



Regd. Office : JSW Centre,
Bandra Kurla Complex,
Bandra (East), Mumbai - 400 051
CIN. : L27102MH1994PLC152925
Phone : +91 22 4286 1000
Fax : +91 22 4286 3000
Website : www.jsw.in

Ref: JSWSL: SEC: MUM: 2024-25
July 04, 2024

To,

| | | |
|---|-----------|---|
| National Stock Exchange of India Ltd. <i>Exchange Plaza, Plot No. C/1, G Block Bandra – Kurla Complex, Bandra (E), Mumbai – 400 051 , Fax No.: 2659 8237-38</i> Ref: NSE Symbol - JSWSTEEL Kind Attn.: Listing Department | 2. | BSE Limited Corporate Relationship Dept. Phiroze Jeejeebhoy Towers Dalal Street, Mumbai – 400 001. Fax No. 2272 2037/2039/ 2041 Ref: Company Code- 500228 Kind Attn.: - Listing Department |
|---|-----------|---|

Dear Sirs,

Sub: Business Responsibility and Sustainability Report for FY 2023-24

We enclose herewith the Business Responsibility and Sustainability Report of JSW Steel Limited for FY the 2023-24, which forms part of the Integrated Annual Report of the Company for the FY 2023-24.

This is for the information of your members and all concerned.

Thanking you,

Yours faithfully,
For **JSW STEEL LIMITED**

Lancy Varghese
Company Secretary



Better Everyday

JSW Steel



**Business Responsibility
and Sustainability
Report 2023-24**

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A – GENERAL DISCLOSURES

I. Details of the listed entity

| | |
|--|---|
| 1. Corporate Identity Number (CIN) of the Listed Entity | L27102MH1994PLC152925 |
| 2. Name of the Listed Entity | JSW Steel Limited |
| 3. Year of incorporation | 1994 |
| 4. Registered office address | JSW Centre, Bandra Kurla Complex, Bandra East, Mumbai - 400051, Maharashtra, India |
| 5. Corporate address | JSW Centre, Bandra Kurla Complex, Bandra East, Mumbai - 400051, Maharashtra, India |
| 6. E-mail | jswsl.investor@jsw.in |
| 7. Telephone | +912242861000 |
| 8. Website | www.jsw.in |
| 9. Financial year for which reporting is being done | 2023-2024 |
| 10. Name of the Stock Exchange(s) where shares are listed | BSE Limited and National Stock Exchange of India Limited |
| 11. Paid-up Capital | ₹ 2,445,453,966 |
| 12. Name of contact details of the person who may be contacted in case of any queries on the BRSR Report | Name - Prabodha Acharya Designation - Group Chief Sustainability Officer Address - JSW Centre, Bandra Kurla Complex, Bandra East, Mumbai - 400051 Telephone number: +912242861000 Email Id - prabodha.acharya@jsw.in |
| 13. Reporting boundary | Standalone Basis |
| 14. Name of assurance provider | Bureau Veritas (India) Pvt Ltd. |
| 15. Type of assurance obtained | Reasonable assurance of the parameters in accordance with SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122,) dated July 12, 2023 and limited assurance for balance parameters in accordance with GRI framework. |

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|-------------------------------|----------------------------------|-----------------------------|
| 1 | Manufacture of iron and steel | Manufacturing | 100.00% |

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|--------|---|----------|---------------------------------|
| 1 | Mining of iron ores | 71 | |
| 2 | Manufacture of basic iron and steel | 241 | 100.00% |
| 3 | Casting of metals | 243 | |
| 4 | Manufacture of other fabricated metal products; | 259 | |

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

| Location | Number of plants | Number of offices | Total |
|---------------|---|-------------------|-------|
| National | 3 (Integrated Steel Plants at Vijayanagar, Dolvi and Salem) | 1 (Mumbai Office) | 4 |
| International | 0 | 0 | 0 |

19. Markets served by the entity:

a. Number of locations

| Locations | Number |
|----------------------------------|--------|
| National (No. of States) | 28 |
| International (No. of Countries) | 77 |

b. What is the contribution of exports as a percentage of the total turnover of the entity?

12%

c. A brief on types of customers

The steel produced finds applications in sectors like automobile, general engineering, machinery, projects and construction and our customers are spread across these sectors for the use of steel in various applications. More details on our products and their applications are available at: <https://www.jswsteel.in/products>.

Apart from the above, JSW Steel has supplied its Neosteel product to several noteworthy projects through retail distributors during the year, which have gone into applications like Infrastructure, Commercial, Residential, Religious and educational centres.

IV. Employees**20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|--------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 13301 | 12443 | 93.55 | 858 | 6.45 |
| 2. | Other than Permanent (E) | 0 | 0 | 0 | 0 | 0 |
| 3. | Total employees (D + E) | 13301 | 12443 | 93.55 | 858 | 6.45 |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0 | 0 | 0 |
| 5. | Other than Permanent (G) | 25145 | 24621 | 97.92 | 524 | 2.08 |
| 6. | Total workers (F + G) | 25145 | 24621 | 97.92 | 524 | 2.08 |

b. Differently abled Employees and workers:

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|---|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 24 | 21 | 87.5% | 3 | 12.5% |
| 2. | Other than Permanent (E) | 0 | 0 | 0% | 0 | 0% |
| 3. | Total differently abled employees (D + E) | 24 | 21 | 87.5% | 3 | 12.5% |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | 0 | 0 | 0 | 0 | 0 |
| 5. | Other than permanent (G) | 0 | 0 | 0 | 0 | 0 |
| 6. | Total differently abled workers (F + G) | 0 | 0 | 0 | 0 | 0 |

21. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 10 | 2 | 20% |
| Key Management Personnel | 5 | 0 | 0% |

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

| | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | | FY 2021-22 Prior to the previous Financial Year | | |
|---------------------|--------------------------------------|--------|-------|---------------------------------------|--------|--------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 8.17% | 12.01% | 8.41% | 10.04% | 14.33% | 10.28% | 7.92% | 10.36% | 8.05% |
| Permanent Workers | 0 | 0 | 0 | 0% | 0% | 0% | 0% | 0% | 0% |

V. Holding, subsidiary and associate companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

| S. No. | Name of the holding / subsidiary /associate companies /joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity (Yes/No) |
|--------|---|--|-----------------------------------|---|
| 1 | Periama Holdings LLC | Subsidiary | 100.00% | No |
| 2 | JSW Steel (USA) Inc. | Subsidiary | 100.00% | No |
| 3 | Purest Energy LLC | Subsidiary | 100.00% | No |
| 4 | Planck Holdings LLC | Subsidiary | 100.00% | No |
| 5 | Meadow Creek Minerals LLC | Subsidiary | 100.00% | No |
| 6 | Hutchinson Minerals LLC | Subsidiary | 100.00% | No |
| 7 | Lower Hutchinson Minerals LLC | Subsidiary | 100.00% | No |
| 8 | Caretta Minerals LLC | Subsidiary | 100.00% | No |
| 9 | Acero Junction Holdings Inc. | Subsidiary | 100.00% | No |
| 10 | JSW Steel USA Ohio Inc. | Subsidiary | 100.00% | No |
| 11 | JSW Panama Holdings Corporation | Subsidiary | 100.00% | No |
| 12 | Inversiones Eurosh Limitada | Subsidiary | 100.00% | No |
| 13 | JSW Natural Resources Limited | Subsidiary | 100.00% | No |
| 14 | JSW Steel (Netherlands) B.V | Subsidiary | 100.00% | No |
| 15 | JSW Steel (UK) Limited | Subsidiary | 100.00% | No |
| 16 | JSW Natural Resources Mozambique Limitada | Subsidiary | 100.00% | No |
| 17 | JSW ADMS Carvo Lda | Subsidiary | 100.00% | No |
| 18 | JSW Steel Italy S.r.l. | Subsidiary | 100.00% | No |
| 19 | JSW Steel Italy Piombino S.p.A. | Subsidiary | 100.00% | No |
| 20 | Piombino Logistics S.p.A.- A JSW Enterprise | Subsidiary | 100.00% | No |
| 21 | GSI Lucchini S.p.A. | Subsidiary | 100.00% | No |
| 22 | Nippon Ispat Singapore (PTE) Limited | Subsidiary | 100.00% | No |
| 23 | JSW Steel Global Trade Pte Limited | Subsidiary | 100.00% | No |
| 24 | JSW Steel Coated Products Limited | Subsidiary | 100.00% | No |
| 25 | Amba River Coke Limited | Subsidiary | 100.00% | Yes |
| 26 | JSW Jharkhand Steel Limited | Subsidiary | 100.00% | No |
| 27 | JSW Bengal Steel Limited | Subsidiary | 98.76% | No |
| 28 | JSW Natural Resources India Limited | Subsidiary | 98.76% | No |
| 29 | JSW Energy (Bengal) Limited | Subsidiary | 98.76% | No |
| 30 | JSW Natural Resource Bengal Limited | Subsidiary | 98.76% | No |
| 31 | Peddar Realty Limited | Subsidiary | 100.00% | No |
| 32 | JSW Realty & Infrastructure Private Limited | Subsidiary | 0.00% | No |
| 33 | JSW Industrial Gases Limited | Subsidiary | 100.00% | Yes |
| 34 | JSW Utkal Steel Limited | Subsidiary | 100.00% | No |
| 35 | Piombino Steel Limited | Subsidiary | 83.28% | No |
| 36 | Bhushan Power and Steel Limited | Subsidiary | 83.28% | No |
| 37 | JSW Vijayanagar Metallica Limited | Subsidiary | 100.00% | Yes |
| 38 | JSW Retail and Distribution Limited | Subsidiary | 100.00% | No |
| 39 | Neotrex Steel Limited | Subsidiary | 80.00% | No |
| 40 | NSL Green Steel Recycling Limited | Subsidiary | 100.00% | No |
| 41 | Chandranitya Developers Ltd | Subsidiary | 100.00% | No |
| 42 | JSW AP Steel Limited | Subsidiary | 100.00% | No |
| 43 | National Steel & Agro India limited | Subsidiary | 100.00% | No |
| 44 | Mivaan Steels Ltd | Subsidiary | 100.00% | No |
| 45 | Monnet Cement Ltd | Subsidiary | 100.00% | No |
| 46 | JSW Green Steel Limited | Subsidiary | 100.00% | No |
| 47 | JSW Severfield Structures Limited | Joint Venture | 50.00% | No |
| 48 | JSW Structural Metal Decking Limited | Joint Venture | 33.33% | No |
| 49 | Rohne Coal Company Private Limited | Joint Venture | 49.00% | No |
| 50 | JSW MI Steel Service Center Private Limited | Joint Venture | 50.00% | No |
| 51 | JSW MI Chennai Steel Service Center Private Limited | Joint Venture | 50.00% | No |
| 52 | Vijayanagar Minerals Private Limited | Joint Venture | 40.00% | No |
| 53 | Gourangdih Coal Limited | Joint Venture | 50.00% | No |
| 54 | Ayena Innovation Private Limited | Joint Venture | 31.00% | No |
| 55 | JSW One Platforms Limited | Joint Venture | 69.01% | No |

| S. No. | Name of the holding / subsidiary /associate companies /joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity (Yes/No) |
|--------|---|--|-----------------------------------|---|
| 56 | JSW One Distribution Limited | Joint Venture | 69.01% | No |
| 57 | JSW One Finance Limited | Joint Venture | 69.01% | No |
| 58 | JSW JFE Electrical Steel Pvt Ltd | Joint Venture | 50.00% | No |
| 59 | JSW Renewable (Vijayanagar) Limited | Associate | 26.00% | No |
| 60 | MP Monnet Mining Company Limited | Joint Venture | 49.00% | No |
| 61 | Urtan North Mining Company Limited | Joint Venture | 33.33% | No |
| 62 | JSW Paints Pvt Ltd | Associate | 12.85% | No |

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes
 (ii) Turnover (in ₹ Cr) – 133,609
 (iii) Net worth (in ₹ Cr) – 67,903

VII. Transparency and Disclosure Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy) | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|---|---|--|--|---------|--|--|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities | Yes https://www.jsw.in/sites/default/files/assets/industry/ | 0 | 0 | NA | 0 | 0 | NA |
| Investors (other than Shareholders) | Yes assets/industry/ | 0 | 0 | NA | 0 | 0 | NA |
| Shareholders | Yes Sustainability/21-Grievance_ | 852 | 0 | NA | 699 | 0 | NA |
| Employees and workers | Yes Redressal_ | 16 | 4 | NA | 0 | 0 | NA |
| Customers | Yes Mechanism-2024. | 1571 | 0 | NA | 0 | 0 | NA |
| Value Chain Partners | Yes pdf | 0 | 0 | NA | 0 | 0 | NA |
| Other (please specify) | NA | 0 | 0 | NA | - | - | NA |

