewable Energy Consumption (in Kwh)	Total Renewable Energy Consumption (in Kwh)	Total Renewable Energy Consumption (in Kwh)	Total Renewable Energy Consumption (in Kwh) <small>(April 2025 to December 2025)</small>	Total Renewable Energy Consumption (in Kwh) (Target / Actual)	
	0	0	0	0	1800 /	
	Total Fuel energy consumption (in GJ)	Total Fuel energy consumption (in GJ)	Total Fuel energy consumption (in GJ)	Total Fuel energy consumption (in GJ) <small>(April 2025 to December 2025)</small>	Total Fuel energy consumption (in GJ) (Target / Actual)	
	57088.67	51364.64	58555.21	40065.34	49310.05 /	
	Total Electrical energy consumption (in GJ)	Total Electrical energy consumption (in GJ)	Total Electrical energy consumption (in GJ)	Total Electrical energy consumption (in GJ) <small>(April 2025 to December 2025)</small>	Total Electrical energy consumption (in GJ) (Target / Actual)	
64645.52	61351.71	61450.99	51754.97	58897.64/		
Total Energy consumption (in GJ)	Total Energy consumption (in GJ)	Total Energy consumption (in GJ)	Total Energy consumption (in GJ) <small>(April 2025 to December 2025)</small>	Total Energy consumption (in GJ) (Target / Actual)		
121734.18	112716.35	120006.20	91,820.30	108207.7/		
Energy Intensity (Total Energy Consumption (GJ) per ₹ Crore of revenue)	Energy Intensity (Total Energy Consumption (GJ) per ₹ Crore of revenue)	Energy Intensity (Total Energy Consumption (GJ) per ₹ Crore of revenue)	Energy Intensity (Total Energy Consumption (GJ) per ₹ Crore of revenue) <small>(April 2025 to December 2025)</small>	Energy Intensity (Total Energy Consumption (GJ) per ₹ Crore of revenue) (Target / Actual)		

BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	281.51	273.93	324.75	244.62	262.98/	
	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%) <small>(April 2025 to December 2025)</small>	Renewable Energy against Total Energy (%) (Target / Actual)	
	0%	0%	0%	0%	0.011% /	
	% of employees trained on Energy Efficiency	% of employees trained on Energy Efficiency	% of employees trained on Energy Efficiency	% of employees trained on Energy Efficiency	% of employees trained on Energy Efficiency (Target / Actual)	
	100%	100%	85%	100%	100% /	
Water	Total Water consumption (Cubic meters / Year)	Total Water consumption (Cubic meters / Year)	Total Water consumption (Cubic meters / Year)	Total Water consumption (Cubic meters / Year) <small>(April 2025 to December 2025)</small>	Total Water consumption (Cubic meters / Year) (Target / Actual)	
	2,40,920	2,33,736	2,39,913	1,83,887	222049.2 /	
	Total amount of water recycled and reused (in Cubic Litres / Year)	Total amount of water recycled and reused (in Cubic Litres / Year)	Total amount of water recycled and reused (in Cubic Litres / Year)	Total amount of water recycled and reused (in Cubic Litres / Year)	Total amount of water recycled and reused (in Cubic Litres / Year) (Target / Actual)	
	1500	1100	0	0	1,267.2 /	
	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	
0	0	0	0	100 /		
Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption) (Target / Actual)		




