



14<sup>th</sup> August, 2024

**BSE Limited**

Corporate Relationship Department,  
1st Floor, New Trading Ring,  
Rotunda Building, P J Towers,  
Dalal Street, Fort,  
Mumbai – 400 001  
Email: corp.relations@bseindia.com  
Security Code No.: 532508

**National Stock Exchange of India Ltd.**

Exchange Plaza, 5th Floor,  
Plot no. C/1, G Block  
Bandra-Kurla Complex,  
Bandra (E),  
Mumbai-400051  
Email: cmlist@nse.co.in  
Security Code No.: JSL

**Subject: Business Responsibility & Sustainability Report for the Financial Year 2023-24**

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, read with SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12<sup>th</sup> July 2023, we are submitting herewith the Business Responsibility and Sustainability Report (“BRSR”) for the financial year 2023-24 along with Independent Reasonable Assurance Statement.

The same is also available at the website of the Company <https://www.jindalstainless.com/annual-reports>.

We request you to take the above information on record.

Thanking you,

Yours faithfully,

For **Jindal Stainless Limited**

**Navneet Raghuvanshi**  
**Head Legal & Company Secretary**

**Enclosed as above**

**Jindal Stainless Limited**

**CIN:** L26922HR1980PLC010901

**Gurugram Office:** Stainless Centre, Plot No.- 50, Sector - 32, Gurugram - 122001, Haryana, India

**T:** +91 124 449 4100 **E:** info@jindalstainless.com **Website:** www.jindalstainless.com

**Registered Office:** O.P. Jindal Marg, Hisar - 125005, Haryana, India

**Corporate Office:** Jindal Centre, 12 Bhikaji Cama Place, New Delhi - 110066, India

**T:** +91 011-26188345, 41462000, 61462000

# Business Responsibility and Sustainability Report

## SECTION A- GENERAL DISCLOSURES

### I. Details of the listed entity

- I-1. Corporate Identity Number (CIN) of the listed entity- L26922HR1980PLC010901
- I-2. Name of the listed entity- Jindal Stainless Limited (“JSL”/ “the Company”)
- I-3. Year of incorporation- 1980
- I-4. Registered office address- O.P. Jindal Marg, Hisar, Haryana, India, 125005
- I-5. Corporate address - Jindal Centre, 12, Bhikaji Cama Place, New Delhi 110066
- I-6. E-mail - [investorcare@jindalstainless.com](mailto:investorcare@jindalstainless.com)
- I-7. Telephone - +91 11 41462000
- I-8. Website - <https://www.jindalstainless.com/>
- I-9. Financial year for which reporting is being done – 1 April, 2023 – 31 March, 2024
- I-10. Name of the Stock Exchange(s) where shares are listed -
- National Stock Exchange of India Limited (NSE)
  - BSE Limited (BSE)
- I-11. Paid-up Capital - ₹ 1,64,68,69,176
- I-12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.-  
Mr. Navneet Raghuvanshi - Head Legal & Company Secretary  
Jindal Stainless Limited  
Jindal Centre, 12, Bhikaji Cama Place, New Delhi, 110022  
Email- [investorcare@jindalstainless.com](mailto:investorcare@jindalstainless.com)  
Contact No. 011 41462000
- I-13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). - The disclosures in this report have been prepared on a standalone basis.
- I-14. Name of assurance provider- SGS India Private Limited  
JSL has appointed SGS India Private Limited for providing assurance on BRSR Report for the financial year 2023-24 on a standalone basis.
- I-15. Type of assurance obtained- Reasonable assurance as per SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated July 12, 2023 and International Standard on Assurance Engagements (ISAE) 3000 (Revised) (Assurance Engagements other than Audits or Reviews of Historical Financial Information)

### II. Products/services

II-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	Manufacturing	Metal & Metal products	98.81%

II-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	CR Coil / Cupro Nickel		37.07%
2	CR Sheet		10.88%
3	HRAP Sheet/Plate		19.03%
4	HRAP Coil	24105	17.82%
5	HR Flat		5.39%
6	Other (misc)		9.81%
	<b>Total</b>		<b>100 %</b>

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	5	9	14
International	0	01	01

III-19. a Markets served by the entity: a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	50

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

The contribution of the exports is ~17.07% of the total turnover of entity for FY 23-24.

c. A brief on types of customers

JSL classifies its customers based on industry, geography, and customer type and ranks among the top five stainless steel producers globally, excluding China. The trust bestowed by our customers has made us India's largest stainless steel manufacturer. Our products are sold worldwide and find applications in industries such as automotive, healthcare, renewable energy, infrastructure, and processing. Our diverse customer base spans various sectors, including traders, OEMs, pipe and tube manufacturers, hollowware producers, automotive companies, re-rollers, wagon and coach manufacturers, white goods manufacturers, and lift, elevator and metro system providers.

Customer accounts are grouped under the following four categories:

1. Business-to-Business (B2B): Major Original Equipment Manufacturers (OEMs) in the automotive and construction sectors, as well as project customers.
2. Business-to-Emerging Corporate Accounts (B2ECA): Micro, Small, and Medium Enterprises (MSMEs).
3. Business-to-Consumers (B2C): Individual Retail Consumers.
4. Business-to-Government (B2G): Government Organisations and Public Sector Undertakings.

The Company focuses on improving customer insights through detailed segmentation by end-use, application, and geography.

More details on the products and their applications are available at: <https://www.jindalstainless.com/our-customers/>.

### IV. Employees

IV-20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
<b>Employees</b>						
1	Permanent (D)	4,907	4,722	96.23%	185	3.77%
2	Other than Permanent (E)	830	812	97.83%	18	2.17%
3	<b>Total employees (D + E)</b>	<b>5,737</b>	<b>5,534</b>	<b>96.46%</b>	<b>203</b>	<b>3.54%</b>
<b>Workers</b>						
1	Permanent (F)	345	329	95.36%	16	4.64%
2	Other than Permanent (G)	10,376	10,010	96.47%	366	3.53%
3	<b>Total Workers (F + G)</b>	<b>10,721</b>	<b>10,339</b>	<b>96.44%</b>	<b>382</b>	<b>3.56%</b>

IV-20. Details as at the end of Financial Year:

b. Differently abled Employees and workers:

No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
<b>Differently Abled Employees</b>						
1	Permanent (D)					
2	Other than Permanent (E)			0		
3	<b>Total differently abled employees (D + E)</b>					
<b>Differently Abled Workers</b>						
1	Permanent (F)					
2	Other than Permanent (G)			0		
3	<b>Total Workers (F + G)</b>					

IV-21. Participation/Inclusion/Representation of women

	Total(A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	12	3	25%
Key Management Personnel	6	0	0.00%

\* Key Management Personnel includes Chairman & Managing Director, Managing Director, CEO & Wholtime Director, Wholtime Director & COO, Executive Director & Group CFO and Head Legal & Company Secretary.

IV-22. Turnover rate for permanent employees and workers. (Disclose trends for the past 3 years)

	2023-24			2022-23			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10	10	10	6.31	0.56	6.87	6.36	0.67	7.03
Permanent Workers	1.5	0	1.4	0.31	0	0.31	0.30	0	0.30

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

V-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	PT Jindal Stainless Indonesia	Subsidiary	99.99	
2	Jindal Stainless FZE	Subsidiary	100	
3	JSL Group Holdings Pte. Ltd.	Subsidiary	100	
4	Iberjindal S.L.	Subsidiary	95	
5	Jindal Stainless Steelway Limited	Subsidiary	100	
6	Jindal Lifestyle Limited	Subsidiary	73.37	
7	Green Delhi BQS Limited	Subsidiary	100	
8	JSL Logistics Limited	Subsidiary	100	
9	Jindal Strategic Systems Limited	Subsidiary	100	No
10	PT Cosan Metal Industry	Associate of Subsidiary	49	
11	Rathi Super Steel Limited	Subsidiary	100	
12	Jindal Stainless Park Limited	Subsidiary	100	
13	Jindal United Steel Limited	Subsidiary	100	
14	Jindal Coke Limited	Associate	21.13	
15	Rabirun Vinimay Private Limited	Subsidiary	100	
16	Sungai Lestari Investment Pte. Ltd.	Subsidiary	100	
17	ReNew Green (MHS ONE) Pvt Ltd	Associate	26	

## VI. CSR Details

VI-24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

VI-24. (ii) Turnover (in INR)- 383,56,00,00,000

VI-24. (iii) Net worth (in INR)- 136,99,98,57,308

## VII. Transparency and Disclosures Compliances

VII-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)	2023-24			2022-23		
		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, we have grievance policy for our communities: <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf</a>	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, the Investors grievance policy is available at: <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Investors-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Investors-Grievance-Policy.pdf</a>	0	0	NA	0	0	NA
Shareholders	Yes, <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Investors-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Investors-Grievance-Policy.pdf</a> Our investors grievance policy includes shareholders.	36	1	NA	3	0	NA
Employees and workers	Yes, JSL has robust system and process to address the grievances of employees and workmen. For workmen, the Company has adopted a grievance redressal policy. Additionally, the Company's <a href="https://www.jindalstainless.com/wp-content/uploads/2023/01/Whistle-Blower-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/01/Whistle-Blower-Policy.pdf</a> also act as channels for grievance redressal mechanism.	0	0	NA	0	0	NA
Customers	Yes, grievances can be directly logged in hybris and SAP portal for both domestic and export customers. The stakeholder grievance policy is available at <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf</a> .	1096	14	NA	887	0	NA
Value Chain partners	Yes, JSL have floated surveys to the vendors to understand issues, if any, with the new system implementations carried out by the Company (Intelligent spend management, vendor financing, etc.). This also serves as a platform for the vendors to share feedback, suggestion or grievances, if any, with the Company. JSL's grievance mechanism for value chain partners is available at: <a href="https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf">https://www.jindalstainless.com/wp-content/uploads/2023/08/Stakeholders-Grievance-Policy.pdf</a> .	0	0	NA	3	0	NA
Others, please specify			Nil				