26. Overview of the entity's material responsible business conduct issues:

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--|--|---|--|--|
| 1 | Air emissions and air quality management | Risk | A key parameter for measurement of our environmental performance. Our systems must be in place to maintain our emissions under statutory limits, which if exceeded may lead to negative impact on local consideration and regulatory authority. | We are committed to preventing, abating and mitigating our emissions to air and have dedicated policies addressing point and non-point source emissions. Annual targets are created and assessment is done monthly. Best available technologies are adopted to mitigate this. | Negative |
| 2 | Biodiversity | Risk | We understand that preserving and restoring biodiversity is critical for maintaining a balanced ecosystem. We have signed up to commit to the IBBI initiative and continue our biennial disclosure under the 10 points prescribed by IBBI. | We strive to achieve 'No Net Loss' of biodiversity at all our operating sites by 2030. In compliance with the IBBI declaration, we have mapped the biodiversity interfaces with business operations designated as biodiversity champions. We have implemented schemes for enhancing awareness of biodiversity within the organization. | Negative |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---|--|--|---|--|
| 3 | Business Ethics including Anti-corruption | Risk | We believe that a strong and fully embedded commitment to undertaking business ethically brings considerable benefits, including improved consumer perception (leading to increased loyalty), greater investment, reduced costs, and enhanced employee motivation involvement and interaction. | We adhere to a code of conduct along with supplier code of conduct for our partners for ethical business. Whistle blower policy is in place. The Company has a whistle blower policy for its employees, vendors and channel partners to raise their concern in any such events | Negative |
| 4 | Climate change and emissions management | Risk | Steel is hard to abate sector in the world influencing steel makers to pursue decarbonisation actively. With India's nationally determined contributions (NDCs), it has become crucial to proactively work on achieving the set targets in the climate change arena. | With the carbon footprint of the steel industry among the top in global emissions, a transition towards a carbon-neutral scenario requires set targets and strong actions. We have developed clear targets for decarbonisation, have a dedicated climate change policy, and instituted a Climate Action Group to drive the organisation's climate action agenda. We have set a target of achieving 1.95 tCO ₂ /tcs by 2030 and committed to be NetNeutral by 2050. | Negative |
| 5 | Economic Performance | Opportunity | Foresight in properly identifying and addressing the key demand dynamics in domestic and export markets aids in meeting operational guidance. | We are committed to improvising our economic performance by product diversification, value added products and sustainable practices. | Positive |
| 6 | Occupational health and safety | Opportunity | We aspire to achieve zero harm across all our operations. Health and Safety represent an important part of our group's values. | We are committed to providing a healthy and safe working environment for our employees, contractors, business associates, visitors on-premises and above all communities impacted by our operations. We have stringent safety systems in place to achieve our zero-harm vision. These processes are to a large extent tech-enabled and leverage real-time data and are guided by the principle of shared responsibility. From a governance standpoint, our senior management, along with key plant personnel, assumes overall accountability for ensuring that the appropriate safety policies, procedures and safeguards are put into practice. | Positive |
| 7 | Energy use and management | Risk | As global energy prices and demand continue to grow, it is essential to future-proof ourselves against the availability and affordability of sustainable energy to conduct our operations. | We have adopted state-of-the-art and energy-efficient systems and practices across our operations. This helps us continuously conserve resources and energy and consequently keep our input costs under control. Further, as part of our long-term plan, we are evaluating the building of adequate infrastructure to produce green electricity as a part of our overall energy portfolio. Our energy policy predominantly straddles efficient energy use, implementation of innovative projects to reduce energy demand and proactively embracing renewable energy (RE). | Negative |
| 8 | Human Rights | Risk | We are cognizant of the fact that every individual brings a different and unique set of perspectives and capabilities to our team. We strongly advocate against all kinds of discrimination and stand with our team in the event of any violation. | We strive to involve all employees in upholding and sustaining the human rights policy in our operations. We are committed to ensuring a workplace adheres to international guidelines and conventions such as ILO. We are fully committed to employing people solely on the basis of their ability to do the job, prohibiting any discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion disability, family status, social origin and so on. We have also conducted Human Rights Due Diligence at our operations to understand the human rights issues present and take appropriate actions accordingly. We are also a member of UNGC. | Negative |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---|--|---|---|--|
| 9 | Resource use and management | Risk | With a burgeoning population and increasing urbanisation, demand for resources has significantly increased worldwide. The competition between industries and nations is expected to increase and, in this context, prudent sourcing, long-term raw material security and efficient utilisation assume priority. | We have institutionalised processes that maximise the utilisation of natural resources that we rely on. Our resource conservation policy is anchored on the considerate sourcing of materials, efficient use and innovative projects to reduce the demand for raw materials. | Negative |
| 10 | Diversified product portfolio | Opportunity | We recognise the need of diversified portfolio and are working towards value added products leading to sustainable products and resources. | Not Applicable | Positive |
| 11 | Vendor management and development | Risk | An integral part of the business is suppliers who contribute to growth and viability. This enables the whole business ecosystem to function with a sense of responsibility, integrity and overall compliance. | We have formulated a Supplier Code of Conduct (SCoC) that lays down norms of behaviour and practices for smoother and compliant conduct. The SCoC contains 5 key features that cover all dimensions of our value chain. We have initiated supplier's ESG assessment for our critical suppliers. | Negative |
| 12 | Technology, product and process innovation | Opportunity | We recognise that role of technology is crucial for decarbonisation of steel sector, and we also believe that this will require fostering innovation at an early stage. | Adoption of best available technology along with product upgradation leading to process efficiency. | Positive |
| 13 | Waste management and Circular economy | Risk | Solid waste disposal and management pose significant challenges. Lack of proper treatment of waste causes several spills over effects, including organic decay of matter that contributes to GHG emissions and non-decay of single-use plastics that clog the natural ecosystem. | Circularity is a plausible solution departing from the traditionally linear use-and-dispose paradigm. Hazardous and non-hazardous waste is formed in the steelmaking process are managed using an integrated strategy for efficient waste management, which considers environmental impact, social effects and commercial viability. We follow a widely accepted 'waste management hierarchy which follows a 'prevent reuse-recycle-dispose' value chain. | Negative |
| 14 | Wastewater | Risk | Industrial waste and effluents, along with domestic sewage, can threaten natural ecosystems and communities if disposed of without treatment. A significant need for the industry to consciously manage its effluents and restrict discharge into natural water bodies. | We uphold our Zero Liquid Discharge (ZLD) status across all our steel manufacturing locations. Following the ZLD process, we have achieved cost savings, mitigated water acquisition risks and achieved overall better environmental performance and compliance. Our onsite Sewage Treatment Plants (STPs) manage sewage for domestic use and direct the treated water towards operational purposes. | Negative |
| 15 | Water resource use and management | Opportunity | The requirement for fresh water is rising across communities and industries and there is a global focus on achieving water security. Innovative ways of sourcing and managing water are being sought across the board to manage persistent and long-term challenges which are being discussed with stake holders on need basis. | Not Applicable | Positive |
| 16 | Training and education | Opportunity | We consider people as the pillar of the organisation and constantly strive to train and upgrade our human resources. | Not Applicable | Positive |
| 17 | Investment in clean technology and environmentally friendly products along with Digitalisation and automation | Opportunity | We recognise the need and the benefits to invest in Cleaner and greener technology leading to tangible and intangible benefits in long run. We also have deployed Digitalisation as a core to our strategy and are constantly upgrading our system and processes as industry 4.0 | Not Applicable | Positive |

SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|--|---|--|---|--|--|---|
| Policy and Management process | | | | | | | | |
| Policy on Business conduct | Policy on Business conduct | People Policy | Policy on Business conduct | Human Rights Policy | Climate change policy | Policy on Business conduct | Policy to Make Our world a Better Place | Policy on Business Conduct |
| Code of Conduct for Board & Senior Management | Climate change policy | Health & Safety Policy | Grievance redressal Mechanism | Policy on Equality Diversity and Inclusivity | Energy Policy | Policy on Influencing Public & Regulatory Policy | Policy on Social Development and community involvement | Quality Policy |
| Code of Practices and Fair Disclosure of Unpublished Price Sensitive Information | Energy Policy | Policy on Labour Practices & Employment Rights | Policy on Stakeholder Engagement | Indigenous Peoples and Resettlement Policy | Raw Material Conservation Policy | Policy to Make Our world a Better Place | Indigenous Peoples and Resettlement Policy | Research & Development Policy |
| Determination of Materiality of Information or Events | Raw Material Conservation Policy | Policy on Board Diversity | Policy to make Our world a Better Place | Policy to make Our world a Better Place | Water Resource Management Policy | Water Resource Management Policy | Cultural Heritage Policy | Policy to make Our world a Better Place |
| Dividend Distribution Policy | Water Resource Management Policy | Remuneration Policy | | | Wastewater Management Policy | | | |
| Policy for Determination of Material Subsidiaries | Wastewater Management Policy | Policy on Equality Diversity and Inclusivity | | | Waste Management Policy | | | |
| Policy for Preservation of Documents | Waste Management Policy | Policy to make Our world a Better Place | | | Air Emissions Management Policy | | | |
| Policy on Dealing with Related Party Transactions | Air Emissions Management Policy | | | | Biodiversity Policy | | | |
| Remuneration Policy | Biodiversity Policy | | | | Local Considerations Policy | | | |
| Whistle-blower Policy and Vigil Mechanism | Local Considerations Policy | | | | Policy to Make Our World A Better Place | | | |
| Terms and Conditions for the Appointment of Independent Director | Policy to make Our world a Better Place | | | | | | | |
| Policy to make Our world a Better Place | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and Management processes | | | | | | | | | |
| 1. a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b) Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c) Web Link of the Policies, if available | https://www.jsw.in/groups/sustainability-policies | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes / No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | The policies are based on NGRBC taking account of the requirements of various international standards like ISO 9000, ISO 14000, ISO45001, ISO 50001, ISO26000, SA8000, IFC Performance Standards, OECD Guidelines, UNGC guidelines and ILO Principles, ILO Convention on Human Rights, Report on Affirmative Action by CII, National Action Plan on Climate Change, National Environmental Policy, UN Sustainable Development Goals, Global Reporting Initiative, Carbon Disclosure Project (CDP), Dow Jones Sustainability Index (DJSI) and Task Force on Climate-related Financial Disclosures (TCFD). | | | | | | | | |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | JSW Steel has set aggressive targets for Sustainability KPIs related to climate change, energy, water, waste, air emissions, biodiversity, safety, diversity, etc. | | | | | | | | |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | The performance against the set targets is reported by the company annually in the Integrated Report every year. | | | | | | | | |
| Governance Leadership and Oversight | | | | | | | | | |
| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | Please refer to the page 36 and 40 of IR (Message from Chairman, JMD and CEO). | | | | | | | | |
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | <p>The Company has a Corporate Governance Framework in place. There is a balanced Board of Directors comprising Executive and Non-Executive Independent Directors with diverse range of experience and expertise.</p> <p>The Board of Directors –</p> <ol style="list-style-type: none"> 1. Provides strategic direction and evaluates overall performance 2. Ensure the long-term interest of the stakeholders are being served <p>There are several Board Committees and the main ones are –</p> <ol style="list-style-type: none"> 1. Business responsibility/ sustainability reporting 2. Risk Management 3. Corporate social responsibility 4. Stakeholder Relationship 5. Audit 6. Project Review 7. Nomination & Remuneration etc | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | <p>The Board of Directors have constituted a sub-committee of the Board known as the "Business Responsibility/Sustainability Reporting Committee" which is responsible for the overall Sustainability performance of the Company. The committee oversees the implementation of activities under the purview of policies of the 9 principles of NGRBCs & other relevant international standards and frameworks such as UNGC, UN HRC, UN SDG, IFC PS, OECD, ISO etc. Chief Sustainability Officer briefs the Committee which meets biannually to review Sustainability and Climate change related risks and opportunities.</p> <p>The committee is chaired by an Independent Director and has Executive Directors and other Independent Directors as members of the committee. The committee meets half yearly for the activities and progress.</p> <p>The terms of reference for the committee are: -</p> <ol style="list-style-type: none"> 1. Responsible for adoption of National Guidelines on Responsible Business Conduct on ESG Responsibilities in business practice. 2. Responsible for the policies created for or linked to 9 key principles of the NGRBCs & other international standards and frameworks. 3. Review the process of initiatives under the purview of Sustainability policies. 4. Review BRR disclosures on pre-decided frequency. 5. Review progress of Business Responsibility initiatives. 6. Review annual Business Responsibility Report and present it to the Board for Approval. <p>Composition of this committee consists of both Non-Executive Independent Directors and Executive Directors and chaired by an Independent Director.</p> | | | | | | | | |

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----------------------|----|----|----|----|----|----|----|----|----|
|----------------------|----|----|----|----|----|----|----|----|----|