	9.77% % of employees trained on Water Efficiency	8.81% % of employees trained on Water Efficiency	11.20% % of employees trained on Water Efficiency	13.30% % of employees Trained on Water Efficiency	11.38% / % of employees Trained on Water Efficiency (Target / Actual)	
	100%	100%	100%	100%	100% /	
Air Pollution	Average SO ₂ (µg /Nm ³)	Average SO ₂ (µg / Nm ³) (Limit /Actual)	Average SO ₂ (µg / Nm ³) (Limit /Actual)	Average SO ₂ (µg / Nm ³) (Limit /Actual)	Average SO ₂ (µg / Nm ³) (Limit /Actual)	
	80	80 / 12.8	80 / 5.18	80 / 4.88	80 /	
	Average NO _x (µg /Nm ³)	Average NO _x (µg /Nm ³) (Limit /Actual)	Average NO _x (µg /Nm ³) (Limit / Actual)	Average NO _x (µg /Nm ³) (Limit / Actual)	Average NO _x (µg /Nm ³) (Limit / Actual)	
	80	80 / 17.24	80 / 17.50	80 / 18.78	80 /	
	Average PM ₁₀ (µg /Nm ³) ambient air	Average PM ₁₀ (µg /Nm ³) ambient air (Limit /Actual)	Average PM ₁₀ (µg /Nm ³) ambient air (Limit / Actual)	Average PM ₁₀ (µg /Nm ³) ambient air (Limit / Actual)	Average PM ₁₀ (µg /Nm ³) ambient air (Limit / Actual)	
	100	100 / 68.1	100 / 60.50	100 / 66.75	100 /	
Average PM _{2.5} (µg /Nm ³) ambient air	Average PM _{2.5} (µg /Nm ³) ambient air (Limit /Actual)	Average PM _{2.5} (µg /Nm ³) ambient air (Limit / Actual)	Average PM _{2.5} (µg /Nm ³) ambient air (Limit / Actual)	Average PM _{2.5} (µg /Nm ³) ambient air (Limit / Actual)		
60	60 / 37.12	60 / 37.7	60 / 40.2	60 /		
Average Ammonia (µg /Nm ³)	Average Ammonia (µg /Nm ³) (Limit /Actual)	Average Ammonia (µg /Nm ³) (Limit / Actual)	Average Ammonia (µg /Nm ³) (Limit / Actual)	Average Ammonia (µg /Nm ³) (Limit / Actual)		
400	400 / BDL	400 / BDL	400 / BDL	400 /		



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	Average Lead ($\mu\text{g} / \text{Nm}^3$)	Average Lead ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	Average Lead ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	Average Lead ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	Average Lead ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	
	1.0	1.0 / BDL	1.0 / BDL	1.0 / BDL	1.0 /	
	Average Ozon ($\mu\text{g} / \text{Nm}^3$)	Average Ozon ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	Average Ozon ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	Average Ozon ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	Average Ozon ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	
	100	100 / BDL	100 / BDL	100 / BDL	100 /	
	Average weight of Air pollutants ($\mu\text{g} / \text{Nm}^3$)	Average weight of Air pollutants ($\mu\text{g} / \text{Nm}^3$)	Average weight of Air pollutants ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	Average weight of Air pollutants ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	Average weight of Air pollutants ($\mu\text{g} / \text{Nm}^3$) (Limit / Actual)	
	31.03	31.11	30.3	32.66	--	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III (Target/ Actual)	
	NIL	NIL	NIL	NIL	NIL /	
Noise	Day Time Noise Level dB (A) Leq Near Plant	Day Time Noise Level dB (A) Leq Near Plant	Day Time Noise Level dB (A) Leq Near Plant (Limit / Actual)	Day Time Noise Level dB (A) Leq Near Plant (Limit / Actual)	Day Time Noise Level dB (A) Leq Near Plant (Limit / Actual)	
	75	66.9	75 / 52.55	75 / 53.10	75 /	
	Night Time Noise Level dB (A) Leq Near Plant	Night Time Noise Level dB (A) Leq Near Plant	Night Time Noise Level dB (A) Leq Near Plant (Limit / Actual)	Night Time Noise Level dB (A) Leq Near Plant (Limit / Actual)	Night Time Noise Level dB (A) Leq Near Plant (Limit / Actual)	
	70	59.8	70 / 49.40	75 / 49.10	75 /	



Biodiversity Conservation	% of raw jute sourced from rain-fed agriculture	% of raw jute sourced from rain-fed agriculture	% of raw jute sourced from rain-fed agriculture	% of raw jute sourced from rain-fed agriculture	% of raw jute sourced from rain-fed agriculture (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Number of trees planted annually	Number of trees planted annually	Number of trees planted annually	Number of trees planted annually	Number of trees planted annually (Target / Actual)	
	22	25	28	38	100 /	
	Percentage of employees trained on biodiversity conservation	Percentage of employees trained on biodiversity conservation	Percentage of employees trained on biodiversity conservation	Percentage of employees trained on biodiversity conservation	Percentage of employees trained on biodiversity conservation (Target / Actual)	
	75%	79%	82%	87%	100% /	
No. of incidents impacting biodiversity	No. of incidents impacting biodiversity	No. of incidents impacting biodiversity	No. of incidents impacting biodiversity	No. of incidents impacting biodiversity (Target / Actual)		
0	0	0	0	0 /		
Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity (Target / Actual)		
0	0	0	0	0 /		
Waste Generation	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	
	198.54	193.96	207.38	171.99	2.18 /	