VII-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	Greenhouse Gas (GHG) Emissions and Climate Change Management	Risk	Steel industry is heavily reliant on natural resources and has significant impact on the ecosystem. Being in energy intensive sector, the Company understands its duty towards using the natural resources judiciously and responsibly. The primary sources of our direct emissions are mainly from fuel consumption at Steel Melting Shop (SMS), rolling operations (hot and cold), captive power plant, and ferroalloy processing. Regulatory changes, along with rising investor demands, are focused on reducing and limiting these emissions. Consequently, penalties for emissions exceeding permitted levels and increased compliance monitoring and reporting are becoming more significant.	<ul style="list-style-type: none"> <li>• The Company continuously strives to seek Best Available Technologies (BATs) which are sustainable and more environment friendly.</li> <li>• JSL has taken an ambitious target to achieve Net Zero emissions by the year 2050 and reducing the emission intensity to 50% compared to baseline level in FY 2022. The Company is also committed to Science Based Targets initiative (SBTi) to develop our science-based targets for near-term and Net Zero GHG emissions in the long-term.</li> <li>• Reducing fossil fuel-based energy use in our operations</li> <li>• Using innovative energy efficiency technologies and process optimization</li> <li>• Shifting to renewables and/or low carbon solutions where possible</li> <li>• Partnering with ReNew Power and Oyster for setting up a utility scale captive hybrid renewable energy project for supply of power.</li> </ul>	Negative
2	Water Management	Risk	Our operations critically depend on water as a key input. Moreover, the plant located at Hisar, Haryana is in a water-stressed aligned with CGWB guidelines. Insufficient water availability poses a risk of operational disruptions and could lead to conflicts with stakeholders regarding water resources.	<p>JSL's approach to mitigate the risk are as under:</p> <ul style="list-style-type: none"> <li>• Addressing water scarcity through principles of Reduce, Reuse, Recycle and Recover using best available technologies.</li> <li>• Minimizing withdrawal of fresh water by maximizing recycling of treated waste effluents within the plant.</li> </ul>	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)
			Additionally, non-compliance with regulatory requirements may result in significant financial losses due to operational stoppages and the potential withdrawal of our operating license.	<ul style="list-style-type: none"> <li>Rainwater harvesting at plant sites</li> <li>Strengthening water recycling and installing zero liquid discharge (ZLD) technologies at our plant.</li> <li>Carrying out detailed water risk assessments to identify and minimize water losses and opportunities for water savings.</li> </ul>	
3	Promotion of stainless steel usage in newer applications	Opportunity	Due to low virgin material usage, stainless steel production conserves natural resources and the Company focus on the usage of recycled material for its production.	<ul style="list-style-type: none"> <li>Higher scrap usage translates to lower specific energy usage.</li> <li>Stainless steel has lower specific CO2 emissions than carbon steel.</li> <li>Emissions from upstream processes like mining are reduced as compared to other materials.</li> </ul>	Positive
4	Scrap Availability	Risk	Growing environmental regulations and process requirements for Electric Arc Furnace (EAF) melting make Stainless Steel industry consume more scrap resulting in reduced scrap availability. Developing countries, such as India has the added problem of nascent recycling infrastructure. In these regions, scrap collection logistics are underdeveloped, circular supply chains are in their infancy, and sorting equipment is at a premium, making scrap accumulation at scale difficult leading the Company to source scrap from different geographical locations across the world.	JSL has a dedicated sourcing team which is constantly working on sourcing raw material from various regions. Availability is mapped against forecasted demand to ensure a healthy raw material influx for uninterrupted operations.	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)
5	Air Emissions Management	Risk	<p>Air emissions management presents significant challenges that impact both the environment and our stakeholders, requiring stringent oversight and continuous monitoring. Non-compliance with regulatory requirements at JSL's plant sites could lead to increased air pollution, potentially affecting the health and safety of employees, workers, suppliers, and the surrounding community. Additionally, such non-compliance could result in financial losses due to fines or penalties, operational disruptions, and other adverse consequences.</p>	<p>JSL continuously strive towards reducing air emissions. The Company's mitigation strategy includes the following:</p> <ul style="list-style-type: none"> <li>• Well-designed state-of-the-art air pollution control devices (APCD) are in place</li> <li>• Effective fugitive emission management</li> <li>• Continuous monitoring and reporting the air quality.</li> </ul>	Negative
6	Health and Safety Risk	Risk	<p>JSL has a large number of employees and workers working at its various plants, who constantly devote their efforts towards the success of the Company. Therefore, it is critical to ensure well-being of the employees / workers and communities. Any significant safety incident / adverse regulatory order may lead to disruption in operations. Each incident has a negative impact on the health, well-being, morale of the employees / worker and reputation of the Company.</p>	<p>JSL's safety and health responsibilities are driven by its commitment to work with its employees and communities under 'no harm' philosophy. The Company continuously monitors and ensures the safety and well-being of all its stakeholders. The Company has mechanisms to measure the safety performance statistics, which includes KPIs like fatalities, LTIFR, High-injury consequence work-related injuries, Recordable work-related injuries, first aid cases, etc. Apart from the above, the Company also imparts multiple training to its employees for meeting the safety requirements. Where occupational diseases are a concern, workers in dust-prone areas and high decibel areas periodically undergo Spirometry and Audiometry tests at our OHC centre. In addition, pre-employment and periodic medical tests are also conducted by the Company for both newly joined and existing employees.</p>	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)
				<p>JSL has implemented an occupational health and safety management system that has been consistently strengthened at all locations through significant efforts over the years. The Company is dedicated to fostering a safety culture among all employees by adhering to the 4-E principle (Engineering Control, Education, Encouragement, and Enforcement) and implementing ISO 45001:2018 for Occupational Health &amp; Safety. This approach promotes safety at every stage, with the goal of achieving "ACCIDENT-FREE STEEL."</p>	
7	Community Engagement and Development	Risk & Opportunity	<p>Our communities are identified as one of our most significant stakeholders. Local communities provide social licence to operate. Building trust and fostering deep engagement with them enhances JSL's goodwill. This approach also offers long-term benefit to the Company in terms of loyalty, support, manpower recruitment and product awareness.</p>	<p>Guided by the vision and philosophy of our Founder Late Shri O.P. Jindal, JSL has strived to deliver on its responsibilities towards its communities, people and society at large. Corporate Social Responsibility (CSR) is the strategic approach towards sustainable community development and the key to inclusive growth. This gives employees and the management an opportunity to get connected with each other and the community at large. JSL's aim is to provide a platform that empowers the community through need-based programmes inter alia including promoting education &amp; vocational training, integrated health care, livelihood &amp; women empowerment, rural infrastructure development, environment sustainability, sports, making them self-reliant through a process of direct intervention.</p> <p>The details of JSL's CSR activity are elaborated separately in the Annual Report.</p>	Positive

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)
8	Diversity, Equity and inclusion	Opportunity	For JSL, human capital is the core asset driving organisational success. The Company aims to foster diversity in the workforce to develop a a culture of safety, employee engagement and support for diverse groups. Diversity is business imperative for the Company and a healthy diversity mix is more likely to result in financial returns above industry median.	JSL is focused on strategies to attract diverse talents, imbibe an inclusive culture, and work towards ensuring equality, not only in letter but in spirit as well. The Company's culture allows individual talent to bloom and empowers people at all levels. The Company has an optimum combination of men and women Directors on its Board. The remunerations payable to directors and employees are based on the principles of performance and are at parity with industry standards.	Positive
9	Extensive use of products for various industrial usage and domestic consumption	Opportunity	Stainless Steel offers a great combination of strength and long life creating a distinct edge over carbon steel and preferred by end use customers. Stainless Steel has diverse properties, apart from corrosion resistance. This allows the metal to lend itself for a variety of applications, making it a preferred choice across industries, and a clear winner over other alternatives.	Inherent properties of austenitic stainless steel impart inter-alia following several safety advantages. <ul style="list-style-type: none"> <li>• Stainless steel strengthens during cold forming and provides added safety to railcars</li> <li>• Large energy absorptions during impact without brittle fractures provide enhanced safety compared to carbon steel.</li> <li>• Stainless steel has excellent fire resistance properties compared to Aluminium.</li> <li>• JSL employs multi-modal strategies to promote the use of austenitic stainless steel in safety critical applications.</li> </ul>	Positive
10	Circular Economy	Opportunity	Stainless steel manufacturing, being a circular economy, relies heavily on recycled materials. Stainless steel has a lifespan of at least fifty years and can be recycled completely and infinitely, with no loss in quality. Furthermore, the entire life cycle cost of stainless steel is often lower than other materials, making its usage cost-efficient and more sustainable as well.	We are committed to the principles of Reduce, Reuse, Recycle, Recover and Repurpose, aiming to maximize the amount of scrap utilization in the operations. JSL strives to reduce its reliance on natural resources. The Company produces a significant portion of its stainless steel from recycled scrap-metal recovered from slag-grinding dust, thereby minimising the need for virgin resources.	Positive

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)
			These properties of stainless steel breathe life into a circular economy, where 72%. Additionally, JSL ensures sustainability and profitability the reuse of various industrial by-intertwine. JSL generate a significant amount of waste from its operations which has the potential to get reused in our own operations or sold to external vendors for further recycling creating value from it.	The percentage content of a recycled material is approximately 72%. Additionally, JSL ensures the reuse of various industrial products that it produces.	

### SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

The National Guidelines for Responsible Business Conduct (NGRBC) as brought out by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1 Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable

P2 Businesses should provide goods and services in a manner that is sustainable and safe

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 Businesses should respect the interests of and be responsive towards all its stakeholders

P5 Businesses should respect and promote human rights

P6 Businesses should respect, protect and make efforts to restore the environment

P7 Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 Businesses should promote inclusive growth and equitable development

P9 Businesses should engage with and provide value to their consumers in a responsible manner

	P1	P2	P3	P4	P5	P6	P7	P8	P9	
<b>Policy and management processes</b>										
<b>1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>c. Web Link of the Policies, if available</b>	<a href="https://www.jindalstainless.com/corporate-governance/policies">https://www.jindalstainless.com/corporate-governance/policies</a>									
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes, all policies of the company have been translated into procedures, which are in various stages of implementation. Various executive committees designated with specific responsibilities have also been constituted for operationalising these policies.									
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes, JSL's Code of Conduct and Responsible Sourcing Policy and Guidelines cover key aspects of JSL's policies related to its value chain partners.									

<p><b>4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b></p>	<p>The policies are based on NGRBC, taking account of the requirements of various international standards such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018. QMS Certificate (IATF 16949:2016), JIS (Japanese Industrial Standard), CPR (Construction Product Regulations) 305/ 2011/ CE Mark Certifications as requirements for supply of materials to European Union countries, Food grade certifications and others to add values to its customer services. All testing laboratories of the company are NABL (National Accreditation Board of Testing and Calibration Laboratory) accredited as per laboratory management system ISO/IEC 17025:2017.</p> <p>The Company also has REACH/RoHS certification for 200, 300 and 400 series stainless steel grades. In addition to this, ISI marks/BIS certification for various grades of stainless steel including BIS licenses as per IS 5522: 2014 (Stainless steel sheets and strips for Utensils), IS 15997:2012(Low Nickel Austenitic Stainless Steel and Strip for Utensils and Kitchen Appliances), IS 6911:2017 Stainless Steel Plate, Sheet and Strips specification, IS 9294:1979 (Cold Rolled Stainless Steel strips for Razor Blades), IS 9516:1980 (Heat Resisting Steel)and IS 14650:2023 (Unalloyed and Alloyed steel ingot and semi-finished products for re-rolling purposes) enabling the company as preferred stainless-steel manufacturer with BIS license.</p>
	<p>In addition to the above, the company holds 13 numbers for BIS licence for various Carbon Steel grades including IS 3502:2009 for Steel Chequered Plates.</p>
<p><b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b></p>	<p>The Company is unwavering in its dedication to creating a sustainable future, driven by a strong sense of environmental, social and governance responsibility. As part of its commitment, the company has adopted an eco-conscious approach in manufacturing stainless steel. This involves utilizing scrap in an electric arc furnace, which stands as the most eco-friendly method with minimal greenhouse gas emissions.</p> <p>Looking ahead, the Company has set ambitious goals to actively combat climate change such as to achieve Net Zero emissions by the year 2050 and reducing the emission intensity to 50% compared to baseline level in FY 2022-23. Furthermore, JSL have committed to Science Based Targets initiative (SBTi) to develop our science-based targets for near-term and Net Zero GHG emissions in the long-term further solidifying the Company's position as a champion of sustainability and environmental stewardship. The Company is also committed for creating value from waste and promoting a closed-loop system of recycling and reusing. The Company's management is currently evaluating realistic targets for reducing waste landfilled to minimize its environmental impact in the future. The Company has undertaken a biodiversity risk assessment at all the sites to identify the biodiversity and nature related risks and develop their biodiversity management plan. This involves the identification of native species and their habitats in the region through research and field visits and preparation of action plans to be taken for further conservation of the biodiversity. Going ahead, we also aim to develop science-based targets for Nature (SBTn). The Company is actively involved in plantation activities to preserve the green cover of the surrounding areas. Apart from the above, the Company is committed to zero harm to the employees and contractual partners, and in improvement in safety measuring parameters. The Company further aims to improve the diversity based on gender, sexual orientation, rationality, special ability etc. For better alignment with governance aspects, the Company aims to lift the communities based near its facilities by undertaking various CSR projects and building and nurturing strong relationships with the stakeholders. The Company has become a member of the Responsible Steel certification for its sites and is working to achieve the certification to be among the top sustainable stainless steel producing companies globally.</p>
<p><b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b></p>	<p>As a responsible corporate dedicated to achieve our ESG (Environmental, Social, and Governance) goals, JSL is actively pursuing initiatives to minimize our carbon footprint and transition towards greater utilization of renewable energy sources. The concerted efforts have resulted in a significant reduction of nearly 76 ktCO<sub>2</sub>e of carbon emissions in the last financial year. This achievement reflects our unwavering commitment to environmental sustainability and demonstrates our progress towards a greener future. The percentage of recycled material (Scrap and revert) utilization in input material has increase to 72%.</p> <p>JSL has impacted ~68,718 beneficiaries through CSR initiatives and ~87, 530 lives have been benefited from the CSR programmes. JSL always strives for the skill development of its employees and has spent more than 1,66,000 employee hours in learning and development programmes The Company's LTIFR for employees is low i.e. 0.04.</p>

**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) For the detailed message, please refer to message to the shareholders from the MD’s desk forming part of the Annual Report.
- 
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). The Company’s Board of Directors comprises an optimum combination of Executive and Non-Executive Independent Directors with diverse range of experience and expertise.  
Please refer to message to the shareholders from the MD’s desk forming part of the Annual Report.
- 
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. The Company has constituted an Environmental, Social and Governance (ESG) Committee of the Board of Directors of the Company comprising of executive directors, Independent Directors and Chief Sustainability Officer as permanent invitee to drive sustainability initiatives and ensuring the Company’s adherence to its sustainable vision.  
Details to the committee’s terms of reference and composition can be referred to in the Corporate Governance section of the Annual Report.

10. Details of Review of NGRBCs by the Company: Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee

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 ESG committee of the Board of Directors meet on quarterly basis to discuss the performance of the Company against ESG parameters of the Company. During the assessment process, the efficacy of the policies are reviewed and necessary changes to policies and procedures, if required, are implemented on the recommendation of the ESG Committee with the approval of the Board.									Quarterly basis								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	One of the major aims of the Company is to ensure that the Company is compliant with the regulatory norms. The Company has an E-compliance tool in place. The tool is periodically updated to ensure compliance to the amendments in the statutory and legal provisions. The E-compliance tool provides an automated alerts to the user (owner and approver), functional heads and senior management.									On a continuous basis								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.

Sr. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The Company has appointed M/S Bureau Veritas Private Limited as its partner to inter alia evaluate the policies for the Responsible Steel Certification. Additionally, the Company has previously appointed Ernst & Young (EY) LLP as its partner to develop a strategic roadmap for the project.								

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)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

### Essential Indicators

EI-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	Percentage of persons in respective category covered by the awareness programmes
Board of Directors & Key Managerial Personnel	1	JSL conducts orientation and awareness sessions for the Directors & Key Managerial Personnel. These sessions encompass all the principles of BRSR inter alia including critical topics such as Safety, Health and Environment, Strategy and Industry Trends, Business Model of the Company, Ethics and Governance principles, as well as Legal and Regulatory updates, which are discussed and deliberated upon in the Board/ Committee meetings.	100
Employees	26	<p>JSL offers a comprehensive training program catering to both managerial and non-managerial employees. These programs can be categorized into the following areas:</p> <p><b>Compliance and Ethics:</b></p> <ul style="list-style-type: none"> <li>o <b>Prevention of Sexual Harassment (POSH):</b> This training ensures employees understand their rights and responsibilities regarding workplace harassment, fostering a safe and respectful work environment.</li> <li>o <b>Code of Conduct:</b> Employees are trained on JSL's Code of Conduct, which outlines expected ethical behaviour and promotes a culture of integrity.</li> <li>o <b>Ethics (Anti-corruption and Anti-bribery):</b> This e-learning module educates employees on anti-corruption and anti-bribery practices, ensuring compliance with relevant regulations.</li> </ul> <p>• <b>Workplace Skills Development:</b></p> <ul style="list-style-type: none"> <li>o <b>Health and Safety Training Programs:</b> JSL prioritizes employee safety. These programs provide employees with the knowledge and skills to work safely and identify potential hazards in the workplace.</li> <li>o <b>Presentation Skills and Time Management:</b> Employees develop effective communication and time management skills crucial for success in any role.</li> </ul> <p><b>Managerial Development:</b> JSL invests in upskilling managerial employees and senior management by partnering with reputed academic institutions to offer various programs. These programs focus on Leadership Development, ESG and Industry Knowledge and Best Practices JSL has a dedicated Learning and Development (L&amp; D) team responsible for identifying training needs of individuals and creates programs that caters to those needs.</p>	100

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Workers	10	<p>JSL conducts multiple remote and classroom sessions throughout the year on key topics such as wellness, Safety Management, Firefighting, Waste management, Material handling, Emergency preparedness, Work permit, 5S Awareness training, Communication skills, Hazard Identification, Risk Assessment, Company's Ethics Module, TPM, Prevention of Sexual Harassment policies, etc., These training sessions are mandatory for all workers.</p> <p>In addition, workers are provided need-based training as per their job requirements, covering behavioural Safety, Quality Management, Environment and Sustainability, etc. JSL is also focused on skill upgradation training and assigning e-learning modules regularly to workers to facilitate skill upgradation. The approach is to provide a range of technical and non-technical courses with a strong focus on capability development in all functional areas.</p>	100

El-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

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					

#### Non-Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			Nil	

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

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
		Not applicable

El-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, the Company has an Anti-Bribery and Anti-Corruption (ABAC) Policy.

The ABAC Policy aims to ensure that the Company conducts its operations and business activities in accordance with the applicable laws and with the highest ethical standards thereby ensure the prevention and detection of fraud, bribery, and corruption. The Company also communicates, creates awareness, and disseminates the ABAC Codes to all its employees, vendors, and supply chain partners through code of conduct.