Policy and management processes

10. Details of Review of NGRBCs by the Company:

| Subject for Review | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/ Half - yearly/ Quarterly/ Any other - please specify) | | | | | | | | |
|---|---|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|----|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| Performance against above policies and follow up action | The board sustainability committee meets twice in a year to discuss the progress against sustainability parameters of the Company and review the polices. The board guide actions to be taken and reviews the progress against each parameter in the next meeting. | | | | | | | | | Half - yearly | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Compliance has been adhered. | | | | | | | | | Half - yearly | | | | | | | | |

| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| | The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by various department heads, business heads and approved by the management or board. An internal assessment of the workings of the BR policies has been done and in due course, the Company shall have an external assurance on the same. | | | | | | | | |

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----|
| The entity does not consider the principles material to its business (Yes/No) | | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

Principle 1 – Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

| Segment | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact | % of persons in respective category covered by the awareness programmes |
|-----------------------------------|--|---|---|
| Board of directors | 2 | The topics covered include the Committee Meetings which have discussions topics on all principles of BRSR including climate change, biodiversity, water, Sustainability Key Performance Indicators, Global trends on sustainability and best Practices in industry, external ratings and disclosures, Stakeholder engagement and Materiality, climate change Risks and Opportunities etc. | 100% |
| Key managerial personnel | 2 | Topics pertaining to integrity and ethics, core values, code of conduct and sustainability covered enabling KMPs to drive company's values, purpose and strategy in the business. | 100% |
| Employees other than BoD and KMPs | 17 | Topics covering code of conduct, adaptive leadership programmes, and effective coaching. Awareness by way of periodical internal communication -Delivering value from ESG, Sustainability Initiatives at locations, Actions & Initiatives of JSW Foundation, Environment Initiatives at locations, Life Cycle Assessment & Product Sustainability, Biodiversity & its importance for Business, Social Interventions for Sustainable World & Safety Management. In addition to these workshops were conducted for ISPs and Operations. Under the ongoing decarbonisation initiative at one of our plants, we have conducted monthly training sessions for educating our site team regarding climate change. Also, awareness session regarding grievances imparted. | 100% |
| Workers | 15 | Topics covering safety management, human rights, and skill development | 100% |

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

| Monetary | | | | | |
|-----------------|------------------|---|-------------------|--|--|
| | NGRBC Principle | Name of the regulatory/ enforcement agency/ judicial institutions | Amount (In INR) | Brief of the Case | Has an appeal been preferred? (Yes/No) |
| Penalty/ Fine | Principle 1 to 9 | NA | Nil | NA | NA |
| Settlement | Principle 1 to 9 | NA | Nil | NA | NA |
| Compounding fee | Principle 1 | NA | Nil | NA | NA |
| Non-Monetary | | | | | |
| | NGRBC Principle | Name of the regulatory/ enforcement agency/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) | |
| Imprisonment | Principle 1 to 9 | NA | NA | NA | |
| Punishment | Principle 1 to 9 | NA | NA | NA | |

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision are preferred in cases where monetary or non-monetary action has been appealed.

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--------------|---|
| NA | NA |

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy.

Yes.

We will ensure that we eliminate all forms of bribery and corruption within our business.

To do this we will:

- ▶ Establish a range of internal financial and accounting controls to ensure the maintenance of fair, accurate and transparent accounts;

- ▶ Ensure there are processes of regular risk assessment, monitoring and auditing (both internal and external) to ensure internal controls are effective;
- ▶ Conduct due diligence on any agents engaged;
- ▶ Educate all our employees about the specific risks associated with bribery and corruption, including those around the giving and accepting of gifts, and provide them with the tools to identify and highlight any examples they see;
- ▶ Making public commitments against bribery, bribe solicitation, corruption and extortion;

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<https://www.jsw.in/sites/default/files/assets/industry/Sustainability/POL15-Policy-on-Business-Conduct.pdf>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

| | FY 2023-24 Current Financial Year | FY 2023-24 Previous Financial Year |
|-----------|--------------------------------------|---------------------------------------|
| Directors | | |
| KMPs | Nil | Nil |
| Employees | | |
| Workers | | |

6. Details of complaints with regard to conflict of interest:

| | FY 2023-24 Current Financial Year | | Fy 2023-24 Previous Financial Year | |
|--|--------------------------------------|---------|---------------------------------------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0 | NA | 0 | Nil |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | 0 | NA | 0 | Nil |

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

There are no reported cases in Indian courts relating to corruption and conflict of interest till date.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

| | FY 2023-24 Current Financial Year | FY 2023-24 Previous Financial Year |
|-------------------------------------|--------------------------------------|---------------------------------------|
| Number of days of accounts payables | 149 | 133 |

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format

| Parameter | Metrics | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|----------------------------|--|--------------------------------------|---------------------------------------|
| Concentration of Purchases | a. Purchases from trading houses as% of total purchases | 32.2% | 33.9% |
| | b. Number of trading houses where purchases are made from | 33 | 25 |
| | c. Purchases from top 10 trading houses as% of total purchases from trading houses | 99.1% | 99.5% |
| Concentration of Sales | a. Sales to dealers / distributors as% of total sales | 17.6% | 19.8% |
| | b. Number of dealers / distributors to whom sales are made | 296 | 293 |
| | c. Sales to top 10 dealers / distributors as% of total sales to dealers / distributors | 29.4% | 31.8% |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | 34.0% | 37.5% |
| | b. Sales (Sales to related parties / Total Sales) | 30.7% | 34.1% |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 99.9% | 99.9% |
| | d. Investments (Investments in related parties / Total Investments made) | 99.9% | 99.9% |

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

| Total number of awareness programmes held | Topics / principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|---|--|
| 15 | Topics covered are broadly related to safety and human rights. We have initiated supplier assessments on different Environment, Social & Governance topics to help assess their ESG performance which includes raw materials and tier 1 suppliers | 1% |

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If Yes, provide details of the same.

Yes.

<https://www.jsw.in/sites/default/files/assets/industry/Sustainability/23.%20Code%20of%20Conduct%20for%20Board%20Members%20%26%20Senior%20Management.pdf> (Page 4).

Principle 2 – Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

| | FY 2023-24 Current financial year | FY 2022-23 Previous financial year | Details of improvements in environmental and social impacts |
|-------|--------------------------------------|---------------------------------------|---|
| R&D | 100% | 100.00% | There are various new grades which are worked on which eventually lead to better strength, higher efficiency and productivity. |
| Capex | 4.01% | 3.13% | Capex includes investment in best available technologies (BATs) which contribute to better environmental and social parameters. |

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No) -

Yes

b. If yes, what percentage of inputs were sourced sustainably?

100%

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

| Waste type | Waste management procedure in place |
|---|--|
| Plastic (including packaging) | All plastic waste generated is managed in line with EPR rules and returns are filed to regulatory authorities as per prescribed guideline. |
| E-waste | NA |
| Hazardous waste | NA |
| Other waste (wastepaper and paper products) | NA |

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards?

Yes.

EPR are applicable to entity. We have registered ourselves as brand owner and importer. We have partner with authorised agencies to implement EPR plan in line with the regulatory requirements.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

| NIC Code | Name of Product /Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link |
|----------|--|---------------------------------|--|---|--|
| 24105 | Hot Rolled Coils, Vijayanagar | | | | |
| 24105 | Cold Rolled Closed Annealed Coils, Vijayanagar | | | | |
| 24105 | Cold Rolled Coated GI and GL Products, Vijayanagar | | | | |
| 24109 | Non-Oriented Electrical Steel, Vijayanagar | | | | |
| 24105 | Hot Rolled Coils, Dolvi | | | | |
| 24105 | Hot Rolled Flat, Salem | | | | |
| 24105 | TMT Rebars, Vijayanagar | | | | |
| 24105 | Wire Rods, Vijayanagar | 100% | Cradle to Gate | Yes | Yes, https://www.jsw.in/sustainability/transparency-customers |
| 24109 | TMT Rebars, Dolvi | | | | |
| 24105 | Hot Rolled Wire Rod Coil, Salem | | | | |
| 24108 | Heat Treated Wire Rod Coil, Salem | | | | |
| 24105 | Hot Rolled Hexagon Wire Rod Coil, Salem | | | | |
| 24105 | Hot Rolled Round Cornered Square, Salem | | | | |
| 24105 | Heat Treated Bar, Salem | | | | |
| 24105 | Hot Rolled Bar, Salem | | | | |
| 24105 | Hot Rolled Hexagon Bar, Salem | | | | |

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|--|--------------|
| Steel Products | No. There are no significant social or environment concerns and/or risks arising from production or disposal of our products / services, as identified in the Life Cycle Perspective / Assessments (LCA) | NA |

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input material | FY 2023-24 | FY 2022-23 |
|-------------------------|------------------------|-------------------------|
| | Current Financial Year | Previous Financial Year |
| Recycled input material | 15.23% | 11.94% |

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

| Waste Details | FY 2023-24 | | | FY 2022-23 | | |
|--------------------------------|------------------------|----------|-----------------|-------------------------|----------|-----------------|
| | Current Financial Year | | | Previous Financial Year | | |
| | Reused | Recycled | Safely disposed | Reused | Recycled | Safely disposed |
| Plastics (including packaging) | | | | | | |
| E-waste | | | | | | |
| Hazardous waste | | | | | | |
| Other waste | | | | | | |

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

| Indicate product category | Reclaimed products and their packaging materials as% of total products sold in respective category |
|---------------------------|--|
| | Not Applicable |

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees.

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|---------------------------------------|--------------|---------------------------|------------|--------------------|------------|--------------------|-------------|--------------------|--------------|---------------------|------------|
| | | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent employees | | | | | | | | | | | |
| Male | 12443 | 12443 | 100 | 12443 | 100 | 0 | 0 | 12443 | 100 | 12443 | 100 |
| Female | 858 | 858 | 100 | 858 | 100 | 858 | 100 | 0 | 0 | 858 | 100 |
| Total | 13301 | 13301 | 100 | 13301 | 100 | 858 | 6.45 | 12443 | 93.55 | 13301 | 100 |
| Other than Permanent employees | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

b. Details of measures for the well-being of workers:

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|-------------------------------------|--------------|---------------------------|------------|--------------------|------------|--------------------|-------------|--------------------|--------------|---------------------|-----------|
| | | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent workers | | | | | | | | | | | |
| Male | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Female | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other than Permanent workers | | | | | | | | | | | |
| Male | 24621 | 24621 | 100 | 24621 | 100 | 0 | 0 | 24621 | 100 | 0 | 0 |
| Female | 524 | 524 | 100 | 524 | 100 | 524 | 100 | 0 | 0 | 0 | 0 |
| Total | 25145 | 25145 | 100 | 25145 | 100 | 524 | 2.08 | 24621 | 97.92 | 0 | 0 |

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format -

| Metrics | FY 2023-24 | FY 2022-23 |
|--|------------------------|-------------------------|
| | Current Financial Year | Previous Financial Year |
| Cost incurred on well-being measures as a% of total revenue of the company | 0.035% | NA |

2. Details of retirement benefits, for Current FY and Previous Financial Year.

| Benefits | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|-------------------------|---|---|--|---|---|--|
| | No. of employees covered as a% of total employees | No. of workers covered as a% of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a% of total employees | No. of workers covered as a% of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | 0% | Yes | 100% | 0% | Yes |
| Gratuity | 100% | 0% | Yes | 100% | 0% | Yes |
| ESI | 100% | 0% | Yes | 100% | 0% | Yes |
| Others - please specify | - | - | - | - | - | - |

The employees and workers as eligible and applicable are covered as per the applicable regulatory requirements.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, Our main offices and wherever such employees are located are having required facilities for access for differently abled employees and workers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes,

- <https://www.jsw.in/sites/default/files/assets/industry/Sustainability/POL17-Policy-on-Equality-Diversity-and-Inclusivity.pdf>
- <https://www.jsw.in/sites/default/files/assets/industry/Sustainability/20.%20POL14%20-%20Policy%20on%20Labour%20Practices%20and%20Employment%20Rights.pdf>
- <https://www.jsw.in/sites/default/files/assets/industry/Sustainability/POL11-JSW-Policy-on-Protecting-Human-Rights.pdf>
- https://www.jsw.in/sites/default/files/assets/industry/Sustainability/21.%20Grievance_Redressal_Mechanism.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

| Gender | Permanent employees | | Permanent workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male | 100% | 100% | 0% | 0% |
| Female | 100% | 100% | 0% | 0% |
| Total | 100% | 100% | 0% | 0% |