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	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes)	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	
	2.18	2.10	2.86	1.82	1.93 /	
	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes)	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	
	196.36	191.86	204.52	170.17	176.51 /	
	Total weight of waste recovered (in metric tonnes)	Total weight of waste recovered (in metric tonnes)	Total weight of waste recovered (in metric tonnes)	Total weight of waste recovered (in metric tonnes)	Total weight of waste recovered (in metric tonnes) (Target / Actual)	
	0.42	0.446	0	0	0.477 /	
	% of total waste diverted from landfills	% of total waste diverted from landfills	% of total waste diverted from landfills	% of total waste diverted from landfills	% of total waste diverted from landfills (Target / Actual)	
	100%	100%	100%	100%	100% /	
Product Use and End of Life	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment	Reporting on Product End of Life Treatment (Target / Actual)	
	0	0	0	0	0 /	
	% of products are returned due to quality issues or defects	% of products are returned due to quality issues or defects	% of products are returned due to quality issues or defects	% of products are returned due to quality issues or defects	% of products are returned due to quality issues or defects (Target / Actual)	
	0%	0%	0%	0%	0% /	



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	Numbers of products assessed for their Product Carbon Footprint (PCF)	Numbers of products assessed for their Product Carbon Footprint (PCF)	Numbers of products assessed for their Product Carbon Footprint (PCF)	Numbers of products assessed for their Product Carbon Footprint (PCF)	Numbers of products assessed for their Product Carbon Footprint (PCF) (Target / Actual)	
	0	0	0	0	1 /	
	Number of products assessed for their Product Life Cycle Assessment (LCA)	Number of products assessed for their Product Life Cycle Assessment (LCA)	Number of products assessed for their Product Life Cycle Assessment (LCA)	Number of products assessed for their Product Life Cycle Assessment (LCA)	Number of products assessed for their Product Life Cycle Assessment (LCA) (Target / Actual)	
	0	0	0	0	1 /	
	% of products that pass rigorous quality control inspections before being shipped to customers	% of products that pass rigorous quality control inspections before being shipped to customers	% of products that pass rigorous quality control inspections before being shipped to customers	% of products that pass rigorous quality control inspections before being shipped to customers	% of products that pass rigorous quality control inspections before being shipped to customers (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle.	Reduction in the carbon footprint (measured in CO2 equivalents) of products over their lifecycle. (Target / Actual)	
	5%	15%	15%	TBC	25% /	
	Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials.	Percentage of products designed using sustainable or recycled materials. (Target / Actual)	



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	89%	91%	100%	100%	100% /	
	% of the products are free from harmful chemicals	% of the products are free from harmful chemicals	% of the products are free from harmful chemicals	% of the products are free from harmful chemicals	% of the products are free from harmful chemicals (Target / Actual)	
	100%	100%	100%	100%	100% /	
	The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold.	The percentage of products returned by customers compared to the total number of products sold. (Target / Actual)	
	12%	7%	0%	0%	5% /	
	% of raw material are locally sourced to reduce transportation emissions	% of raw material are locally sourced to reduce transportation emissions	% of raw material are locally sourced to reduce transportation emissions	% of raw material are locally sourced to reduce transportation emissions	% of raw material are locally sourced to reduce transportation emissions (Target / Actual)	
	100%	100%	100%	100%	100% /	
	The percentage of customers who are aware of and participate in the company's recycling programs.	The percentage of customers who are aware of and participate in the company's recycling programs.	The percentage of customers who are aware of and participate in the company's recycling programs.	The percentage of customers who are aware of and participate in the company's recycling programs.	The percentage of customers who are aware of and participate in the company's recycling programs. (Target / Actual)	
	100%	100%	100%	100%	100% /	



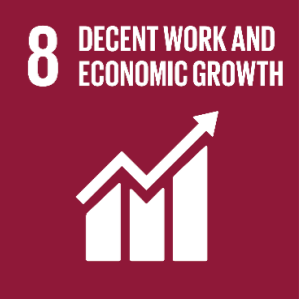
BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