The same is available at the below link:

<https://www.jindalstainless.com/wp-content/uploads/2023/08/Anti-Bribery-Anti-Corruption-Policy.pdf>

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

Category	2023-24	2022-23
Directors	0	0
KMPs		
Employees		
Workers		

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

Category	Number 2023-24	Remarks 2023-24	Number 2022-23	Remarks 2022-23
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0		0	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

EI-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.

Not Applicable

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

Particulars	2023-24	2022-23
Number of days of accounts payables	88.90	82.23

EI-9. Open-ness of business. Provide details of concentration of purchases with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format. Concentration of Purchases-

Parameter	Metrics	2023-24	2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	78%	77%
	b. Number of trading houses where purchases are made from	500	636
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	67%	53%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	27%	31%
	b. Number of dealers / distributors to whom sales are made	240	242
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	40%	40%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	7%	8%
	b. Sales (Sales to related parties / Total Sales)	17%	20%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments ( Investments in related parties / Total Investments made)	89%	74%

### Leadership Indicators

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

S. No.	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
1	3	All the principles	100

**Remarks:** JSL has conducted 3 vendor meets at 2 plant locations viz., Hisar, Jajpur and at corporate head office, Gurgaon. The agenda of these vendor meets was to spread awareness about the recently approved Supplier Code of Conduct. The Code of Conduct covers all the 9 principles and a signed and stamped copy is collected from the vendor prior to engaging into business / new transaction. Additionally, the General Terms and Conditions of the purchase orders that are issued to the suppliers have the clauses related to ethics, governance, environment,



LI-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, the Company’s Code of Conduct (CoC) is focused on effectively managing conflicts of interest. The CoC is designed to proactively recognize and address any actual or potential conflicts that may arise between the Company, its directors, and employees while conducting business activities. The Company receives an annual declaration from its Board of Directors and all employees confirming adherence to the Code of Conduct, which includes the provisions on dealing with conflict of interest.

The code of conduct can be accessed at the following link:

<https://www.jindalstainless.com/corporate-governance/code-of-conduct>

**PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe**

**Essential Indicators**

EI-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.

Category	2023-24	2022-23	Details of improvements in environmental and social impacts
R&D	34.8	47.78	<p>The Company has invested in various circularity projects like brick making from slag, reusable oil, sludge, SEM analysis and pickling liquor testing etc. Other R&amp;D expenditures include minimization of cost through internal process optimization in existing IRS 350CR grade for FOB/ROB application. Stabilization of annealing parameters at HBA line in UNS S32205 grade at lower thickness to achieve corrosion rate below 10 mdd. Modification in chemistry and; process parameters in S containing (S~0.01) grade EN 1.4404 to minimize surface defect. Improvement in corrosion performance of 410L rebars. etc.</p> <p>Collaborating extensively, our R&amp;D teams engage with renowned national and international laboratories, scientific institutions, and universities. These partnerships enable us to conduct in-depth research and tap into expert insights. This robust RandD expertise has been instrumental in enriching our existing product portfolio, consistently adding value.</p>
Capex	23.42	12.53	<p>The Company is working on various areas of Environment and Social pillar of ESG having number of projects under the CAPEX investments. Some of the key projects are:</p> <ul style="list-style-type: none"> <li>• HPL Scanacon Acid Recovery System</li> <li>• Waste Heat Recovery Boiler (WHRB)</li> <li>• Utilities (ETP, Compressor, CT etc.)</li> <li>• Logistics Network Design</li> <li>• Floating Solar - Indigenous Equipment, roof top solar panel</li> <li>• ZLD</li> </ul>

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

Yes, the Company adheres to all the essential requirements as governed by the 'Responsible Sourcing Policy available at <chrome-extension://efaidnbmnnnibpcjpcglclefindmkaj/https://d3rh8m1rlgcp00.cloudfront.net/wp-content/uploads/2024/06/Responsible-Sourcing-Policy-1.pdf>. The Company has adopted the policy of working with ISO-14001 and ISO - 45001 certified contractors/ suppliers/ vendors for its major services. Business agreements with the contractors/suppliers/ vendors, as applicable mandates them to comply with all the statutory laws, regulations and rules made thereunder. The sourcing team that carefully selects and nurtures the supply chain partnerships based on quality, integrity, competitiveness, value-addition and pricing as per the responsible sourcing policy.

EI-2. b. If yes, what percentage of inputs were sourced sustainably?

In line to our procedures of sustainable sourcing, we procure around 90% of our inputs from recycled scrap. Other raw materials like Chrome ore, Ferro Alloys, coal etc. are majorly sourced domestically thus, further reducing transport related carbon footprint. Moreover, majority of JSL’s inputs in India are sourced from suppliers who commit to its guiding principles by providing declarations during the supplier on boarding /registration phase.

El-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.

Stainless steel boasts an enduring lifespan owing to its robustness, largely attributed to the presence of chromium, which shields it from oxidation by preventing oxygen from reacting with the metal. In the stainless-steel industry, end-of-life stainless steel or scrap is not classified as waste; rather, it is viewed as a valuable input for stainless steel production through re-melting and is actively traded on a global scale. Nevertheless, JSL places utmost importance on waste management, prioritizing safe and responsible disposal practices via authorized recyclers. Since, the Company's products are integrated into various other products made by the customers, thereby making it impractical to reclaim the products individually at the end-of-life cycle.

El-4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes, in JSL, different types of wastes are being managed as per the rules notified by Ministry of Environment, Forest and Climate Change (MoEF & CC), Government of India.

In accordance with the Plastic Waste Management Rules, 2016 and subsequent amendments thereto, the Jajpur unit falls under the purview of Extended Producer Responsibility (EPR) for Plastic Waste Management. The Company has registered with the Central Pollution Control Board (CPCB) under EPR as Brand Owner and Importer. As the Brand Owner and Importer, Company's EPR obligation are being fulfilled. Registration under EPR in accordance to the Plastic Waste Management Rules, 2016 is not applicable on the plants in Hisar & Vizag.

### Leadership Indicators

LI-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?

S. No.	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.
1		Stainless Steel Grade-409	1.84%			
2		Stainless Steel Grade-304	6.86%			
3		Stainless Steel Grade-316	2.50%			
4		Stainless Steel Grade-321	0.54%			
5		Stainless Steel Grade-201	1.74%			
6	24105	Stainless Steel Grade-301	1.40%	Cradle to Gate	Yes	No
7		Stainless Steel Grade - 301	0.09%			
8		Stainless Steel Grade - 304/L	29.81%			
9		Stainless Steel Grade - 316	0.02%			
10		Stainless Steel Grade - 321	1.92%			
11		Stainless Steel Grade - 430	0.74%			
12		Stainless Steel Grade - IRSM	6.65%			

**Remarks:** By taking product sustainability perspective, the Company demonstrates how improvements in material utilisation and right-first-time manufacturing can reduce emissions during the production phase. For this; JSL has conducted Product Carbon Footprint (Cradle to Gate) for its 12 Products. This streamlines the process of undertaking life cycle studies of products and enables an understanding of GHG emission hotspots and trade-offs in the steel product value chain, which can be used to inform new product developments and optimise existing manufacturing routes.

LI-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.

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
		No risks	

LI-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	Recycled or re-used input material to total material	
	2023-24	2022-23
Scrap+ Revert	72	67

LI-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:

	2023-24			2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)		0			0	
E-waste						
Hazardous waste						
Other waste						

**Remarks:** As a B2B entity, currently, the products manufactured by the Company are integrated into a variety of products by our customers. Hence, it is difficult to separate or reclaim them individually. Therefore, the question does not apply to our products .

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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Not Applicable.

As a B2B entity currently, the products manufactured by the Company are integrated into a variety of products by our customers. Hence, it is difficult to separate or reclaim them individually. Therefore, the question does not apply to our products.

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

#### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
	Number (B)	Number	% (B / A)	Number	% (C / A)	Number	% (D / A)	Number	% (E / A)	Number	% (F / A)
<b>Permanent Employees</b>											
Male	4722	4722	100.00%	4722	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	185	185	100.00%	185	100.00%	185	100.00%	0	0.00%	185	100.00%
<b>Total</b>	<b>4907</b>	<b>4907</b>	<b>100.00%</b>	<b>4907</b>	<b>100.00%</b>	<b>185</b>	<b>3.77%</b>	<b>0</b>	<b>0.00%</b>	<b>185</b>	<b>3.77%</b>
<b>Other than permanent Employees</b>											
Male	812	812	100.00%	812	100.00%	0	0.0%	0	0.0%	0	0.0%
Female	18	18	100.00%	18	100.00%	18	100.00%	0	0.0%	0	0.0%
<b>Total</b>	<b>830</b>	<b>830</b>	<b>100.00%</b>	<b>830</b>	<b>100.00%</b>	<b>18</b>	<b>2.17%</b>	<b>0</b>	<b>0.0%</b>	<b>0</b>	<b>0.0%</b>

El-1.b. Details of measures for the well-being of workers.

Category	% of employees covered by										
	Total (A)	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)	
<b>Permanent Workers</b>											
Male	329	329	100.00%	329	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	16	16	100.00%	16	100.00%	16	100.00%	0	0.00%	16	100.00%
<b>Total</b>	<b>345</b>	<b>345</b>	<b>100.00%</b>	<b>345</b>	<b>100.00%</b>	<b>16</b>	<b>4.64%</b>	<b>0</b>	<b>0.00%</b>	<b>16</b>	<b>4.64%</b>
<b>Other than permanent Workers</b>											
Male	10,010	10,010	100.00%	812	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	366	366	100.00%	18	100.00%	366	100.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>10,376</b>	<b>10,376</b>	<b>100.00%</b>	<b>830</b>	<b>100.00%</b>	<b>366</b>	<b>3.36%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>

El-1.c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

Particulars	2023-24	2022-23
Cost incurred on well-being measures as a % of total revenue of the company	0.3	0.2

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

Benefits	2023-24			2022-23		
	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	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	Covered as per applicable rules					
Others – please specify	Not applicable					

El-3. 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.