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

| Permanent workers | (Yes/No) | If Yes, then give details of the mechanism in brief |
|--------------------------------|----------|--|
| Other than permanent workers | - | https://www.jsw.in/sites/default/files/assets/industry/Sustainability/21.%20Grievance_Redressal_Mechanism.pdf |
| Permanent employees | Yes | https://www.jsw.in/sites/default/files/assets/industry/Sustainability/21.%20Grievance_Redressal_Mechanism.pdf |
| Other than permanent employees | Yes | We have SAM00H & SAMPARK communication forum in place the programme will be conducted every month along with their department HOD's- Q&A session to capture their concerns. The concerns which can be provided with immediate solution with panel member discussion will be resolved on spot, and for major concerns, a minute of meeting is prepared and circulated to respective department HOD/HRBP's to address the concern within specific timeframe for the closure and further to any major concerns we seek for management approval which is proposed or approved with feasibility study done by experts. Apart from this, admin related grievances such as Canteen, Housing, Transport facilities are handled separately. |

7. Membership of employees and workers in association(s) or Unions recognised by the listed entity:

| Category | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|---------------------------|--|---|--------|---|---|--------|
| | Total employees / workers in respective category (A) | No. of employees/ workers in the respective category, who are part of the association(s) or Union (B) | %(B/A) | Total employees/ workers in the respective category (C) | No. of employees/ workers in the respective category, who are part of the association(s) or Union (D) | %(D/C) |
| Total permanent employees | 13301 | 1532 | 11.52% | 12856 | 1584 | 12.32% |
| Male | 12443 | 1446 | 11.62% | 12113 | 1495 | 12.34% |
| Female | 858 | 86 | 10.02% | 743 | 89 | 11.98% |
| Total permanent workers | 0 | 0 | 0% | 0 | 0 | 0% |
| Male | 0 | 0 | 0% | 0 | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0 | 0% |

8. Details of training given to employees and workers:

| Category | FY 2023-24 Current Financial Year | | | | | FY 2022-23 Previous Financial Year | | | | |
|------------------|--------------------------------------|-------------------------------|-------------|----------------------|-------------|---------------------------------------|-------------------------------|-------------|----------------------|----------------|
| | Total (A) | On health and safety measures | | On skill upgradation | | Total (D) | On health and safety measures | | On skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No.(F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 12443 | 12443 | 100% | 12443 | 100 | 12113 | 12113 | 100% | 12113 | 100.00% |
| Female | 858 | 858 | 100% | 858 | 100% | 743 | 743 | 100% | 743 | 100.00% |
| Total | 13301 | 13301 | 100% | 13301 | 100% | 12856 | 12856 | 100% | 12856 | 100.00% |
| Workers | | | | | | | | | | |
| Male | 24621 | 24621 | 100% | 24621 | 100% | 17798 | 17798 | 100% | 17798 | 100% |
| Female | 524 | 524 | 100% | 524 | 100% | 183 | 183 | 100% | 183 | 100% |
| Total | 25145 | 25145 | 100% | 25145 | 100% | 17981 | 17981 | 100% | 17981 | 100% |

9. Details of performance and career development reviews of employees and workers:

| Category | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|------------------|--------------------------------------|--------------|-------------|---------------------------------------|--------------|-------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 12443 | 12443 | 100% | 12113 | 12113 | 100% |
| Female | 858 | 858 | 100% | 743 | 743 | 100% |
| Total | 13301 | 13301 | 100% | 12856 | 12856 | 100% |
| Workers | | | | | | |
| Male | 24621 | 0 | 0% | 12113 | 0 | 0% |
| Female | 524 | 0 | 0% | 743 | 0 | 0% |
| Total | 25145 | 0 | 0% | 12856 | 0 | 0% |

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?
Yes, ISO 45001:2018 standards requirements are implemented, it covers manufacture and dispatch functions of all our integrated steel plants.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
1. Hazardous identification and risk assessment (HIRA)
 2. Job Safety Analysis
 3. Hazop Study
 4. Quantitative Risk assessment
 5. MAC tool using RAPP assessment
 6. Hazardous area classification study
 7. Prep-startup safety review (PSSR)
 8. Management of Change (MOC)
- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.
Yes
- d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services?
Yes

11. Details of safety related incidents, in the following format:

| Safety incident/number | Category | FY 2023-24 | FY 2022-23 |
|--|-----------|------------------------|-------------------------|
| | | Current Financial Year | Previous Financial Year |
| Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked) | Employees | 0.11 | 0.33 |
| | Workers | 0.09 | 0.19 |
| Total recordable work-related injuries | Employees | 8 | 25 |
| | Workers | 75 | 104 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 2 | 6 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 3 | 0 |
| | Workers | 13 | 44 |

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

- ▶ OH&S Management System implemented at our plants is complying with ISO 45001:2018. Safety Observation (SO), empowerment of safety officer, Incident reporting & investigation, High risk standards implementation, Contractor safety management systems, Implementing best safety practices and benchmarking, internal audits and external audits, legal and statutory compliance etc.
- ▶ Technology interventions in Hazard Identification is being promoted extensively through use of smart cameras, Geo fencing, Sensors in Men-Machine interface etc.
- ▶ Safety Hero Programme was launched to recognise safety conscious persons amongst shop floor workmen and employees.

- ▶ JSW Critical Safety Rules was developed based on the criticality and past history of accidents. This was cascaded through development of a 3D animated video.
- ▶ British Safety Council Audits were initiated at our plants. Salem unit become the first ISP in the world to be recognised with 5 Star rating.
- ▶ Process Safety Management was strengthened with engagement of Dupont Sustainable solutions for development of Centre of Excellence in the process.
- ▶ JSW has developed a robust online safety training module which familiarise the employees with H&S requirements. 54 e-learning modules were added.
- ▶ AR/VR tools have been successfully tested and are being used at our Vijayanagar plant for emergency response training to our employees.
- ▶ To ensure good compliances with safety requirements, Safety App and portal are in use at all our sites. All our safety processes have been digitised like near miss and incident reporting, audit and inspection, safety observation, contractor safety management, Road safety and Monthly safety performance reporting.
- ▶ International Training & Certification for safety team- To strengthen the knowledge and exposure of safety team towards international requirements and best practices, Group safety has organised NEBOSH International General Certification training through British safety council for safety professionals.
- ▶ Safety Champion's Programme for Line Managers- In order to increase the safety awareness levels of line managers and actively engage them as safety ambassadors, 10 safety modules have been identified and being developed by British safety council christened as "Safety Champions programme for line managers". On successful completion of these 10 modules, the line managers would be designated as Safety champions and act as safety ambassadors in their respective plants. 1000 plus line managers have enrolled for the safety champions programme.

13. Number of complaints on the following made by employees and workers

| | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|--------------------|--------------------------------------|---------------------------------------|---|---------------------------------------|---------------------------------------|---|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working conditions | 0 | 0 | Inputs are received from contractors and employees through Perception surveys and other feedback mechanism like Safety Kaizen etc not like a complaint system but as constructive feedback. | 0 | 0 | Inputs are received from contractors and employees through Perception surveys and other feedback mechanism like Safety Kaizen etc not like a complaint system but as constructive feedback. |
| Health & safety | 0 | 0 | | 0 | 0 | |

14. Assessments for the year

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Health and safety practices | 100% |
| Working conditions | 100% |

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions. 1) Age Policy of Mobile Equipment including cranes were established at all our plants 2) First generation Hydra is banned across all our businesses 3) Skill Assessment of new as well as existing workmen is being carried out 4) Mobile phone usage policy have been implemented at plants 5) Motorised two-wheeler use have been restricted inside the plants 6) Lifting competency training organised through expert external trainers.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of:

- (A) Employees (Y/N) Yes
- (B) Workers (Y/N) Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

This is checked during the Pre-qualification process of the contractors and other stakeholders as a due diligence process.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

| | Total no. of affected employees/ workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|--|---------------------------------------|---|---------------------------------------|
| | FY 2023-24 Current financial year | FY 2022-23 Previous financial year | FY 2023-24 Current financial year | FY 2022-23 Previous financial year |
| Employees | 0 | 0 | 0 | 0 |
| Workers | 2 | 6 | 0 | 0 |

All the employees and workers who suffer from work related injuries are being rehabilitated. Those who suffer fatality are suitably compensated following applicable regulation and company policy.

4. Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes

5. Details on assessment of value chain partner:

| Details on assessment of value chain partners: | % of value chain partners (by value of business done with such partners) that were assessed |
|--|--|
| Health and safety practices | Although informal and formal awareness programmes are being conducted for the value chain partner, we are in the process collecting the data and information as per the required format. |
| Working Conditions | |

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

- 1) Pre-Qualification Assessment of contractors has been reviewed and revised with stringent qualification requirements - PQA is mandatory for all contractors.
- 2) JSW CARES - (Contractor Assessment and Rating system for Excellence in Safety) is launched for assessment of contractors and improve their performance.
- 3) Group level Standard on Contractor Safety Management has been released to standardise contractors' safety requirements including hygiene and wellbeing of their workforce.
- 4) 3rd party Validation audits is conducted at group level to ascertain the PQA and CARES implementation is at desired level.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

JSW Steel maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs Suppliers, Institutions, Investors.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

| Stakeholder Group | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|------------------------------------|--|---|--|--|
| Customer | No | Customers meets, official communication channels: Advertisements, publications, website and social media, Conferences events, Phone calls, emails and meetings. | Frequent and as and when required | Scope of Engagement - Customer meets, Customer feedback and satisfactory survey; Topics Discussed & Key outcomes during engagement |
| Employees | | JSW World Intranet portal, Newsletters, Employee satisfaction surveys – JSW Voice Pulse Survey, Emails and meetings, Training programmes like Springboard, Employee engagement initiatives like WeCare and Samvedna, Performance appraisal, Grievance redressal mechanisms, Notice boards | Intranet - Daily Newsletter - Quarterly Emails – when required | - Timely Delivery Wide Range of High-Quality products that meet customer requirements, Competitive pricing, Easy Availability through large distribution network, Post sales engagement like a Digital CRM to ensure quick accessible customer support |
| Community and civil society / NGOs | | Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Impact assessment surveys, Official communication channels: Advertisements, publications, website and social media, Complaints and grievance mechanism | As and when required | |
| Government and regulatory bodies | | Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections. | As and when required | |
| Institutions | | Networking through meetings, brainstorming sessions, discussions, etc. Investors – Analyst meets and conference calls, Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings and roadshows | On need basis | |
| Investors | | Engagement with investors happens through analyst meets, conference calls, AGMs, and official communication channels like advertisements, publications, websites, and social media. The focus on sustainable growth, strong corporate governance, and compliance with global ESG norms allows to set benchmarks in key areas, fostering stakeholder engagement. Emphasis on robust financial and non-financial performance, consistent returns, and innovative instruments like sustainability-linked bonds | Frequently | |
| Suppliers | | Vendor assessment and review, Training workshops and seminars, Supplier audits, Official communication channels: Advertisements, publications, website and social media | As and when required | |

Leadership Indicators

1. Provide the processes for consultation between stakeholders and the board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the board.

Our current communications with the minority shareholders are mainly through the annual integrated reporting, web sites and AGM. We get engaged specifically with our investors through the rating agencies or investors directly through our investor relations department and have regular dialogue with them throughout the year either through phone calls or mail exchanges on our ESG performance and plans. We have not received any specific complaints on any aspect of NGRBC from our investors and lenders till date. Rather we have had very constructive discussions on the plans, performances and strategy. The dialogues with all the shareholders/stakeholders are on a regular basis by the Company. The AGM is held by the Company to solicit the views of all the shareholders of the Company. The shareholders are also empowered to lodge their grievances via a dedicated e-mail address, which are then resolved by the Company.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.

Understanding, identifying, and prioritising issues that could significantly impact our value creation abilities is a key step in our strategy planning process. At JSW Steel, we undertook a formal materiality assessment exercise in FY 2018-19 and a benchmarked alignment in FY 2019-20. A fresh materiality assessment was executed during FY 2020-21 to explore the issues considered to be most relevant by our management and stakeholders, which were then factored into our strategic priorities. The stakeholder consultations and materiality assessment exercises have been instrumental in the identification of the 17 environmental, social and governance priorities at JSW Steel, and in maintaining a track on the key performance indicators under these priorities. In FY24, we have conducted double materiality assessment, the output of which is provided in Integrated Report under materiality.

3. Provide details of instances of engagement with, and actions are taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

JSW has been working for education, health & nutrition, sanitation and wellbeing of marginalised sections of the society. To identify the vulnerable and marginalised stakeholders within the identified focus areas, several methodologies are adopted such as desk research for situational analysis, participatory rural appraisal, community need assessment and focus group discussion with the stakeholders. These methods help in prioritising the community level interventions. JSW Steel focuses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Steel's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. Overall, the Company has aligned its CSR programmes to the key areas of health and nutrition, education and learning, agri- initiatives, livelihood, sanitation, water conservation and augmentation, biodiversity promotion, skill enhancement and art, culture and sports.