Sustainable Sourcing	% of Employees / Procurement staff Trained on environmental issues	% of Employees / Procurement staff Trained on environmental issues	% of Employees / Procurement staff Trained on environmental issues	% of Employees / Procurement staff Trained on environmental issues	% of Employees / Procurement staff Trained on environmental issues (Target / Actual)	
	15%	55%	85%	100%	100% /	
	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material (Target / Actual)	
	5%	12%	100%	100%	100% /	
Sustainable Consumption	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed (Target / Actual)	Percentage of recycled input material out of total materials consumed (Target / Actual)	Percentage of recycled input material out of total materials consumed (Target / Actual)	
	100%	100%	100%	100%	100% /	
	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices (Target / Actual)	
	2%	3%	38.35%	48.95%	50% /	
Environmental Service and advocacy	% Customers Participating in product related Training Programs	% Customers Participating in product related Training Programs	% Customers Participating in product-related Training Programs	% Customers Participating in service-related Training Programs	% Customers Participating in service-related Training Programs (Target / Actual)	

BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	75%	80%	100%	100%	100% /	
	# Number of environmental service and advocacy events organized	# Number of environmental service and advocacy events organized	# Number of environmental service and advocacy events organized	# Number of environmental service and advocacy events organized	# Number of environmental service and advocacy events organized (Target / Actual)	
	2	2	2	5	5 /	
	% Customers Participating in environmental service and advocacy related Training Programs	% Customers Participating in environmental service and advocacy related Training Programs	% Customers Participating in environmental service and advocacy related Training Programs	% Customers Participating in environmental service and advocacy related Training Programs	% Customers Participating in environmental service and advocacy related Training Programs (Target / Actual)	
	70%	75%	85%	100%	100% /	
Training	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues (Target / Actual)	
	60%	85%	80%	100%	100% /	

SOCIAL

ESG Area	FY 2022-23 (April 2022- March 2023) Reporting	FY 2023-24 (April 2023- March 2024) Baseline	FY 2024-25 (April 2024- March 2025) Reporting	FY 2025-26 (April 2025- August 2025) Reporting	FY 2029-30 (April 2029- March 2030) Target	UN - SDGs
Employment	Number of child labor incidents within the organization NIL	Number of child labor incidents within the organization NIL	Number of child labor incidents within the organization NIL	Number of child labor incidents within the organization NIL	Number of child labor incidents within the organization (Target / Actual) NIL /	
	Number of forced labor incidents within the organization NIL	Number of forced labor incidents within the organization NIL	Number of forced labor incidents within the organization NIL	Number of forced labor incidents within the organization NIL	Number of forced labor incidents within the organization (Target / Actual) NIL /	
	Number of human trafficking incidents within the organization NIL	Number of human trafficking incidents within the organization NIL	Number of human trafficking incidents within the organization NIL	Number of human trafficking incidents within the organization NIL	Number of human trafficking incidents within the organization (Target / Actual) NIL /	
	Attrition Ratio (%) 17%	Attrition Ratio (%) 12%	Attrition Ratio (%) 4.9%	Attrition Ratio (%) 4.59%	Attrition Ratio (%) (Target / Actual) 10% /	
	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Number of Internal Audit conducted on Labor exploitation	Numbers of child or forced labor internal audits conducted	

BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	1	1	2	2	(Target / Actual) 2 /
	Number of Risk assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Number of Risk Assessment conducted on Labor exploitation	Numbers of child or forced labor impact assessment conducted (Target / Actual)
	1	2	2	2	2 /
	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees	Total Training Hours of employees (Target / Actual)
	9586	9636	8840	9848	9910 /
	Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee	Average Training Hours per employee (Target / Actual)
	11	14	16	16	20/
	Percentage of Local People within the organization (%)	Percentage of Local People within the organization (%)	Percentage of Local People within the organization (%)	Percentage of Local People within the organization (%)	Percentage of Local People within the organization (%) (Target / Actual)
	27%	39%	78%	75%	40% /
	Percentage of People with Disability within the organization (%)	Percentage of People with Disability within the organization (%)	Percentage of People with Disability within the organization (%)	Percentage of People with Disability within the organization (%)	Percentage of People with Disability within the organization (%) (Target / Actual)
	3%	2%	2%	2%	3% /