The Company's premises and offices comply with the accessibility requirements of the Rights of Persons with Disabilities Act, 2016, ensuring accessibility for differently abled employees and workers. While most areas are accessible, some exceptions, such as shop floors, exist due to safety considerations. We also offer accessible infrastructure facilities, including ramps and touchless entry systems.

El-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, equal opportunity policy is aligned with statutory requirements with reference to Rights of Persons with Disabilities Act, 2016. The policy can be accessed from <https://www.jindalstainless.com/wp-content/uploads/2023/08/Equal-Opportunity-Policy.pdf>

El-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	NA	NA	NA	NA
Female	100	100	100	100
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

**Remarks:** We don't have paternal leave policy.

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, JSL has a robust system and process to address the grievances of employees and workmen. For workmen, the Company has in place a comprehensive grievance redressal policy. Additionally, JSL's code of conduct and whistle-blower policy serve as channels for the grievance redressal mechanism, ensuring multiple avenues for addressing concerns and issues.
Other than Permanent Workers	Employees and workers are encouraged to voice their concerns directly to their manager, HR, or senior leadership. This transparent approach fosters a trusting and supportive work environment. All employees, including workers, can report concerns anonymously by emailing <a href="mailto:whistleblower@jindalstainless.com">whistleblower@jindalstainless.com</a>
Permanent Employees	The Company have an established Grievance Redressal Committee accessible to all employees and workers. As per the mechanism, grievances can be escalated through the chain of authority, from supervisors up to the Head of the Department (HOD) at the site/corporate level.
Other than Permanent Employees	If employees or workers are not satisfied with the resolution at the site/corporate-HOD level, they can take their grievances to the Grievance Resolution Committee. This committee consists of four members, with representation from both site/corporate management and workers. The committee reviews the grievance and submits recommendations to the management for a final decision after reviewing the case.  Any complaint involving the ombudsperson should be addressed to the Chairperson of the Audit Committee with a request for investigation. Additionally, employees and workers can report complaints by writing to the Chief Human Resource Officer.  Moreover, employees and workers can raise their concerns during SAMPARK by Managing Director. It acts as a channel to establish personal and direct communications among Managing Director, employees and workers.

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

Category	2023-24			2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	%(D / C)
Total Permanent Employees	4907	592	12.06%	4332	652	15.05%
- Male	4722	592	12.54%	4206	652	15.50%
- Female	185	0	0.00%	126	0	0.00%
Total Permanent Workers	345	124	35.94%	369	220	59.62%
- Male	329	124	37.69%	353	220	62.32%
- Female	16	0	0.00%	16	0	0.00%

El-8. Details of training given to employees and workers:

Category	2023-24					2022-23				
	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)
<b>Employees</b>										
Male	5534	1748	31.59%	2723	49.20%	4237	1936	45.69%	2918	68.87%
Female	203	100	49.26%	148	72.91%	126	23	18.25%	71	56.35%
<b>Total</b>	<b>5737</b>	<b>1848</b>	<b>32.21%</b>	<b>2871</b>	<b>50.04%</b>	<b>4363</b>	<b>1959</b>	<b>44.90%</b>	<b>2989</b>	<b>68.51%</b>

Category	2023-24					2022-23				
	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)
<b>Workers</b>										
Male	10339	2052	19.85%	391	3.78%	10239	2533	24.74%	348	3.40%
Female	382	14	3.66%	9	2.36%	338	9	2.66%	5	1.48%
<b>Total</b>	<b>10721</b>	<b>2066</b>	<b>19.27%</b>	<b>400</b>	<b>3.73%</b>	<b>10577</b>	<b>2542</b>	<b>24.03%</b>	<b>353</b>	<b>3.34%</b>

**Remarks:** \*Based on the developmental needs identified through Career Capability Center, the Company has initiated project "Parivartan" which aims to build leaders of the future through behavioural & technical skilling as well allocation of exceptional projects. The project offer flexibility to choose outside KRA projects, use multi-functional scope, apply strategic levers and foster cross-functional collaborations.

El-9. Details of performance and career development reviews of employees and worker:

Category	2023-24			2022-23		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	5534	5534	100%	4237	4237	100%
Female	203	203	100%	126	126	100%
<b>Total</b>	<b>5737</b>	<b>5737</b>	<b>100%</b>	<b>4363</b>	<b>4363</b>	<b>100%</b>
<b>Workers</b>						
Male	10339	10339	100%	10239	10239	100%
Female	382	382	100%	338	338	100%
<b>Total</b>	<b>10721</b>	<b>10721</b>	<b>100%</b>	<b>10577</b>	<b>10577</b>	<b>100%</b>

El-10. a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?-

Yes, an occupational health and safety management system based on ISO 45001:2018 has been implemented by JSL. This robust system covers all locations and stakeholders, aiming to provide a safe working environment devoid of harm. The Company is dedicated to achieving 'Zero Harm' and becoming an industry leader in safety and health performance through a comprehensive approach that includes the 4-E principles (Engineering Control, Education, Encouragement, and; Enforcement). Key initiatives taken under this system include: -

- Monitoring statutory requirements (PPE, health check-ups, etc.) of contract workers via an online gate pass system.
- Implementing a radar system for traffic management and speed control within factory premises.
- Employing engineering controls like beamer light and spotlight for forklifts and electrically operated transverse cranes to reduce man-machine interference.
- Establishing fall protection systems for loading and unloading;
- Unloading activities and maintaining fragile roofs.
- Safety-related incidents are regularly monitored, reviewed by management, and presented quarterly to the Board.

Overall, the Company's safety governance structure, management systems, training, communication mechanisms, and performance indicators underscore its commitment to protecting employees, the environment, and the community.

El-10. b. What are the processes used to identify work-related hazards and assess risks on a routine and non- routine basis by the entity?

The Company employs a comprehensive suite of methods to identify work-related hazards and assess risks on a routine and non-routine basis. This includes weekly safety surveys and inspections, Hazardous Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), safety audits, both committee and sub-committee audits, and regular safety meetings. Risks are also managed through a safety portal, risk assessment sheets, daily observation records, and encouraging employee participation in hazard reporting. Additionally, periodic safety committees and

sub-committees meet to assess and identify work-related hazards continuously. To raise awareness, the Company conducts extensive training and awareness campaigns about occupational health and safety and the risks involved in specific tasks such as operating machinery or driving. Employees are made aware of potential safety risks and encouraged to report them. Once hazards are identified, the risks are assessed for their likelihood and severity, which helps in prioritizing risks and implementing appropriate control measures aimed at eliminating commonly accepted unsafe practices.

**EI-10.c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)**

Yes, the Company has established necessary systems/processes to ensure worker safety and provide mechanisms for reporting work-related hazards and removing oneself from such risks. Comprehensive approach includes:

- 1. Safety Observation System (SOS):** This system enables individuals to report unsafe acts and conditions in real-time. After receiving incident reports, our safety team thoroughly investigates and takes appropriate actions to mitigate any identified risks.
- 2. Reporting Platforms:** Hazard issues can be reported through multiple platforms, including weekly meetings at different shop floors, safety portals, SHE (Safety, Health, and Environment) committees, Town Hall Meetings, safety briefings, risk assessments, near-miss report formats, safety-compliant boxes, and an internal group for direct reporting to the safety team.
- 3. ISO 45001:2018 OHS Management System :** As part of this certification, JSL has formalized procedures and an Emergency Evacuation Plan to report work-related hazards and facilitate safe withdrawal from risks.
- 4. State-of-the-Art Facilities and Advanced Systems:** The management has invested in advanced facilities and systems to reduce exposure to potential health risks, continuously enhancing our protective measures.

**EI-10.d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, the employees/ workers of the entity have access to non-occupational medical and healthcare services like doctor or medicine consultation, health check-up, diagnostics, etc. along with voluntary health campaign services.

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

Safety Incident/Number	Category	2023- 24	2022- 23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.04	0.09
	Workers	0.27	0.41
Total recordable work-related injuries	Employees	3	3
	Workers	9	10
No. of fatalities	Employees	0	0
	Workers	1	3
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

**Remarks:**

**EI-12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

JSL is committed to creating a safe and healthy work environment for all employees by implementing a comprehensive safety program that encompasses various measures to achieve the said goal.

**Structure and Procedures:**

A two-tiered safety committee system ensures clear communication and addresses concerns from shop floor to senior management. The Company strictly adhere to established safety practices, including Hazard Identification and Risk Assessment (HIRA), Hazard and Operability (HAZOP) studies, and a robust work permit system. Regular Job Safety Analysis (JSA), toolbox training, and job-specific training equip employees with the knowledge and skills for safe work practices are organised. Safety briefings, PPE adherence, and readily available Safety Data Sheets (MSDS) further reinforce safety awareness.

**Health and Wellbeing:**

Pre-employment and regular health check-ups promote employee well-being and early detection of potential health concerns are arranged.

Safety Culture and Awareness: JSL actively promote safety culture through dedicated programs like Safety Month, Road Safety Week, and Environment Day campaigns. Information on safe work practices is readily available through displayed Standard Operating Procedures (SOPs), Do's and Don'ts signage, and regular safety briefings.

Emergency Preparedness: A well-trained fire team stands ready to respond to emergencies.

Proactive Safety Measures: A rigorous work permit system ensures a proactive approach to safety. Permit issuance requires confirmation of safe working conditions before work commences. Barricading, safety signage, and fire extinguisher placement further enhance safety during work activities. Equipment inspections across various categories are conducted regularly to identify and address potential hazards.

Dedicated Training and Resources: A Safety Training Centre (STC) with a 100-person capacity provides audio-visual aided safety training programs, including induction and job-specific training. Regular safety campaigns, rallies, and awareness drives reinforce safety knowledge and instill a culture of safety.