Principle 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Our employees are provided with human rights training. There is a policy on Human Rights of the Company available on intranet and website of the Company. For all new employees who are on boarded, Human Rights awareness is part of the induction session. For worker category, face to face/classroom session on the code of conduct is done which includes aspects of Human Rights. In FY24, we have conducted HRDD for one of our major operations and mines cumulating to a coverage of greater than 75% of our operations.

| Category | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|-------------------------|--------------------------------------|---|-------------|---------------------------------------|---|-------------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 13301 | 13301 | 100% | 12856 | 12856 | 100% |
| Other than permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| Total employees | 13301 | 13301 | 100% | 12856 | 12856 | 100% |
| Workers | | | | | | |
| Permanent | 0 | 0 | 0% | 0 | 0 | 0% |
| Other than permanent | 25145 | 25145 | 100% | 17981 | 17981 | 100% |
| Total workers | 25145 | 25145 | 100% | 17981 | 17981 | 100% |

2. Details of minimum wages paid to employees and workers

As both Central and State Government have authorisation over fixing the wages, the State Governments fix their own scheduled employments and further release the rates of Minimum Wage along with the VDA (Variable Dearness Allowance). Wage boards are set up to review and fix minimum wages at specified intervals. The wage rates in scheduled employments differ across states, sectors, skills, regions and occupations owing to a lot of differentiating factors. Hence, there is no single uniform minimum wage rate across the country and the revision cycle differs for each state. However, Minimum wages are paid and adhered to by the Company as per the applicable regulation.

| Category | FY 2023-24 Current Financial Year | | | | | FY 2022-23 Previous Financial Year | | | | |
|----------------------|--------------------------------------|-----------------------|-----------|------------------------|-----------|---------------------------------------|-----------------------|-----------|------------------------|-----------|
| | Total (A) | Equal to minimum wage | | More than minimum wage | | Total (D) | Equal to minimum wage | | More than minimum wage | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Permanent | 13301 | 0 | 0% | 13301 | 100% | 12856 | 0 | 0% | 12856 | 100% |
| Male | 12443 | 0 | 0% | 12443 | 100% | 12113 | 0 | 0% | 12113 | 100% |
| Female | 858 | 0 | 0% | 858 | 100% | 743 | 0 | 0% | 743 | 100% |
| Other than permanent | 0 | 0 | 0 | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Male | 0 | 0 | 0 | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0 | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Workers | | | | | | | | | | |
| Permanent | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Male | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Female | 0 | 0 | 0% | 0 | 0% | 0 | 0 | 0% | 0 | 0% |
| Other than permanent | 25145 | 0 | 0% | 25145 | 100% | 17981 | 0 | 0% | 17981 | 100% |
| Male | 24621 | 0 | 0% | 24621 | 100% | 17798 | 0 | 0% | 17798 | 100% |
| Female | 524 | 0 | 0% | 524 | 100% | 183 | 0 | 0% | 183 | 100% |

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD) | 3 | 5,98,50,000 | - | - |
| Key managerial personnel | 5 | 4,42,00,000 | - | - |
| Employees other than BoD and KMP | 12438 | 8,89,522 | 858 | 8,00,000 |
| Workers | - | - | - | - |

b. Gross wages paid to females as% of total wages paid by the entity, in the following format:

| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Gross wages paid to females as% of total wages | 5.22% | 4.32% |

4. Do you have a focal point (individual/ committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Human Rights is a sensitive issue and JSW Steel has zero tolerance to Human Rights violations. Human Rights is one of the 17 key focus areas for the Company. For any Human Rights violation, wherever reported shall be investigated by a special committee nominated for the purpose by the Senior Leadership.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

At JSW, we have a moral obligation to do all that we can to actively involve ourselves in the protection and enhancement of human rights in areas that are within our direct control and to work with others to protect every individual's rights and freedom. We are fully committed to promoting inclusivity and equality, prohibiting any discrimination and safeguarding the human rights of all our teams.

We are cognisant of the fact that every individual brings a different and unique set of perspectives and capabilities to our team, and as such, JSW is fully committed to employing people solely on the basis of their ability to do the job, prohibiting any discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, family status, social origin and so on.

We believe that every human being has the right to equality and non-discrimination. We respect human rights and are committed to ensuring that they are protected, guided by our human rights policy. Our human rights policy articulates our stand on human rights, including non-discrimination, prohibition of child and forced labour, freedom of association and the right to engage in collective bargaining (further details can be found in our Business Responsibility Report published on our corporate website). We contribute to the fulfilment of human rights by complying with all national and local legislations and international norms as applicable. This is enabled by our well-articulated policies, effective programmes and supporting grievance redressal mechanisms. No complaints related to child labour, forced labour, involuntary labour or discriminatory employment were received during the reporting year. We have formulated a policy to demonstrate our commitment to protecting and enhancing the human rights of individuals and promoting inclusivity, diversity and equality.

Stakeholder grievance mechanism: JSW Steel is committed to promoting responsible behaviour and value for social and environmental well-being. We have a policy on business conduct that is applicable to all our employees and value chain partners. We also have a structured stakeholder grievance redressal mechanism through which stakeholders freely share their concerns and grievances with the Company.

Whistle-blower policy: We formulated the whistle-blower policy / vigil mechanism in order to provide a mechanism for Directors and employees of JSW Steel to approach the Ethics Counsellor/Chairman of the Audit Committee of the Board to report genuine concerns about unethical behaviour, actual or suspected fraud or violation of the Code of Conduct or Ethics Policy, or any other unethical or improper activity.

6. Number of complaints on the following made by employees and workers:

| | FY 2023-24 Current Financial Year | | | FY 2022-23 Previous Financial Year | | |
|-----------------------------------|--------------------------------------|---------------------------------------|---------|---------------------------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed During the year | Pending resolution at the end of year | Remarks |
| Sexual harassment | 1 | 0 | NA | 0 | 0 | NA |
| Discrimination at workplace | 0 | 0 | NA | 0 | 0 | NA |
| Child labour | 0 | 0 | NA | 0 | 0 | NA |
| Forced labour/Involuntary labour | 0 | 0 | NA | 0 | 0 | NA |
| Wages | 0 | 0 | NA | 0 | 0 | NA |
| Other human rights-related issues | 0 | 0 | NA | 0 | 0 | NA |

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 1 | 0 |
| Complaints on POSH as a% of female employees / workers | 0.11% | 0% |
| Complaints on POSH upheld | 1 | 0 |

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company believes in promoting diversity & inclusion as a culture which allows all employees to bring their authentic selves to work and contribute wholly with their skills, experience and perspective for creating unmatched value for all stakeholders. It provides a rules-based policy framework that is non-discriminatory and provides equal opportunity for all individuals irrespective of their gender, religion, caste, race, age, community, physical ability or gender orientation. JSW endeavours to ensure a safe, secure and congenial work environment, so that employees can deliver their best without inhibition. The Company has put in place a robust Grievance Redressal process for investigation of employee concerns and has instituted a Code of Conduct & Employee Service Rules that clearly delineates employee responsibilities and acceptable employee conduct. Together, these constitute the foundation for promoting a diverse and inclusive culture at the workplace.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, The business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights.

At JSW Steel, suppliers are an integral part of our business, who contribute to our growth and viability as a business. We engage regularly with our suppliers to ensure that our overall ecosystem functions with a sense of responsibility, integrity and overall compliance. To achieve this, we have formulated a Supplier Code of Conduct (SCoC) that lays down

norms of behaviour and practices for smoother and compliant conduct. This SCoC takes cognisance of the themes of human rights, labour, environment, and anti-corruption, as described in the United Nations Global Compact (UNGC). Principles and norms described under the theme of 'labour' are based on the standards specified by International Labour Organisation (ILO) from time-to-time.

We have developed vendor and supplier registration tool in which we have provided questionnaires so that every new supplier/distributor has to disclose the social and environment parameters such as licence to operate industrial H&S department, consent from the respective state pollution control boards, ISO certifications, etc.

The key principles of SCoC are –

1. Compliance Management
2. Environment
3. Human Rights
4. Labour
5. Business Ethics

The SCoC is available at <https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/Corporate%20Governance/Code%20of%20Conduct/SUPPLIER%20CODE%20OF%20CONDUCT%2019%20Feb%202021.pdf>

10. Assessments of the year

| | % of your plants and offices that were assessed (by the entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour | 100% |
| Forced/involuntary labour | 100% |
| Sexual harassment | 100% |
| Discrimination at workplace | 100% |
| Wages | 100% |

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year and none are pending at the end of the reporting year. JSW Steel is committed to promoting responsible behaviour and value for social and environmental wellbeing. To this end, it has a policy on business conduct that is applicable to all its employees and value chain partners. It has a structured stakeholder grievance redressal mechanism through which stakeholders freely share their concerns and grievances with the Company, including regarding human rights issues. Company have stakeholder relationship committee to periodically look into the functioning of the Company's shareholder/ investor grievance redressal system and oversee improvements in the same, besides reporting serious concerns, if any. There were no grievances related to Human Rights received by the Company.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

As there were no complaints in the FY24, no business process was modified/introduced due to this.

2. Details of the scope and coverage of any Human rights due diligence conducted.

We have carried out HRDD for one of our major operations and mines in FY24 along with one operation in FY23 which overall culminates to greater than 75% of our operations.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|---|
| Sexual Harassment | 100% |
| Discrimination at workplace | 100% |
| Child Labour | 100% |
| Forced Labour/Involuntary Labour | 100% |
| Wages | 100% |

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

There were no significant risks/concerns arising from our value chain partners.

Principle 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

| Parameter | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| From renewable sources | | |
| Total electricity consumption (A) | 1,847,828 GJ | 1,427,160 GJ |
| Total fuel consumption (B) | 133,401 GJ | 0 GJ |
| Energy consumption through other sources (C) | 0 GJ | 0 GJ |
| Total energy consumed from renewable sources (A+B+C) | 1,981,229 GJ | 1,427,160 GJ |
| From non-renewable sources | | |
| Total electricity consumption (D) | 10,852,068 GJ | 11,223,481 GJ |
| Total fuel consumption (E) | 504,857,438 GJ | 481,733,789 GJ |
| Energy consumption through other sources (F) | 0 GJ | 0 GJ |
| Total energy consumption (D+E+F) | 515,709,506 GJ | 492,957,270 GJ |
| Total energy consumption (A+B+C+D+E+F) | 517,690,735 GJ | 494,384,430 GJ |
| Energy intensity per rupee of turnover (Total energy consumption / Revenue from Operations) | 0.000387 GJ / ₹ | 0.00038 GJ / ₹ |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | 0.008679 | 0.008512 |
| Energy intensity in terms of physical output | 23.79 GJ / tcs | 23.69 GJ / tcs |
| Energy intensity (optional) - the relevant metric may be selected by the entity | | |

The Revenue from operations for all parameters have been adjusted for PPP based on the latest conversion factor published by IMF for 2024 which is 22.4 (Source - <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Bureau Veritas (India) Pvt Ltd.

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the performance, achieve, and trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken if any.

JSW Steel Vijayanagar- PAT Cycle-II- FY19- Target Achieved.

JSW Steel Salem- PAT Cycle-III- FY20- Target Achieved.

JSW Steel Dolvi- PAT Cycle-II- FY19- Target not achieved. Following remedial actions were taken for the Dolvi plant.

1. Installation of various WHRS in Iron & Steel making processes.
2. Improvement in raw material quality.
3. Installation of BATs such as TRT in blast furnace, CDQ in coke oven.
4. Replacement of partial RLNG consumption with process off gases.

3. Provide details of the following disclosures related to water, in the following format:

| Parameter | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 89,168,910 KI | 86,252,705 KI |
| (ii) Groundwater | 22,318 KI | 15,142 KI |
| (iii) Third-party water | 0 KI | 0 KI |
| (iv) Seawater / desalinated water | 0 KI | 0 KI |
| (v) Others | 0 KI | 0 KI |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 89,191,228 KI | 86,267,847 KI |
| Total volume of water consumption (in kilolitres) | 52,100,921 KI | 51,053,889 KI |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | 0.0389 L/₹ | 0.039 L/₹ |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 0.8734 | 0.8736 |
| Water intensity in terms of physical output | 2.39 kl/tcs | 2.45 kl/tcs |
| Water intensity (optional) - the relevant metric may be selected by the entity | | |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Bureau Veritas (India) Pvt Ltd.

4. Provide the following details related to water discharged:

| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|--------------------------------------|---------------------------------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | | |
| No treatment | 0 KI | 0 KI |
| With treatment - please specify level of treatment | 0 KI | 0 KI |
| (ii) To Groundwater | | |
| No treatment | 0 KI | 0 KI |
| With treatment - please specify level of treatment | 0 KI | 0 KI |
| (iii) To Seawater | | |
| No treatment | 0 KI | 0 KI |
| With treatment - please specify level of treatment | 0 KI | 0 KI |
| (iv) Sent to third parties | | |
| No treatment | 0 KI | 0 KI |
| With treatment - please specify level of treatment | 0 KI | 0 KI |
| (v) Others | | |
| No treatment | 0 KI | - |
| With treatment - please specify level of treatment | 0 KI | - |
| Total water discharged (in kilolitres) | 0 KI | 0 KI |

All the plants of JSW Steel ie. Vijayanagar, Dolvi and Salem are Zero Discharge Plants.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Bureau Veritas (India) Pvt Ltd.