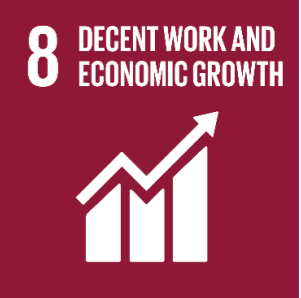


BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	% of Vulnerable / Marginalized People at Top management level (%)	% of Vulnerable / Marginalized People at Top management level (%)	% of Vulnerable / Marginalized People at Top management level (%)	% of Vulnerable / Marginalized People at Top management level (%)	% of Vulnerable / Marginalized People at Top management level (%) (Target / Actual)	
	2%	1%	0%	0%	2% /	
	% of employees from minority and/or Vulnerable group in whole organization (%)	% of employees from minority and/or Vulnerable group in whole organization (%)	% of employees from minority and/or Vulnerable group in whole organization (%)	% of employees from minority and/or Vulnerable group in whole organization (%)	% of employees from minority and/or Vulnerable group in whole organization (%) (Target / Actual)	
	5%	1%	27%	30%	5% /	
Health & Safety Incidents / Accidents	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)	
	100%	100%	100%	100%	100% /	
	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	
	80%	100%	100%	100%	100% /	
	Numbers of health and safety risk assessment conducted	Numbers of health and safety risk assessment conducted	Numbers of health and safety risk assessment conducted	Numbers of health and safety risk assessment conducted	Numbers of health and safety risk assessment conducted (Target / Actual)	



BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	3	3	3	3	4 /	
Lost time injury (LTI) frequency rate for Employees	0.00	0.00	9.95	8.05	0.00 /	
Lost time injury (LTI) frequency rate for Subcontractor’s Workers	0.00	0.00	0.00	0.00	0.00 /	
# of Work-related Accidents	0	0	0	0	0 /	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>
# of Fatal Incidents	0	0	0	0	0 /	
Number of days lost to work-related injuries, fatalities and ill health	0	0	0	0	0 /	
% of employees Trained on Health & Safety						

	100%	100%	100%	100%	100% /	
Human Rights	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	
	100%	100%	100%	100%	100% /	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	
	0%	0%	0%	0%	0% /	
	Ratio of highest paid individual to median paid individual (%)	Ratio of highest paid individual to median paid individual (%)	Ratio of highest paid individual to median paid individual (%)	Ratio of highest paid individual to median paid individual (%)	Ratio of highest paid individual to median paid individual (%) (Target / Actual)	
	10%	9.1%	5%	5%	5% /	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Target / Actual)	
100 %	100 %	100 %	100 %	100 % /		
# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking	

BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	NIL	NIL	NIL	NIL	(Target / Actual) NIL /	
# of Complaints reported on Sexual Harassment		# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
# of Complaints reported on Discrimination (Internal)		# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal) (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
# of Complaints reported on Discrimination by Suppliers		# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
# of Complaints reported on Discrimination by Customers		# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
# of Complaints reported on Discrimination by Other Stakeholders		# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	



BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)


	NIL	NIL	NIL	NIL	(Target / Actual) NIL /
	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal) (Target / Actual)
	NIL	NIL	NIL	NIL	NIL /
	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers (Target / Actual)
	NIL	NIL	NIL	NIL	NIL /
	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers (Target / Actual)
	NIL	NIL	NIL	NIL	NIL /
	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Target / Actual)
	NIL	NIL	NIL	NIL	NIL /
	Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases	Number of confirmed harassment cases (Target / Actual)



BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

NIL	NIL	NIL	NIL	NIL /	
Number of confirmed discrimination cases	Number of confirmed discrimination cases	Number of confirmed discrimination cases	Number of confirmed discrimination cases	Number of confirmed discrimination cases (Target / Actual)	
NIL	NIL	NIL	NIL	NIL /	
Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	
2%	0%	0%	0%	0% /	
% of employees Trained on Human rights issues	% of employees Trained on Human rights issues	% of employees Trained on Human rights issues	% of employees Trained on Human rights issues	% of employees Trained on Human rights issues (Target / Actual)	
100%	100%	100%	100%	100% /	
% of employees Trained on overall Career Management and Skill Development	% of employees Trained on overall Career Management and Skill Development	% of employees Trained on overall Career Management and Skill Development	% of employees Trained on overall Career Management and Skill Development	% of employees Trained on overall Career Management and Skill Development (Target / Actual)	
100%	100%	100%	100%	100% /	
% of employees received regular performance and career development reviews.	% of employees received regular performance and career development reviews	% of employees received regular performance and career development reviews	% of employees received regular performance and career development reviews	% of employees received regular performance and career development reviews (Target / Actual)	
100%	100%	100%	100%	100% /	
Awareness Session conducted on Career	Awareness Session conducted on Career	Awareness Session conducted on Career	Awareness Session conducted on Career	Awareness Session conducted on Career	

BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

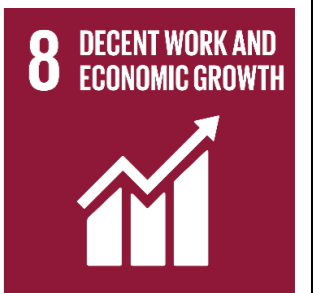
	Management	Management	Management	Management	Management (Target / Actual)	
	0	3	3	3	3 /	
	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count (Target / Actual)	
	100%	100%	100%	100%	100% /	
	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments (target / Actual)	
	100%	100%	100%	100%	100% /	
	% of the total workforce covered by formal collective agreements on working conditions	% of the total workforce covered by formal collective agreements on working conditions	% of the total workforce covered by formal collective agreements on working conditions	% of the total workforce covered by formal collective agreements on working conditions	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual)	
	100%	100%	100%	100%	100% /	
Gender Equality	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %) (Target / Actual)	
	0.14%	0.14%	0.14%	0.14%	0.20% /	
	Gender balance at Top management level (Women to Men %)	Gender balance at Top management level (Women to Men %)	Gender balance at Top management level (Women to Men %)	Gender balance at Top management level (Women to Men %)	Gender balance at Top management level (Women to Men %) (Target / Actual)	

BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	2%	6%	12.5%	12.5%	10% /	
	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %) (Target / Actual)	
	37.5%	37.5%	37.5%	37.5%	37.5% /	
	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization (Target / Actual)	
	0.25%	0.25%	0.25%	0.25%	0.25% /	
	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %) (Target / Actual)	
	0.25%	0.25%	0.25%	0.25%	0.25% /	
	% of employees Trained on Gender Equality	% of employees Trained on Gender Equality	% of employees Trained on Gender Equality	% of employees Trained on Gender Equality	% of employees Trained on Gender Equality (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment	Number of training sessions conducted on Discrimination and harassment (Target / Actual)	
	1	1	1	1	1 /	
	% of the total workforce	% of the total workforce	% of the total workforce	% of the total workforce	% of the total workforce	

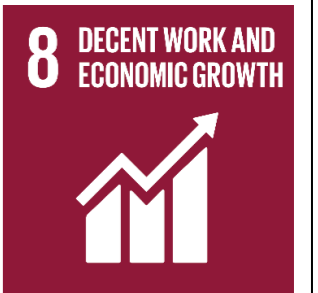
BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	trained on diversity, discrimination and/or harassment	trained on diversity, discrimination and/or harassment	trained on diversity, discrimination and/or harassment	trained on diversity, discrimination and/or harassment	trained on diversity, discrimination and/or harassment (Target / Actual)	
	56%	100%	100%	100%	100% /	
Working Conditions	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	
	8,16,468	8,11,323	9062136	4214136	–	
	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups	% of employees receiving annual health check-ups (Target / Actual)	
	100%	100%	93%	94%	100% /	
	% of employees covered with health care / insurance plan	% of employees covered with health care / insurance plan	% of employees covered with health care / insurance plan	% of employees covered with health care / insurance plan	% of employees covered with health care / insurance plan (Target / Actual)	
	100%	100%	100%	100%	100% /	
Employee satisfaction rate with respect to working condition (%)	Employee satisfaction rate with respect to working condition (%)	Employee satisfaction rate with respect to working condition (%)	Employee satisfaction rate with respect to working condition (%)	Employee satisfaction rate with respect to working condition (%) (Target / Actual)		
100%	100%	100%	100%	100% /		
Numbers of Employee satisfaction survey conducted	Numbers of Employee satisfaction survey conducted	Numbers of Employee satisfaction survey conducted	Numbers of Employee satisfaction survey conducted	Numbers of Employee satisfaction survey conducted (Target / Actual)		



BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	2	3	3	3	3 /	
	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program (Target / Actual)	
	80%	100%	100%	100%	100% /	
	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
Corporate Social Responsibility	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of social initiatives at National and Local level (Target / Actual)	
Certificate	2	3	3	4	TBD	
	Percentage of operational sites with a labor and human rights	Percentage of operational sites with a labor and human rights	Percentage of operational sites with a labor and human rights	Percentage of operational sites with a labor and human rights	Percentage of operational sites with a labor and human rights	




Note: The copy of this document is sent to Employees, subcontractors, workers, suppliers and customers, NGO's and other stakeholders for their knowledge and acknowledgement.

BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	certification ISO 45001	certification ISO 45001	certification ISO 45001	certification ISO 45001	certification ISO 45001 (Target / Actual)	
	100%	100%	100%	100%	100% /	
External Stakeholder Human Rights	Percentage of external stakeholders engaged in human rights discussions or assessments	Percentage of external stakeholders engaged in human rights discussions or assessments	Percentage of external stakeholders engaged in human rights discussions or assessments	Percentage of external stakeholders engaged in human rights discussions or assessments	Percentage of external stakeholders engaged in human rights discussions or assessments (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Number of human rights-related incidents reported by external stakeholders	Number of human rights-related incidents reported by external stakeholders	Number of human rights-related incidents reported by external stakeholders	Number of human rights-related incidents reported by external stakeholders	Number of human rights-related incidents reported by external stakeholders (Target / Actual)	
	0	0	0	0	0 /	
	Number of human rights risk assessments conducted on external stakeholders or suppliers	Number of human rights risk assessments conducted on external stakeholders or suppliers	Number of human rights risk assessments conducted on external stakeholders or suppliers	Number of human rights risk assessments conducted on external stakeholders or suppliers	Number of human rights risk assessments conducted on external stakeholders or suppliers (Target / Actual)	
	2	2	2	2	2 /	

GOVERNANCE

ESG Area	FY 2022-23 (April 2022- March 2023) Reporting	FY 2023-24 (April 2023- March 2024) Baseline	FY 2024-25 (April 2024- March 2025) Reporting	FY 2025-26 (April 2025- August 2025) Reporting	FY 2029-30 (April 2029- March 2030) Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery (Target / Actual) NIL /	
	% of employees trained on Anti-Corruption & Bribery 100%	% of employees trained on Anti-Corruption & Bribery 100%	% of employees trained on Anti-Corruption & Bribery 100%	% of employees trained on Anti-Corruption & Bribery 100%	% of employees trained on Anti-Corruption & Bribery (Target / Actual) 100% /	
	Numbers of confirmed corruption incidents NIL	Numbers of confirmed corruption incidents NIL	Numbers of confirmed corruption incidents NIL	Numbers of confirmed corruption incidents NIL	Numbers of confirmed corruption incidents NIL /	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) 100%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) 0%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) 0%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) 0%	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (Target / Actual) 100% /	
	% of operational sites covered by the internal assessment on corruption	% of operational sites covered by the internal assessment on corruption	% of operational sites covered by the internal assessment on corruption	% of operational sites covered by the internal assessment on corruption	% of operational sites covered by the internal assessment on corruption (Target /	

	100%/	100%	100%	100%	Actual) 100% /
	% of risky trading partners covered by a due diligence on corruption.	% of risky trading partners covered by a due diligence on corruption	% of risky trading partners covered by a due diligence on corruption	% of risky trading partners covered by a due diligence on corruption	% of risky trading partners covered by a due diligence on corruption (Target / Actual)
	70%	90%	90%	100%	100% /
Information Management	Percentage of operational sites certified with information security management system (ISO 27001)	Percentage of operational sites certified with information security management system (ISO 27001)	Percentage of operational sites certified with information security management system (ISO 27001)	Percentage of operational sites certified with information security management system (ISO 27001)	Percentage of operational sites certified with information security management system (ISO 27001) (Target / Actual)
	100%	0%	0%	0%	100% /
	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach (Target / Actual)
	NIL	NIL	NIL	NIL	NIL /
	Numbers of confirmed Information security breach incidents	Numbers of confirmed Information security breach incidents	Numbers of confirmed Information security breach incidents	Numbers of confirmed Information security breach incidents	Numbers of confirmed Information security breach incidents (Target / Actual)
NIL	NIL	NIL	NIL	NIL /	
Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance: (Target /	