Facility-Specific Initiatives: In addition to the above, several facility-specific initiatives have been implemented to address potential safety concerns unique to each location. These include: Special guarding of machinery with photo sensors for enhanced safety. Improved road safety measures with cat-eyes and solar blinkers. Designated loading and unloading zones, and back cameras on internal vehicles for better visibility. Regular internal and external training programs on fire safety, material handling, permit systems, and equipment operation. Night duty officer patrols and safety chairman plant visits to identify and address safety concerns. Installation of safety lifelines and CCTV monitoring in strategic locations. Provision of safety showers in designated areas. Regular monitoring of noise, illumination, and dust levels to ensure a healthy work environment. Commitment to Continuous Improvement: Jindal Stainless is continuously striving to improve its safety record. The Company believes that a safe and healthy workplace is essential for a productive and successful workforce. By implementing these comprehensive safety measures, JSL is committed to providing a work environment where all employees can feel safe and secure.

**EI-13. Number of Complaints on the following made by employees and workers:**

	2023-24			2022-23		
	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	15	0	NA	40	0	NA
Health & Safety	2	0	NA	19	0	NA

**EI-14. Assessments for the year:**

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

**Remarks:** The Company adhere to stringent health and safety protocols in line with ISO 45001 standards, conducting regular assessments to mitigate workplace accidents and potential hazards. This commitment fosters a culture of safety and well-being, ensuring a secure and healthy work environment for all employees.

**EI-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.**

The Company promotes both occupational and personal safety practices and has a robust management system framework and a sound safety governance structure to drive health and safety measures. To achieve the objective of Zero LTI (lost time injury), long-term safety strategies are being implemented across the Company. Following any safety incident or concerns arising from assessments of health and safety practices or working conditions, the below mentioned action items are deployed proactively:

1. Form a dedicated investigation team to investigate the root cause of the incident to prevent similar occurrences in the future.
2. Document the incident in detail and the recommended corrective actions to be taken.
3. Implement corrective actions, such as improving safety procedures, providing additional training, or adding personal protective equipment (PPE) requirements and monitor the progress periodically. In the reporting period, no corrective action were taken or is underway to address safety-related incidents including significant risks / concerns arising from assessments of health and safety practices and working conditions.



**Leadership Indicators**

LI-1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).- Yes, the Company provides life insurance or a compensatory package for both employees and workers. Additionally, JSL offers a Group Personal Accident Policy and a Term Life Policy for all its employees and permanent workers.

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

As per JSL's Supplier Code of Conduct, each supplier must comply with all the statutory and regulatory norms that are applicable to them. The suppliers are also required to sign and stamp on the copy of Suppliers Code of Conduct with JSL prior to engaging into business / new transaction. Additionally, the Supplier Code of Conduct consists of the clauses to comply with the statutory and regulatory compliances are part of the General Terms and Conditions for all the purchase orders issued.

LI-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 are 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	
	2023-24	2022-23	2023-24	2022-23
Employees	0	0	0	0
Workers				

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

Yes. various skill building programs are provided to enhance competencies.

LI-5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100%
Working Conditions	100%

Remarks: Suppliers play a critical role in our overall business success and sustainability journey. With a firm commitment to ethical sourcing and responsible supply chain management, the Company had introduced newly developed Supplier Code of Conduct and Responsible Sourcing Policy in FY 2023-24. This outlines our expectations from suppliers regarding environmental stewardship, social responsibility including Health and Safety practices and working conditions, ethical business practices, and compliance with relevant laws and regulations. As per JSL's Supplier Code of Conduct, each supplier must comply with all the statutory and regulatory norms that are applicable to them. The suppliers are also required to sign and stamp on the copy of Suppliers Code of Conduct with JSL prior to engaging into business / new transaction. ISO 45001 certification is also included in the questionnaire.

LI-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.

No significant risk / concern were noted / informed to the Company regarding the health and safety practices and working conditions of value chain partners

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

**Essential Indicators**

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

Yes, the Company has conducted a comprehensive mapping and identification of its internal and external stakeholders has classified its stakeholders into three main groups:

- Strategic stakeholders: Shareholder and Investors, Customers, Local Communities, Civil Society, Farmers, Suppliers
- Key Stakeholders: Employees and Workers
- External influencers: Government and regulatory bodies, Industry Associations, Media

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

S. No.	Stakeholder Group	Whether identified as Vulnerable and Marginalized 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
1	Suppliers/ Partners	No	Email, SMS, phone calls, Virtual Meetings and In person meetings, Supplier Code of Conduct	ongoing	Contract negotiations, partnerships and collaborations, feedbacks about the product and new business requirement, assessment of risk and opportunities. Discussions regarding our sustainability goals and Responsible Sourcing.
2	Industry Associations/ Trade Organizations	No	Conferences, Events	ongoing	Industry-wide initiatives, awareness session, building valuable business relationship and Industry representations
3	Government Authorities/ Regulators	No	Email, In person meetings	ongoing	Legal and regulatory compliances, community representation, infrastructure facilities, better corporate governance
4	Communities	Yes	Focused group discussions, Meetings and briefing	Ongoing	In FY 2023-24, the Jindal Stainless Foundation continued its CSR efforts through self-implemented and NGO the plant locations. These initiatives were developed in close collaboration with community stakeholders, including women, farmers, youth, schools, government representatives, and local panchayats, ensuring a participatory and inclusive approach. Key initiatives included skill and livelihood projects for women, health programs in remote villages, skill training for youth, and access to clean drinking water in schools. Regular community dialogues ensured these projects addressed specific social issues. With the continuous extensive community engagement and diverse CSR programs, no issues or concerns were raised by local communities during the FY 2023-24.
5	Investors and Shareholders	No	Press releases, Investor meets, earnings call, newspaper, Direct contact, roadshows, website	ongoing	For Industry and business outlook, company performance, resolving their concern/ queries and Company's initiative towards CSR, ESG and sustainability.

S. No.	Stakeholder Group	Whether identified as Vulnerable and Marginalized 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
6	Employees and Workers	No	Direct contact, HR circulars, Intranet, Pulse, Coffee with MD, Sampark,	ongoing	The Company places significant emphasis on employee engagement and wellbeing. In Hisar, the Company run a program called 'app-beeti,' meaning 'first-hand experience.' This program encourages employees to share experiences of accidents or near-misses and their impacts on their lives and families. As part of digital transformation journey, JSL has launched several new initiatives, including the Next Gen HR system, Darwin Box, which enhances HR functions with features such as Helpdesk, recruitment, payroll, and a voice-enabled chatbot. Additionally, a quarterly townhall through Sampark is conducted to facilitate personal and direct communication between the Managing Director and employees.

### Leadership Indicators

**LI-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.**

Recognizing the crucial role stakeholders play in shaping the business operations, JSL employs both formal and informal mechanisms to engage with them and understand their concerns and expectations. Various departments within the organization have identified roles and responsibilities for stakeholder engagement. Company's approaches include surveys, workshops, online video calls, regular interactions with CSR teams, periodic updates, meetings and calls with investors, and promoting interactions among team members. JSL prioritize active collaboration with our stakeholders to identify and address their primary concerns in a collective and proactive manner. The stakeholder engagement process is guided by a Group-level policy that fosters meaningful relationships and long-term value for key stakeholders. Effective communication and engagement with shareholders are ensured through the Stakeholders Relationship Committee (SRC). Corporate Social Responsibility (CSR) and Sustainability programs are overseen by the respective committee, which evaluates and monitors their implementation. The Board is kept informed of developments, actively seeking feedback from directors. The Company maintains regular communication channels with shareholders through annual reporting, the Company website, and the Annual General Meeting (AGM). Additionally, direct engagement with investors is established through rating agencies or the investor relations department, facilitating ongoing dialogue focused on Environmental, Social, and Governance (ESG) performance and plans. These interactions have proven highly constructive, fostering valuable discussions on plans, performance, and overall strategy. The Company consistently demonstrates its commitment to open communication by maintaining regular dialogues with all shareholders and stakeholders.

**LI-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 policies and activities of the entity.**

Yes, the Company uses stakeholder consultation to support the identification and management of environmental and social topics, incorporating inputs received from stakeholders into policies and activities such as professionals for regulatory compliance and strategies to promote sustainability.

**LI-3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company actively collaborates with a diverse range of stakeholders through dedicated stakeholder engagement exercises aimed at identifying and effectively managing material issues. The insights and feedback from stakeholders have significantly contributed to the identification of crucial material issues that hold relevance for the company. As we move ahead, our unwavering commitment lies in further fortifying the strength of this process. Furthermore, we envisage institutionalizing this practice as a recurring endeavour, consistently engaging with stakeholders and seamlessly integrating their invaluable feedback into the formulation of the company's strategic initiatives.

Also, all our CSR programs being implemented in Hisar and Odisha focus on working with vulnerable or marginalised communities. Our programs include:

- Providing access to health care through our mobile health van to communities with easy access to medical care
- Women self-help groups to encourage savings and bank linkages to help set up small scale income generation projects like tailoring, spice grinding, goatery, poultry etc.
- Our disability programs look at providing access to good quality teachers and education for hearing and speech impaired students in government schools. We also provide access to free treatment for children with clubfoot
- As a part of agriculture programs, the Company is looking at providing technical support and training to farmers with small landholdings
- Through skill training programs, we are providing training to rural youth from marginalised communities.

Moreover, our CSR programs are community driven and we are working with communities in and around our plant locations. Through these programs, we are helping address concerns of local communities related to Women Empowerment, Skill development, Education, Livelihood, Rural development and Environment.