5. Has the entity implemented a mechanism for zero liquid discharge? If yes, provide details of its coverage and implementation.

Yes. We have also adopted a range of measures for water security for us as well as the communities in and around us that includes improving water consumption efficiency, increased recycling of treated waste water to reduce fresh water intake, selection of advanced water treatment technologies, sustained Zero Liquid Discharge (ZLD) from the plants and also rainwater harvesting, integrated watershed management projects beyond the fence.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

| Parameter | Please Specify Unit | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|-------------------------------------|---------------------|--------------------------------------|---------------------------------------|
| NOx | Kg/tcs | 1.19 | 1.19 |
| SOx | Kg/tcs | 1.66 | 1.69 |
| Particulate matter (PM) | Kg/tcs | 0.38 | 0.42 |
| Persistent organic pollutants (POP) | NA | NA | NA |
| Volatile organic compounds (VOC) | NA | NA | NA |
| Hazardous air pollutants (HAP) | NA | NA | NA |
| Others - please specify | NA | NA | NA |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Bureau Veritas (India) Pvt Ltd.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:

| Parameter | Unit | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|---|--------------------------------------|---------------------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 52,106,566 | 46,941,683 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 1,061,079 | 2,417,702 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | | | |
| (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | | 0.00003979 Ton CO ₂ /₹ | 0.0000378 Ton CO ₂ /₹ |
| Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | | 0.000891 | 0.000846 |
| Total Scope 1 and Scope 2 emissions intensity in terms of physical output | | 2.44 tCO ₂ /tcs | 2.36 tCO ₂ /tcs |
| Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity | | | |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Bureau Veritas (India) Pvt Ltd.

8. Does the entity have any project related to reducing greenhouse gas emission? If Yes, then provide details.

Yes, JSW Steel is at the front-runner in incorporating sustainability at the core of its operations and decision making. We have set ourselves an ambitious CO₂ emission reduction target of 42% reduction over a base year of 2005 till 2030. This will bring down the CO₂ levels below 1.95 tCO₂/tcs. This target is aligned with the global sustainable development scenario (SDS) pathway.

- We have adopted the Best Available Technologies (BAT) to improve the of our operations on climate.
- Our roadmap to 2030 includes –
 - ▶ Focus on Energy and Process Efficiency
 - ▶ Energy Transition for De-carbonisation
 - ▶ Improving the raw material quality
 - ▶ Material circularity through increase usage of scrap
 - ▶ Alternative fuel sources
- We are operating a CCU of 100TPD capacity where CO₂ is captured and refined for use in the food & beverage industry. The adoption of this technology at a very early stage gives us a head-start in our plans to scale up the utility of CCUS in conjunction with BF-BOF in operations.
- We are also operating an EAF wherein waste plastic is injected. This has helped reduce GHG and also plastic menace.
- We are also collaborating with various technology and engineering companies to explore and evaluate various Carbon Capture Utilisation and Storage (CCUS) options and their applications.

9. Provide details related to waste management by the entity, in the following format:

| Parameter | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Total waste generated (in metric tonnes) | | |
| Plastic waste (A) | 199.35 Tonne | 25.75 Tonne |
| E-waste (B) | 267.69 Tonne | 46.04 Tonne |
| Bio-medical waste (C) | 0.03 Tonne | 0.03 Tonne |
| Construction and demolition waste (D) | 0 Tonne | 0 Tonne |
| Battery waste (E) | 314.42 Tonne | 133.36 Tonne |
| Radioactive waste (F) | 0 Tonne | - |
| Other Hazardous waste. Please specify, if any. (G) | 140415 Tonne | 136069 Tonne |

| Parameter | FY 2023-24 | FY 2022-23 |
|--|--|--|
| | Current Financial Year | Previous Financial Year |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 15,070,111.58 Tonne | 14,277,988 Tonne |
| Total (A+B + C + D + E + F + G + H) | 15,211,308 Tonne | 14,414,262.18 Tonne |
| Waste per rupee of turnover (Total waste generated/ Revenue from operations) | 0.00001138 Tonne/₹ | 0.00001108 Tonne/₹ |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP) | 0.000255 | 0.0002482 |
| Waste intensity in terms of physical output | 0.70 Metric tonnes/Metric tonnes of production | 0.68 Metric tonnes/Metric tonnes of production |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | 15,076,412 Tonne | 14,381,620.60 Tonne |
| (ii) Re-used | 0 Tonne | 0 Tonne |
| (iii) Other recovery operations | 0 Tonne | 0 Tonne |
| Total | 15,076,412 Tonne | 14,381,620.60 Tonne |
| For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | 143.65 Tonne | 2,916 Tonne |
| (ii) Landfilling | 2,965 Tonne | 183,872 Tonne |
| (iii) Other disposal operations | 0 Tonne | 0 Tonne |
| Total | 3,108.65 Tonne | 186,788 Tonne |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Bureau Veritas (India) Pvt Ltd.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Circular economy is at the core of JSW Group. At JSW Steel, we follow a 'Zero Waste to Landfill' model to manage our waste. We achieve this with consistent monitoring and optimisation of resource usage, and finding alternative utilities for the waste material we generate. The utilisation of blast furnace slag in JSW Cement operations is a classic example of material circularity which not only reduces the virgin material consumption but also helps in decarbonising another hard to abate sector.

JSW Steel is always at the forefront of innovation. Slag produced during steel-manufacturing in particular, have historically presented great challenges for the steel industry. As a solution to this, JSW Steel is utilising this slag to manufacture paver blocks which negates need for the extraction of natural sand from riverbeds. In addition to this, the slag sand project to utilise the granulated blast furnace slag as an alternative to river sand also has wider applications from plain concrete to reinforced concrete and can be used in roads, highways, paver blocks, bricks, plastering and buildings. JSW steel has become the first steel plant in the country to market and sell processed granulated slag or Slag Sand as replacement of river sand. Very recently, JSW Steel has started utilising the plastic waste through injection in Electric Arc Furnace which has led to the replacement of coke fines in the EAF. Thus, time and again, JSW Steel has been innovating to reduce waste generation as well as to increase the waste utilisation.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/clearances are required, please specify details in the following format:

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|---|--------------------|---|
| | All our integrated steel plant facilities are compliant with the environmental regulations. | | |

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|--|----------------------|------|---|--|-------------------|
| No environmental impact assessment for operations were done in FY24. | | | | | |

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (prevention and control of pollution) Act, Air (prevention and control of pollution) Act, Environment Protection Act, and rules there under (Y/N). If not, provide details of all such non-compliances, in the following format:

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|--------|---|---------------------------------------|---|---------------------------------|
| 1. | All Complied | NA | 0 | NA |

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

- Name of the area : Vijayanagar and Salem
- Nature of operations: Iron and Steel Making
- Water withdrawal, consumption and discharge in the following format:

| Parameter | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 55,245,020 KI | 52,486,248 KI |
| (ii) Groundwater | 22,318 KI | 15,142 KI |
| (iii) Third party water | 0 KI | 0 KI |
| (iv) Seawater / desalinated water | 0 KI | 0 KI |
| (v) Others | 0 KI | 0 KI |
| Total volume of water withdrawal (in kilolitres) | 55,267,338 KI | 52,501,390 KI |
| Total volume of water consumption (in kilolitres) | 29,934,640 KI | 29,786,229 KI |
| Water intensity per rupee of turnover (Water consumed / turnover) | 0.0224 L/₹ | 0.0396 L/₹ |
| Water intensity (optional) – the relevant metric may be selected by the entity | | - |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | | |
| No treatment | 0 KI | 0 KI |
| With treatment – please specify level of treatment | 0 KI | 0 KI |
| (ii) Into Groundwater | | |
| No treatment | 0 KI | 0 KI |
| With treatment – please specify level of treatment | 0 KI | 0 KI |
| (iii) Into Seawater | | |
| No treatment | 0 KI | 0 KI |
| With treatment – please specify level of treatment | 0 KI | 0 KI |
| (iv) Sent to third parties | | |
| No treatment | 0 KI | 0 KI |
| With treatment – please specify level of treatment | 0 KI | 0 KI |
| (v) Others | | |
| No treatment | 0 KI | 0 KI |
| With treatment – please specify level of treatment | 0 KI | 0 KI |
| Total water discharged (in kilolitres) | - | 0 KI |

Source- India water tool 3.0 for water stress area details

All the plants of JSW Steel ie. Vijayanagar, Dolvi and Salem are Zero Discharge Plants.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Bureau Veritas (India) Pvt Ltd.

2. Please provide details of total Scope 3 emissions & their intensity, in the following format:

| Parameter | Unit | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|---|---|--------------------------------------|---------------------------------------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 69,67,897 | 12,80,553 |
| Total Scope 3 emissions per rupee of turnover | kgCO ₂ /₹ | 0.00521 | 0.00098 |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | | | - |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. Bureau Veritas (India) Pvt Ltd.

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

JSW Steel recognises biodiversity as a core focus area. Thus, we are aligned to the National Biodiversity Targets, and take a risk-based approach for making biodiversity a key decision making consideration. We are also committed to not operating in World Heritage areas and IUCN Category I-IV protected areas. Together with the International Union for Conservation of Nature (IUCN), we continue to undertake site-specific assessment of biodiversity impact. We are also a Working Group (WG) and founding member of the India Business and Biodiversity Initiative (IBBI) Chapter of CII-CESD. We were among the firsts to sign up and commit to the Indian Business and Biodiversity Initiative (IBBI), an initiative by the Confederation of Indian Industry (CII) in partnership with India's Ministry of Environment, Forest & Climate Change. In compliance with the IBBI declaration, we have mapped the biodiversity interfaces with business operations designated as biodiversity champion and have implemented schemes for enhancing awareness on biodiversity within the organisation. We also continue our biennial disclosure under the 10 points prescribed by the IBBI.

JSW have taken up a Mangrove restoration project at Dolvi and planted more than a million saplings in the span of 4 years thereby bringing 340 hectares of land under forest cover which is estimated to have carbon capture, over a 25-year period, of approximately 185,000 tonnes. At JSW, it is our goal to achieve 'No net loss' of biodiversity at all our operating sites by 2030.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge/waste generated, please provide details of the same as well as the outcome of such initiatives, as per the following format:

The company is undertaking measures to optimise its energy consumption and reduce carbon emissions through demand side energy management and transitioning to renewable sources of energy. For instance, use of energy efficient equipment and energy efficient lighting in our offices. Two of our biggest offices are being operated entirely on LED lights which consume ~75% less energy than conventional lighting.

We are undertaking measures to conserve water and promote judicious consumption through use of sensor-based taps and use of aerators in taps to reduce water flow. Additionally, we are promoting resource efficiency through undertaking awareness generation among employees to prevent wastage of water and paper in our offices.

| Sr. No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---------|-----------------------|---|---------------------------|
| 1. | Climate change | Details provided under Sustainability/Environment/Climate Change/Interventions and outcomes. | |
| 2. | Energy | Details provided under Sustainability/Environment/Energy/Interventions and outcomes | |
| 3. | Resources | Details provided under Sustainability/Environment/Resources /Interventions and outcomes | |
| 4. | Water resources | Details provided under Sustainability/Environment/Water resources /Interventions and outcomes | |
| 5. | Waste | Details provided under Sustainability/Environment/Waste/Interventions and outcomes | |
| 6. | Waste Water | Details provided under Sustainability/Environment/Waste Water /Interventions and outcomes | |
| 7. | Air Emissions | Details provided under Sustainability/Environment/Air Emissions /Interventions and outcomes | |
| 8. | Biodiversity | Details provided under Sustainability/Environment/Biodiversity /Interventions and outcomes | |

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes. The Company and all the locations have a business continuity and a disaster management plan in place.