					Actual)	
	100%	100%	100%	100%	100% /	
	% of risky trading partners covered by a due diligence Information Security.	% of risky trading partners covered by a due diligence Information Security	% of risky trading partners covered by a due diligence Information Security	% of risky trading partners covered by a due diligence Information Security	% of risky trading partners covered by a due diligence Information Security (Target / Actual)	
	70%	90%	90%	90%	100% /	
	% of operational sites covered by the internal assessment on Information security	% of operational sites covered by the internal assessment on Information security	% of operational sites covered by the internal assessment on Information security	% of operational sites covered by the internal assessment on Information security	% of operational sites covered by the internal assessment on Information security (Target / Actual)	
	100%/	100%	100%	100%	100% /	
	User Complaints:	User Complaints:	User Complaints:	User Complaints:	User Complaints: (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
Value Chain	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Target / Actual)	
	20%	15%	20%	30%	30% /	
	% of suppliers evaluated for ESG assessment (in %)	% of suppliers evaluated for ESG assessment (in %)	% of suppliers evaluated for ESG assessment (in %)	% of suppliers evaluated for ESG assessment (in %)	% of suppliers evaluated for ESG assessment (in %) (Target / Actual)	
	20%	15%	20%	30%	30% /	
	Average Number of Non-Conformities Found	Average Number of Non-Conformities Found	Average Number of Non-Conformities Found	Average Number of Non-Conformities Found	Average Number of Non-Conformities Found	



BIRLA JUTE MILLS– ESG KPI ROADMAP (UP TO FY 2029-30)

	per supplier	per supplier	per supplier	per supplier	per supplier (Target / Actual)	
	0	0	0	0	0/	
	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier (Target / Actual)	
	0	0	0	0	0 /	
	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %) (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Target / Actual)	
	100%	100%	100%	100%	100% /	
	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements (Target / Actual)	
	100%	90%	100%	100%	100% /	
	Percentage or number of all buyers who received training on sustainable	Percentage or number of all buyers who received training on sustainable	Percentage or number of all buyers who received training on sustainable	Percentage or number of all buyers who received training on sustainable	Percentage or number of all buyers who received training on sustainable	



	procurement	procurement	procurement	procurement	procurement (Target / Actual)
	80%	83%	100%	100%	100% /
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual)
	0%	0%	0%	0%	0% /
Anti-Competitive Practice	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising: (Target / Actual)
	NIL	NIL	NIL	NIL	NIL /
	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit (Target / Actual)
	100 %	100%	100%	100%	100% /
Ethics	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%) (Target / Actual)
	90%	100 %	100%	93%	100% /
	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate) (Target / Actual)



	100%	90%	91%	93%	100% /	
	Number of reports related to whistle-blower procedure	Number of reports related to whistle-blower procedure	Number of reports related to whistle-blower procedure	Number of reports related to whistle-blower procedure	Number of reports related to whistle-blower procedure (Target / Actual)	
	NIL	NIL	NIL	NIL	NIL /	
	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues (Target / Actual)	
	100%	100%	100%	100%	100% /	
Customer Health and Safety	# complaints related to use of products	# complaints related to use of products	# complaints related to use of products	# complaints related to use of products	# complaints related to use of products (Target / Actual)	
	0	0	0	0	0 /	
	Numbers of Customer safety training sessions conducted	Numbers of Customer safety training sessions conducted	Numbers of Customer safety training sessions conducted	Numbers of Customer safety training sessions conducted	Numbers of Customer safety training sessions conducted (Target / Actual)	
	0	2	5	5	3 /	
	% of Customer covered in safety training sessions	% of Customer covered in safety training sessions	% of Customer covered in safety training sessions	% of Customer covered in safety training sessions	% of Customer covered in safety training sessions (Target / Actual)	



	65%	80%	90%	100%	100% /	
	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting (Target / Actual)	
	80%	83%	100%	100%	100% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Target / Actual)	
	80%	90%	100%	100%	100% /	
	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives (target / Actual)	
Social Dialogue	100%	100%	100%	100%	100%/	
	% of the total workforce covered by collective bargaining agreements	% of the total workforce covered by collective bargaining agreements	% of the total workforce covered by collective bargaining agreements	% of the total workforce covered by collective bargaining agreements	% of the total workforce covered by collective bargaining agreements (target / Actual)	
	100%	100%	100%	100%	100%/	
	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement (Target / Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Target / Actual)	Complaints registered on the violation of Collective Bargaining Agreement (Target / Actual)	
	0	0	0	0	0 /	