**PRINCIPLE 5 Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	2023-24			2022-23		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
<b>Employees</b>						
Permanent	4907	4907	100.00%	4332	4332	100.00%
Other than permanent	830	0	0.0%	31	31	100.00%
<b>Total Employees</b>	<b>5,737</b>	<b>5,737</b>	<b>100.00%</b>	<b>4363</b>	<b>4363</b>	<b>100.00%</b>
<b>Workers</b>						
Permanent	345	345	100.00%	369	369	100.00%
Other than permanent	10,376	10,376	100.00%	10208	10208	100.00%
<b>Total Workers</b>	<b>10,721</b>	<b>10,721</b>	<b>100.00%</b>	<b>10,577</b>	<b>10,577</b>	<b>100.00%</b>

**EI-2. Details of minimum wages paid to employees, in the following format:**

Category	2023-24					2022-23				
	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)
<b>Employees</b>										
Permanent	4907	0	0.00%	4907	100.00%	4332	0	0.00%	4332	100.00%
Male	4722	0	0.00%	4722	100.00%	4206	0	0.00%	4206	100.00%
Female	185	0	0.00%	185	100.00%	126	0	0.00%	126	100.00%
Other than Permanent	830	0	0	0	0.0%	31	0	0.00%	31	100.00%
Male	812	0	0.0%	812	100%	31	0	0.00%	31	100.00%
Female	18	0	0.0%	18	100%	0	0	0.0%	0	0.0%

Category	2023-24					2022-23				
	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)
<b>Workers</b>										
Permanent	345	0	0.00%	345	100.00%	369	0	0.00%	369	100.00%
Male	329	0	0.00%	329	100.00%	353	0	0.00%	353	100.00%
Female	16	0	0.00%	16	100.00%	16	0	0.00%	16	100.00%
Other than Permanent	10,376	5083	48.39%	5422	51.61%	10,208	4506	44.14%	5792	56.74%
Male	10,010	4740	46.69%	5412	53.31%	9,886	4219	42.68%	5757	58.23%
Female	366	343	97.17%	10	2.83%	322	287	89.13%	35	10.87%

## EI-3. a. Details of remuneration/salary/wages, in the following format: 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)				
Executive Non-Independent Director	5	46777608	0	-
Non-Executive Independent Director*	6	-	3	-
Nominee Director*	1	-	0	-
Key Managerial Personnel (KMP)	6	37285810	0	0
Employees other than BOD and KMP	4719	1166932	185	973828
Workers	329	417624	16	315936

\* Non-Executive Directors and Nominee Director did not receive any remuneration during the financial year 2023- 24, except for sitting fees paid for attending Board/Committee meeting(s). Hence, the required details are not mentioned in relation to Non-Executive Independent Directors

For employees only, permanent employees who are employed with the Company for the complete financial year are considered for the purpose of median remuneration.

## EI-3. b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particulars	2023-24	2022-23
Gross wages paid to females as % of total wages	2.20	1.95

## EI-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)

The Company has a Human Right Policy to uphold and respect human rights as per the internationally accepted standards on human rights (such as International Labor Organization (ILO), Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the United Nations Global Compact). The Company recognises upholding human rights as an integral aspect of doing business and is committed to respecting and protecting the human rights of all stakeholders and remediating adverse human rights impacts resulting from or caused by its businesses and has a working committee at the plant level to address the issues relating to health and safety of the workers. As per the policy Chief Human Resource Officer and the Department Heads implementation and addressing the impacts or issues.

The Human Right policy is disseminated on the Company's website and can be viewed at the following link:

<https://www.jindalstainless.com/wp-content/uploads/2023/08/Human-Rights-Policy.pdf>

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

A work committee consisting of cross-functional heads ensures the health and safety of the workers at plant. The works committee reports to the plant Head. Further, the Department Head and the Chief Human Resource Officer is responsible to entail respecting human rights, avoid involvement in human rights abuses and establishing mechanism to receive and resolve grievances from affected stakeholders.

The Company's human rights commitment inter-alia covers below aspects:

- Human trafficking, child labour, forced and compulsory labour
- Freedom of association and collective bargaining
- Discrimination and harassment
- Equal Opportunity
- Safe and healthy working conditions
- Equal / Fair Remuneration

**EI-6. Number of Complaints on the following made by employees and workers:**

	2023-24			2022-23		
	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	0	0	N/A	0	0	N/A
Discrimination at workplace						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other human rights related issues						

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

Particulars	2023-24	2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers		
Complaints on POSH upheld		

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

JSL has implemented a robust mechanism and procedure to prevent any adverse consequences against complainants in cases of discrimination and harassment. The Company upholds the dignity, privacy, and personal rights of every employee and is committed to maintaining a workplace free from discrimination and harassment. This policy ensures inclusiveness and equal employment opportunities for all employees, regardless of gender, race, religion, caste, ethnic origin, nationality, age, or any other status protected by applicable laws and regulations in the Company's operating locations.

As part of the Prevention of Sexual Harassment (POSH) Policy and Whistle Blower Mechanism, JSL is dedicated to protecting the identity of complainants, handling all such matters with strict confidentiality, and taking appropriate measures to maintain this confidentiality. Under the POSH Policy, aggrieved parties may file a complaint of sexual harassment against a respondent with the chairperson or any member of the relevant Internal Committee (IC). All complaints must be submitted in writing and are treated with the utmost confidentiality by the IC members.

The IC conducts a thorough investigation, including interviews with the aggrieved party, examination of all evidence, meetings with all witnesses, and consultations with experts, before compiling a report of its findings for appropriate action. The Company also ensures that any employee or stakeholder involved in the investigations is not victimized or subjected to any unfavourable treatment. Regular awareness and training sessions are conducted to ensure that employees and stakeholders are fully informed about various aspects of sexual harassment and the redressal mechanism.

and

The Company's POSH Policy and Whistle Blowing Policy can be accessed at <https://www.jindalstainless.com/corporate-governance/policies/>.

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

Yes, business agreements, as applicable mandates the value chain partners to comply with all the statutory laws, regulations and rules made thereunder. Additionally, JSL's Supplier code of conduct provides holistic coverage of ethical and lawful practices and various aspects of human rights such as child labour, forced or compulsory labour, health and safety, freedom of association, non-discrimination, disciplinary practices, security practices, working hours, compensation practices, supply chain practices and management systems.

**EI-10. Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	100%
Discrimination at workplace	
Wages	
Others – please specify	

**EI-11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.**

Not Applicable as there were no significant risks/concerns arising from the assessment at Question 10 above.

**Leadership Indicators**

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

As of now, no human rights grievances has been reported. However, to proactively address potential human rights issues, a robust human rights policy have been implemented by the Company and a human rights grievances tracker has been established. This ensures that any future complaints or grievances can be effectively monitored and managed.

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

Our internal human rights due-diligence process includes conducting risk assessments and implementing various policies such as the whistle blower policy, human rights policy, and workplace ethics policy. This comprehensive due-diligence program covers all permanent and contractual employees to identify vulnerable areas, potential human rights issues, and their remediation along with global benchmarking for best practices.

**LI-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, the premises/office of the entity is accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

**LI-4. Details on assessment of value chain partners:**

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	100%
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

Remarks: Our suppliers play a critical role in our overall business success and sustainability journey. With a firm commitment to ethical sourcing and responsible supply chain management, the Company had introduced amended Supplier Code of Conduct and Responsible Sourcing Policy in FY 2023-24. This outlines Company's expectations from suppliers regarding environmental stewardship, social responsibility including Health and Safety practices and working conditions, ethical business practices, and compliance with relevant laws and regulations. As per JSL's Supplier Code of Conduct, each

and every supplier must comply with all the statutory and regulatory norms that are applicable to them. The suppliers are also required to sign and stamp on the copy of Suppliers Code of Conduct with JSL prior to engaging into business / new transaction.

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

No violation was observed during FY 2023-24.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

**Essential Indicators**

EI-1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	2023-24	2022-23
<b>From renewable sources</b>		
Total electricity consumption (A)	107386.00	121060.00
Total fuel consumption (B)	92808.00	0.00
Energy consumption through other sources ( C )	0.00	0.00
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>200194.00</b>	<b>121060.00</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	4011618.69	3839160.36
Total fuel consumption (E)	30931896.43	26342462.7
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>34943515.12</b>	<b>30181623.06</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>35143709.12</b>	<b>30302683.06</b>
<b>Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)</b>	<b>916.25 GJ / Crore INR</b>	<b>865.04 GJ / Crore INR</b>
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)</b>	<b>20524.02 GJ / Crore USD</b>	<b>19175.35 GJ / Crore USD</b>
<b>Energy intensity in terms of physical output</b>	<b>19.97 GJ / TCS</b>	<b>19.17 GJ / TCS</b>

Remarks: Units: Reported energy figures are in gigajoules (GJ)

Note 1: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF (Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

EI-1. 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, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

EI-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)

Yes, the entity has sites/facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India. The Jajpur unit has achieved the targets set under PAT cycle II and surpassed the targets, with specific achievements including being entitled to 20,887 positive Energy Saving Certificates (EsCerts). The target for the Jajpur unit was 1.5184 TOE/ton, and the actual achievement was 1.3405 TOE/ton. Additionally, JSL Hisar unit has also overachieved its PAT Cycle-II targets (Target-0.0640 TOE/ton, achieved-0.0618 TOE/ton). For Vizag unit the total annual energy consumption is less than 30,000 TOE, hence the PAT scheme is not applicable.



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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	13269637	11617194
(ii) Groundwater	19102	10412
(iii) Third party water	31700	42553
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>13320439</b>	<b>11670159</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>12772873</b>	<b>11190622</b>
Water intensity per rupee of turnover (Water consumed / turnover)	333.0085 KL / Crore INR	319.4549 KL / Crore INR
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	7459.3908 KL / Crore USD	7081.3572 KL / Crore USD
Water intensity in terms of physical output	7.2592 KL / TCS	7.0790 KL / TCS

**Remarks:** In FY 2023-24, 265827 m3 rainwater was harvested in JSL Jajpur, which has been included in overall water consumption.

El-3. 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, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

El-4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)

Parameter	2023-24	2022-23
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment	0	0
With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
With treatment – please specify level of treatment		
(v) Others		
- No treatment		
With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

**Remarks:** No water is discharged outside the unit premises. All water is meticulously recycled and repurposed on-site, connoting zero liquid discharge as our unwavering commitment.