The Company has a Business Continuity Policy duly approved by the Board. All major generation plants have formulated Business Continuity Plans (BCP). The main objective of BCP is to maintain business continuity under disruptive incidents with an aim to minimise impact on-

- ▶ Human life and other living beings
- ▶ Environment and related eco systems
- ▶ Economic losses
- ▶ All stakeholders (such as investors, employees)

To make this BCP more robust, Company plans training and awareness sessions across the Plant locations. Apart from training, BCP testing is done periodically to check its efficacy and improving it further based on the gaps observed during testing.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

There has been no significant adverse impact to the environment arising from our value chain partners.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Although informal and formal awareness programmes are being conducted for the value chain partners, we are yet to collect and collate the data and information in the required format.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

12

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|--|---|
| 1 | World Steel Association | International |
| 2 | Confederation of Indian Industry (CII) | National |
| 3 | Federation of Indian Chambers of Commerce & Industry (FICCI) | National |
| 4 | Associated Chambers of Commerce and Industry of India (ASSOCHAM) | National |
| 5 | Indian Steel Association | National |
| 6 | Global Reporting Initiative (GRI) | International |
| 7 | World Business Council for Sustainable Development (WBCSD) | International |
| 8 | Indian Institute of Metals | National |
| 9 | PMS (Metal Society of USA) | International |
| 10 | United Nations Global Compact (UNGC) | International |

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|--|
| NA | NA | No adverse orders received from regulatory authorities for anti-competitive conduct. |

Leadership Indicators

1. Details of public policy positions advocated by the entity:

| S. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, if available |
|--------|-------------------------|-----------------------------------|--|---|------------------------|
| NA | NA | NA | No | NA | - |

JSW Steel works closely with industry/trade associations in evolving policies that govern the functioning and regulations of the Indian Steel sector. The Company is a member of various working groups to support the government in the following areas -

- ▶ Governance and administration
- ▶ Economic Reforms
- ▶ Sustainable business principles
- ▶ Energy, water and other natural resources
- ▶ Social and community development
- ▶ Transparency in public disclosure

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|----------------------|----------------------|---|--|-------------------|
| Not applicable, as there were no projects that require SIA as per applicable laws | | | | | |

2. **Provide information on the project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|----------------|--|-------|----------|---|--------------------------|---|
| Not Applicable | | | | | | |

3. **Describe the mechanisms to receive and redress grievances of the community.**

Please refer to the Stakeholder Engagement section of our CSR Policy

https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/corporate_social_responsibility/Corporate%20social%20responsibility%20policy_150322.pdf

(Pg.7 of 11) as already published on JSW website.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

| | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|--|--------------------------------------|---------------------------------------|
| Directly sourced from MSMEs/ small producers | 6.9% | 5% |
| Directly from within India | 65% | 56% |

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as% of total wage cost**

| Location | FY 2023-24 Current Financial Year | FY 2022-23 Previous Financial Year |
|--------------|--------------------------------------|---------------------------------------|
| Rural | 30.02% | 31.24% |
| Semi-urban | 40.18% | 47.52% |
| Urban | 0% | 0% |
| Metropolitan | 29.80% | 21.24% |

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

| Details of negative social impact identified | Corrective action taken |
|---|-------------------------|
| Not applicable, as there were no projects that require SIA as per applicable laws | |

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

| S. No. | State | Aspirational District | Amount spent (In INR) |
|--------|-----------|-----------------------|-----------------------|
| 1 | Jharkhand | Hazaribagh | 26,94,040.00 |

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)**

No, We engage regularly with our suppliers to ensure that our overall ecosystem functions with a sense of responsibility, integrity and overall compliance. To achieve this, we have formulated a Supplier Code of Conduct (SCoC) that lays down norms of behaviour and practices for smoother and compliant conduct. This SCoC takes cognisance of the themes of human rights, labour, environment, and anti-corruption, as described in the United Nations Global Compact (UNGC). Principles and norms described under the theme of 'labour' are based on the standards specified by International Labour Organisation (ILO) from time-to-time.

- (b) From which marginalised /vulnerable groups do you procure? NA
- (c) What percentage of total procurement (by value) does it constitute? NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

| Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|--|--------------------------|---------------------------|------------------------------------|
| Not Available | | | |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| Not Applicable | | |

6. Details of beneficiaries of CSR projects:

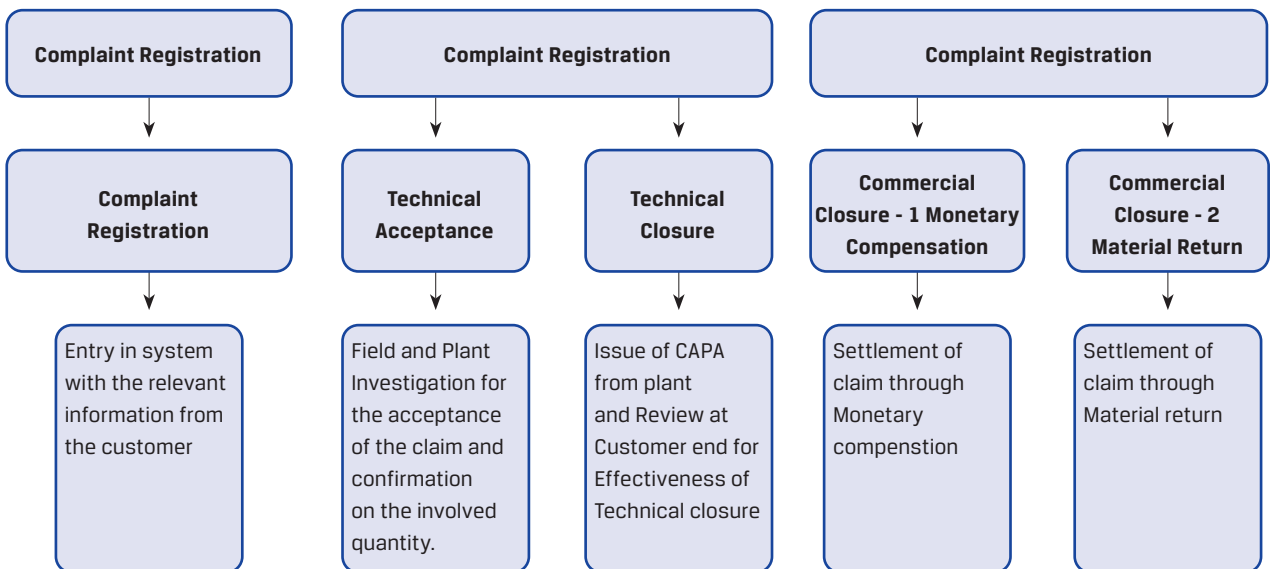
| CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalised groups |
|---------------------------------|---|--|
| Health & Nutrition | 6,07,260.00 | 75% |
| Education | 5,54,902.00 | 75% |
| Waste Management | 1,47,150.00 | 75% |
| Agri Livelihood | 51,612.00 | 75% |
| Water, Environment & Sanitation | 2,49,630.00 | 75% |
| Skills Livelihood | 18,821.00 | 75% |
| Promotion of Sports | 69,762.00 | 75% |

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has mechanism in place to receive and resolve customer complaints as provided below.



2. Turnover of products and/or services as a percentage of turnover from all products/services that carry information about:

| | As a% to total turnover |
|---|-------------------------|
| Environmental and social parameters relevant to the product | |
| Safe and responsible usage | 100% |
| Recycling and/or safe disposal | |

3. Number of consumer complaints in respect of the following:

| | FY 2023-24 Current Financial Year | | Remarks | FY 2022-23 Previous Financial Year | | Remarks |
|--------------------------------|--------------------------------------|-----------------------------------|---------|---------------------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | | Received during the year | Pending resolution at end of year | |
| Data privacy | 0 | 0 | NA | 0 | 0 | NA |
| Advertising | 0 | 0 | NA | 0 | 0 | NA |
| Cyber-security | 0 | 0 | NA | 0 | 0 | NA |
| Delivery of essential services | 0 | 0 | NA | 0 | 0 | NA |
| Restrictive trade practices | 0 | 0 | NA | 0 | 0 | NA |
| Unfair trade practices | 0 | 0 | NA | 0 | 0 | NA |
| Other | 1571 | 0 | NA | 941 | 0 | NA |

4. Details of instances of product recalls on account of safety issues.

| | Number | Reasons for Recall |
|-------------------|--------|--------------------|
| Voluntary Recalls | 0 | NA |
| Forced Recalls | 0 | NA |

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? If available, provide a web link to the policy.

Yes, The Company has a framework on cybersecurity and risks related to data privacy: https://www.jswsteel.in/sites/default/files/assets/industry/steel/IR/Corporate%20Governance/Cyber/2100_001.pdf

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services.

Not Applicable

7. Provide the following information relating to data breaches:

| | |
|---|-----|
| a. Number of instances of data breaches | 0 |
| b. Percentage of data breaches involving personally identifiable information of customers | 0% |
| c. Impact, if any, of the data breaches | Nil |

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed.

<https://www.jsw.in/sustainability/transparency-customers>

<https://www.jswsteel.in/> - JSW Steel Website

<https://www.jswneosteel.in/> - JSW Neosteel Website

<https://www.jswcoatedsteel.in/> - JSW Coated Website

<https://www.jswhotrolledsteel.in/> - JSW Hot rolled Website

<https://www.jswcoldrolledsteel.in/> - JSW Cold rolled Website

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

Health & Safety education in JSW Eklavya Skill Academy JSW Steel's organisational culture has safety embedded. JSW Steel has an attitude and behaviours that support the goal of zero harm for all the stakeholders. These values are deeply reflected in trainings of JSW Eklavya Skill Academy for our influencers. JSW Eklavya trainings have a strong and visible commitment to train all levels of influencers to embrace health & safety as essential for their workplace. There are dedicated modules for health & safety in all levels of Eklavya training. The purpose of these modules is that influencers embrace and internalise safety values in order and achieve & sustain a positive safety culture. JSW Eklavya is a unique segment first initiative where skill development of the influencer community is done by training them under a single day Residential, theoretical and practical training programme on relevant subject matter. The mentioned activity will not only make the influencers a standardised process, but also ensure a long-term relationship with the community & increase the brand advocacy. The influencers are trained for a day on various theoretical aspects and practical trainings, which is followed by a handing over a certificate. For better understanding the content was developed and delivered in Regional Language. At present, more than 19000+ influencers are being trained. The following topics are being taught to influencers in Eklavya training programmes:

Power Tools: Power tools are essential when working with metals. However, if improperly used at heights power tools can inflict serious damage to workers as well as cause slips and falls. We ensure they are properly trained to handle power tools and that they are not defective.

Fall Hazards: Educating about advantages of wearing safety harness also about the structure strong enough to support the weight guardrails available for workers. To teach about ladders placement and using inspection checklists to ask the right questions and assess fall hazards when working from heights.

Electricity: The construction industry is most at risk from electrical hazards. Workers most at risk of electrical hazards include those working on rooftops and near power lines. Improper handling of electrical equipment can cause massive electrical shock burns fires and death. In training we educate them about regular electrical safety checks to identify and control possible causes of electrocution to prevent accidents.

Hazardous substances: Common hazardous substances when working on rooftops include exposure to asbestos paint fumes and harmful chemicals. Training about the substances that may harm workers on-site and take appropriate action including proper storage and safe handling of hazardous substances.

Extreme temperatures: Whether it's the heat of torches used for roofing or extremes in weather workers must be protected from the dangers of extreme temperature by identifying the risks brought by equipment or current weather conditions.

Personal Protective Equipment's (PPE): Educating the influencers to use PPE to protect their workforce from occupational hazard ensure safety during working hours. The knowledge is provided for use of PPE like Protective eyewear and headwear including goggles, helmets and welding hoods. Harnesses (if working at heights) Skin and hand protective equipment (gloves and wristlets) which assists in preventing burns cuts and electric shocks.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

Issues that are bound to arise in any customer/supplier relationship, there is continual communication maintained with customers to identify problems before they become serious and allows both parties to work towards mutually beneficial solutions. The Company's teams focus on quality and customer service, continue to strengthen our relationship and position the company as a trusted partner and have ongoing communication on all aspects.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes.

Every Product delivered by the JSW meets to the technical requirements defined by National & International standards and also legal requirements mandated by the Local laws.

We also deliver products, by customisation meeting the requirements over and above the mentioned in standards.

Customer satisfaction survey by external agency is carried once in 2-3 years which takes the customers' feedback on product related attributes. Customer Satisfaction Index for FY'24 was 4.09.

The company has carried out LCAs and EPDs for all finished 14 products of the company. The EDPs are available at <https://www.jsw.in/sustainability/transparency-customers>. Additionally, the Company also received GreenPro certification for the JSW Neosteel TMT bar, 14 categories of roofing sheets and automotive steel.

Independent Assurance Statement



Assurance Statement on JSW Steel Limited's Annual Integrated Report (IR) & Business Responsibility and Sustainability Report (BRSR)

For
Reporting Period:

April 01, 2023 – March 31, 2024



Bureau Veritas (India) Private Limited

72 Business Park, 9th Floor, MIDC Cross Road 'C', Opp. SEEPZ
Gate #2, Andheri (East) Mumbai-400 093 India.



Independent Assurance Statement

Introduction and Objective of Work

BUREAU VERITAS has been engaged by JSW Steel Limited (hereinafter referred to as “**JSW Steel**” or “**the company**”) to provide independent assurance of sustainability disclosures reported in the integrated report of JSW Steel (hereinafter abbreviated as “**Report**”) for the reporting period from 1st April 2023 to 31st March 2024 based on reporting criteria followed for the Integrated report.

Reasonable Assurance is provided for BRSR “Core” and Limited Assurance for BRSR 9 Principles and IR prepared in accordance with GRI framework. The verification of the KPI and Sustainability practices adopted by JSW Steel at the respective operations and review of documents and non-financial disclosures were conducted from November 2023 to April 2024 as a part of reasonable and limited assurance of sustainability disclosures.

Intended User

The assurance statement is made solely for “JSW Steel and its stakeholders” as per the governing contractual terms and conditions of the assurance engagement contract between “JSW Steel” and “Bureau Veritas”. To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than “JSW Steel” for the work we have performed for this assurance report, or our conclusions stated in the paragraph below.

Reporting Criteria

The company has adopted below criteria for preparing the report:

- The International<IR> Framework (January 2021);
- Global Reporting Initiative (GRI) Standards;
- World Steel Association’s (WSA) Environmental Performance Indicators (GHG Emissions);
- Greenhouse Gas (GHG) Protocol.
- Business Responsibility and Sustainability Report as per Annexure 1 of the SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122,) dated July 12, 2023) BRSR Core KPIs

Assurance Standards Used

Bureau Veritas conducted reasonable sustainability assurance in accordance with the requirements of International Federation of Accountants (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised) Reasonable Assurance & GHG as per ISAE3410. Under this standard, Bureau Veritas has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability. Limited assurance consists primarily of inquiries and analytical procedures. The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement.

Scope, Boundary, and Limitations of Assurance

The scope of assurance involves sustainability performance of non-financial disclosures (General and Topic Specific as mentioned below) of the following operations in India for the period 1st April 2023 to 31st March 2024 based on GRI Standards, GHG protocol, and WSA Environmental Performance Indicators.

- JSW Steel Limited’s Integrated Steel Plants at Vijayanagar, Dolvi, Salem;
- JSW Direct Reduced Iron (DRI) plant at Salav;
- JSW Operational mines at Vijayanagar;
- JSW Steel Coated Products Limited’s (JSW SCPL) operations at Kalmeshwar, Tarapur, and Vasind;

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- Amba River Coke Limited's (ARCL) operations at Dolvi;
- JSW Industrial Gases Private Limited's (IGPL);
- JSW Steel Raigarh Works;
- Bhushan Power & Steel Limited Works (BPSL), Sambalpur

The review of the sustainability performance of non-financial disclosures is limited to the above-mentioned operations of JSW Steel only.

The Scope of Sustainability Assurance for IR and BRSR includes:

- An assessment of the procedures or approaches followed for data compilation and reporting of the sustainability performance non-financial disclosures for specific operations.
- Testing, on a sample basis, of evidence supporting the data.
- Verification of the sample data evidence and information on selected material topics reported at the above-mentioned operations for the defined reporting period.
- Assessment of the suitability between the backup data for the selected sustainability performance non-financial disclosures and the information presented in IR.
- The General and topic-specific sustainability non-financial standard disclosures are subject to limited assurance based on the extent of information available for assurance
- Completion of assurance statement for inclusion in the report reflecting the verification, findings, and conclusion of the disclosure's assurance. Gap assessment as per GRI standards and World Steel Association, highlights of findings during verification of disclosures, draft assurance statement, final signed assurance statement as per GRI standards compliance.

The reasonable assurance includes verification of the data and information on selected material BRSR Core topics reported at the followings:

- Green-house gas (GHG) footprint
- Water footprint
- Energy footprint
- Embracing circularity - details related to waste management by the entity
- Enhancing Employee Wellbeing and Safety
- Enabling Gender Diversity in Business
- Enabling Inclusive Development
- Fairness in Engaging with Customers and Suppliers
- Open-ness of business

For IR, the reasonable assurance was done for all environment topics for below listed operational locations:

- JSW Steel Vijayanagar works,
- JSW Steel Dolvi works
- JSW Steel Salem works

Environment

- GRI 301: Materials
- GRI 302: Energy
- GRI 303: Water and Effluent
- GRI 304: Biodiversity



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- GRI 305: Emissions
- GRI 306: Waste
- GRI 308: Supplier Environmental Assessment

And limited assurance was done for GRI Universal and Topic Specific Standard Disclosures for the bellow listed operational locations:

- JSW Steel Vijayanagar works
- JSW Steel Dolvi works
- JSW Steel Salem works
- JSW Steel Salav works
- JSW Steel Raigarh works (formerly JISPL)
- JSW Steel Coated Products Limited (Vasind, Tarapur, Kalmeshwar)
- JSW Industrial Gases Private Limited, and
- JSW Mines (Vijayanagar)
- BPSL works
- Amba River Coke Limited

Universal Standard

- GRI 2: General Disclosures
- GRI 3: Material Topics

Topic-Specific Standard Disclosures

Environment

- GRI 301: Materials
- GRI 302: Energy
- GRI 303: Water and Effluent
- GRI 304: Biodiversity
- GRI 305: Emissions
- GRI 306: Waste
- GRI 308: Supplier Environmental Assessment

Social

- GRI 401: Employment
- GRI 402: Labor/Management Relations
- GRI 403: Occupational Health and Safety
- GRI 404: Training and Education
- GRI 405: Diversity and Equal Opportunity
- GRI 406: Non-discrimination
- GRI 407: Freedom of Association and Collective Bargaining
- GRI 408: Child Labor
- GRI 409: Forced or Compulsory Labor
- GRI 410: Security Practices
- GRI 411: Rights of Indigenous Peoples
- GRI 413: Local Communities
- GRI 414: Supplier Social Assessment
- GRI 415: Public Policy
- GRI 416: Customer Health and Safety
- GRI 417: Marketing and Labeling

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- GRI 418: Customer Privacy

Limitations and Exclusions

The assurance is limited to the above-mentioned scope of work and excludes the information relating to:

- Data related to the Company's financial performance disclosures.
- Activities and practices followed outside the defined assurance period stated hereinabove.
- Positional statements, expressions of opinion, belief, aim, or future intention by "JSW Steel" and statements of future commitment.
- The assurance does not extend to the activities and operations of "JSW Steel" outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "JSW Steel".
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- Any of the statements related to company aspect or reputation.
- The data reported for 305-3 (Scope-3 GHG emissions) is restricted to Purchased goods and services (Raw materials only), Fuel- and energy-related activities, Upstream transportation and distribution (road and rail), Waste generated in operations, Business travel, Employee commuting, Downstream transportation and distribution (road and rail), Processing of sold products and use of sold products.

The methodology adopted for Assurance

Bureau Veritas sustainability assurance process involves specified procedures to obtain evidence regarding the accuracy and reliability of the data provided related to general and topic-specific standard disclosures. The nature, timing, and extent of procedures selected depend on the data and evidence provided, including the verification of the associated risks with the material topics of the selected sustainability non-financial disclosures and their relevance for the reporting period. While assessing the associated risks, internal strategy is being considered during the preparation of the report to design the assurance procedure and validate their appropriateness to the possible extent.

As per the scope of the assurance, sample evidence, information, and explanations that were considered necessary in relation to the assurance scope and accordingly conclusions have been made as mentioned below:

- Assessing that the report is prepared in accordance with Sustainability Reporting based on Global Reporting Initiative (GRI Standards) and BRSR Standards including BRSR Core parameters applicable on JSW considered operations for the assurance.
- Assessing that the report is prepared in accordance with the Sustainability Reporting Standards based on BRSR Standards and GRI framework applicable to the operation of JSW Steel.
- Understanding the appropriateness of various assumptions used for the estimation of data by JSW Steel.
- Reviewing the Report to ensure that there is no misrepresentation of disclosures as per scope of assurance and findings.
- Review of the level of adherence to the BRSR framework for Reasonable Assurance of Core parameters, the reporting framework followed by JSW Steel in preparing the report, and the principles of Materiality, Inclusivity and Responsiveness, and stakeholder engagement framework deployed at JSW Steel.
- Assessing the systems used for data compilation and reporting on the basis of BRSR Reporting under core parameters in the assurance scope above.

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- Verifying systems and procedures used for quantification, collation, and analysis of sustainability performance disclosures included in the Report.
- Discussions with officials at the corporate office and understanding the risks and opportunities from a sustainability perspective including the strategy that JSW Steel has adopted to address the same.
- Assessing the month-wise data considering the similarity, reliability, and accuracy.
 - Verifying selects key performance data through site visits to operational locations and corporate office for:
 - Testing reliability and accuracy of data on a sample basis.
 - Assessing stakeholder engagement process through interactions with relevant internal stakeholders and review of related documentation.
 - Review of the materiality assessment process.
 - Reviewing the processes deployed for collection, compilation, and reporting of sustainability performance disclosures at the corporate and plant level
- Gap assessment of the present Sustainability Reporting at JSW Steel w.r.t. BRSR Framework and Reasonable Assurance for Core parameters.
- Discussions with stakeholders, review of stakeholder identification, and selection process.
- Review 'the development of a strategy for the organization relative to its material issues and stakeholder issues and concerns, and the execution of that strategy in terms of proper performance measurement, proper target setting, and proper governance and accountability.
- Review of claims and data streams, to determine the level of accuracy of statements in the report, and the reliability of specified sustainability performance – Non-Financial Disclosure Assurance.
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation carried out by JSW Steel for preparation of the Sustainability report;
- Review of the plans, policies, and practices, pertaining to Environmental, Social, and Governance aspects and commitments to assess and evaluate the adequacy and fairness of BRSR reporting of the company.
- Ensure that reports provide a balanced and reasonable representation of the organization's positive and negative contributions toward the goal of sustainable development.
 - Classifying observations and findings and issuance of Reasonable Assurance Statement
 - Assessing the reporting procedures for GHG emissions in accordance with the World Steel Association environmental performance indicator for GHG emissions and GHG Protocol
 - Understanding the appropriateness and reliability of various assumptions and calculations adopted for the estimation of data presented in the report.
 - Reviewing the report, supporting evidence, and documented data to ensure that there is no misrepresentation of disclosures as per the scope of assurance and findings.
 - Assessing the systems used for data compilation at the respective unit and reporting based on Universal Disclosures and Topic Specific Disclosures of material topics as listed in the assurance scope above.
 - Verifying systems and procedures used for quantification, collation, and analysis of sustainability performance non-financial disclosures included in the report.
 - Discussion with concerned personnel at JSW Headquarters Corporate Level and Site Level regarding the data presented in the report and the backup data associated.
 - Assessing the month-wise data for the reporting period considering the similarity, reliability, and accuracy of the data at respective units
 - Review of sustainability performance non-financial disclosures data has been carried out based on review of data provided for respective units along with related backup; site visits at JSW Steel Limited's operations at Vijayanagar, Dolvi, Salem; Direct Reduced Iron (DRI) Plant at Salav; ARCL's operations at Dolvi; Industrial Gases Private Limited's (IGPL) and Mines Operations at Vijayanagar, JSW Steel Coated Products Limited's operations at Tarapur, JSW Steel Raigarh, and Bhushan Power & Steel Limited Works, Sambalpur in November 23 and



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April 2024¹; and discussions with the concerned personnel for JSW Steel Coated Products Limited's operations at Vasind and Kalmeshwar.

Conclusions Integrated Report

Based on the procedures followed as mentioned in the scope of work and methodology adopted and the data/evidence obtained, the sustainability performance of non-financial disclosures in the Integrated Report of JSW Steel Limited is reviewed as per the GRI Standard framework for the reporting period (1st April 2023 to 31st March 2024).

BRSR

On the basis of our methodology and the activities described above, it is our opinion that the BRSR for FY 2023-24 of "JSW Steel", containing its reporting and declaration of the various ESG parameters from the operations within the reporting boundary and the reporting period, as described above, is prepared in all material respects in line with the applicable criteria here before stated

It is concluded based on the assurance review that the information presented in the Integrated Report for JSW Steel operations in accordance with select sustainability reporting non-financial disclosures of Global Reporting Initiative (GRI Standard) is proper, adequate, reliable, and maintained in line with the material topics and reporting criteria, which JSW is solely responsible for consideration.

Responsibilities

JSW Steel Limited is completely responsible for the Report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of "JSW Steel". Bureau Veritas (BV) was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of BV was to provide limited independent assurance for the sustainability of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report is proper and without any discrepancy. Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.

Uncertainty

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

Statement of independence, impartiality, and competence

¹ Wherever documentary evidence could not be collected during site visits as a part of assurance on-site; the review of data and assessment were carried out off-site upon receipt of information; evidence and information collected during stakeholder consultations.



Independent Assurance Statement

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social, and Environmental Management with almost 190 years of history in providing independent assurance services.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with “JSW Steel”, its Directors, Managers, or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems, and processes and an excellent understanding of Bureau Veritas standard methodology for the assurance of Sustainability Report as per Global Reporting Initiative (GRI) Standards.

Bureau Veritas (India) Private Limited

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Lead Assurer

Team Member

Technical Reviewer

Ms. Archana Thakur

Reviewer BVA Schemes

Date: 24/06/2024

Place: India