El-4. 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, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122. Additionally, an independent water audit was carried out by M/s. Bureau veritas in the reporting year FY 2023-24 for Jajpur site.

El-5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.-

Yes, the entity has implemented a Zero Liquid Discharge (ZLD) mechanism, ensuring 100% water recycling across relevant facilities. The Company has instituted a robust wastewater management system, ensuring zero wastewater discharge into the environment by meticulously recycling and repurposing treated wastewater for internal use. Proactive initiatives such as low-flow fixtures and efficient water usage practices are actively promoted for water conservation. Regular water audits, both internal and external, are conducted to monitor usage and identify opportunities for further optimization. These measures reflect the Company's strong commitment to sustainable water management and preservation of water resources. In the reporting year 2023-24, the Company has onboarded m/s S J Environmental Solution for a surface runoff treatment plant with a capacity of 5500m<sup>3</sup>/day at the Jajpur unit. Furthermore, the entire Hisar plant is covered under the ZLD mechanism. The Vizag facility, however, utilizes a Sewage Treatment Plant (STP) to recycle generated sewage water.

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

Parameter	Please specify unit	2023-24	2022-23
NOx	MT	1782.58	1572.67
SOx	MT	3072.064	1646.83
Particulate matter (PM)	MT	1313.271	967.72
Persistent organic pollutants (POP)		N/A	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify			

El-6. 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, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122. Additionally at facility level for the Jajpur and Vizag Unit, monthly monitoring of Stack Emission is being carried out by an accredited laboratory namely Visiontek Consultancy Services Pvt. Ltd and Teams Lab Consultants respectively.

El-7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO<sub>2</sub>e & its intensity, in the following format:

Parameter	Unit	2023-24	2022-23
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	2992333.83	2548227.06
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> e	787140.25	735755.6499999999
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b>	<b>TCO<sub>2</sub>e / rupee of turnover</b>	<b>98.5367 TCO<sub>2</sub>e / Crore INR</b>	<b>93.7467 TCO<sub>2</sub>e / Crore INR</b>
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b>	<b>TCO<sub>2</sub>e / rupee of turnover</b>	<b>2207.2226 TCO<sub>2</sub>e / Crore USD</b>	<b>2078.0842 TCO<sub>2</sub>e / Crore USD</b>
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	<b>TCO<sub>2</sub>e / rupee of turnover</b>	<b>2.1480 TCO<sub>2</sub>e / TCS USD</b>	<b>1.8664 TCO<sub>2</sub>e / TCS USD</b>

Note 1: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF (Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

El-7. 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, an independent reasonable assurance has been carried out by TUV SUD India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562.

**EI-8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.**

Yes, the entity has undertaken various short, medium, and long-term initiatives to reduce Green House Gas (GHG) emissions and work towards achieving a net-zero target. For FY 23-24, the following specific initiatives have been accomplished for Jajpur Unit.

1. Installation of a 7.3 MWp floating solar plant and a 23 MWp rooftop solar plant is currently in progress.
2. Signed an agreement with Renew Power for 100 MW of Renewable Energy round-the-clock (RE RTC) to meet incremental energy demands.
3. Installed a waste heat recovery boiler in the COMBO line.
4. Process optimizations including annealing bypass for special grades, hot charging of slabs in the reheating furnace, increasing liquid metal transfer from ferro alloys to the melt shop, etc., which significantly reduce fuel and energy consumption.
5. Installation of a chrome pelletization plant.
6. Completion of various small energy-saving projects such as the installation of highly efficient pumps and motors, and Variable Frequency Drives (VFDs) in cooling towers and boiler feed pumps.

Additionally, the entity's energy management policy emphasizes the reduction of GHG emissions through regular internal energy inspections, upgrading existing appliances based on energy conservation ratings, optimizing the use of HVAC systems, implementing smart lighting systems, and promoting employee sensitization on energy conservation. Other specific projects include for Hisar Unit includes the followings:

1. Waste Heat Recovery Boiler (AP4).
2. Oxygen enrichment in Working Blast Furnace (WBF).
3. Descaling pump optimization in the Steckel mill.
4. Hot charging of slabs in the STK & Strip mill.
5. Bio LDO Fuel uses –STK Mill
6. Coal Substitution with Bio Char
7. Installation of solar panel of capacity 4162 KW.
8. Reduction of steam and energy consumption by installation of Air Knife System at PTF-2
9. Reduction in Power by Drive Installation at SHM-1 Ventilations
10. Reduction in Power by Field Optimization at RM-2 DC Motors
11. Pump house run with only 1 no of 45 kw motor instead of two.
12. Run only 2 cooling blower instead of 3 in PTF\_9

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

Parameter	2023-24	2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1600.14	804.25
E-waste(B)	34.69	41.49
Bio-medical waste (C)	0.35	0.74
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	70.20	59.41
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	75227.65	49795.89
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	1507686.28	1175777.79
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>1584619.31</b>	<b>1226479.56</b>
<b>Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)</b>	<b>41.3135 MT / Crore INR</b>	<b>35.0119 MT / Crore INR</b>
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)</b>	<b>925.4218 MT / Crore USD</b>	<b>776.1088 MT / Crore USD</b>
<b>Waste intensity in terms of physical output</b>	<b>0.9006 MT / TCS</b>	<b>0.7759 MT / TCS</b>

Parameter	2023-24	2022-23
<b>Waste intensity (optional) the relevant metric may be selected by the entity</b>		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste - Plastic</b>		
(i) Recycled	1346.91	548.20
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	253.23	256.05
<b>Total</b>	<b>1600.14</b>	<b>804.25</b>
<b>Category of waste - E-Waste</b>		
(i) Recycled	15.63	22.02
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	19.06	19.00
<b>Total</b>	<b>34.69</b>	<b>41.02</b>
<b>Category of waste - Bio-medical waste</b>		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>Category of waste - Battery waste</b>		
(i) Recycled	55.09	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	15.11	14.49
<b>Total</b>	<b>70.20</b>	<b>14.49</b>
<b>Category of waste - Radioactive waste</b>		
(i) Recycled	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>Category of waste - Other Hazardous waste</b>		
(i) Recycled	11905.27	0.00
(ii) Re-used	20513.09	341.27
(iii) Other recovery operations	18971.60	18066.00
<b>Total</b>	<b>51389.96</b>	<b>18407.27</b>
<b>Category of waste - Other Non-Hazardous waste</b>		
(i) Recycled	1660784.64	279776.00
(ii) Re-used	63660.77	18167.00
(iii) Other recovery operations	159.55	0.00
<b>Total</b>	<b>1724604.96</b>	<b>297943.00</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste - Plastic</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>Category of waste - E-Waste</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>Category of waste - Bio-medical Waste</b>		
(i) Incineration	1.04	0.74
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00

Parameter	2023-24	2022-23
<b>Total</b>	<b>1.04</b>	<b>0.74</b>
<b>Category of waste - Construction and demolition waste</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>Category of waste - Battery</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>Category of waste - Radioactive</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>
<b>Category of waste - Other Hazardous waste. Please specify, if any</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	42807.36	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>42807.36</b>	<b>0.00</b>
<b>Category of waste - Other Non-hazardous waste generated</b>		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
<b>Total</b>	<b>0.00</b>	<b>0.00</b>

**For Jaipur Unit:** Other hazardous waste generation consists of FAP Flue Gas dust, CRM ETP sludge, and used/waste oil, residue containing oil and oil-soaked cotton waste identified during assurance and submitted in site CAR. Other non-hazardous generation waste consists of SMS and FAP Slag, coal ash, CRM mill scale and bag house filter dust of SMS.

**For Hisar Unit:** Other hazardous waste consists of used oil and bag house filter dust of ferrochrome. Other Non-hazardous waste consists FAP slag and other categories like (wooden scrape, Jumbo damaged bag and slag pot).

Note 1: The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2024 and 2023 by IMF (Link: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND>)

**EI-9. 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, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**EI-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.**

The Company has implemented comprehensive waste management practices emphasizing the principles of Reduce, Reuse, Recycle, and Recover. These practices are part of a wider strategy to minimize the use of hazardous and toxic chemicals in our products and processes. The waste management practices include:

- **Recycling and Material Recovery:** Stainless steel is produced from recycled scrap and recovered metal from slag-grinding dust, significantly reducing the need for raw materials. A metal recovery facility is available on-site to extract valuable metals from slag and ETP sludge.

**Management of Fly Ash and Other Waste:** Fly ash generated from our Captive Power Plant is fully recycled by cement plants, brick manufacturers, and for road construction by the National Highways Authority of India (NHAI). Other waste, such as mill scale from Cold Rolling Mills and bag filter dust from the Steel Melting Shop, is reused in ferroalloy production.

**Hazardous Waste Handling:** The Company meticulously monitor and manage hazardous wastes within regulatory limits. Used oil, waste oil, and e-waste generated are all sent to recyclers authorized by the State Pollution Control Board (SPCB) and Central Pollution Control Board (CPCB). Similarly, cold rolling mill effluent treatment plant sludge is partially reused for briquette making, with the remainder disposed of via approved common hazardous waste treatment facilities.

Plastic and Bio-Medical Waste: All plastic waste is sent to authorize recyclers, with the vendors registered under the Extended Producer Responsibility (EPR) program with the CPCB. Bio-medical waste is managed by disposing of it through authorized common biomedical waste treatment facilities.

Sorting and Selling Waste: the Company collect and sort all generated waste by type and store it until it is sold to authorized vendors. This includes hazardous wastes like used oil and bag house filter dust, which are sent to the briquette plant. Ultimately, JSL aspire to continuously monitor and refine our processes and strive to adopt innovative recycling and reuse mechanisms for various types of waste.

El-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.
Not applicable, our facilities are not situated around any ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests or coastal regulation zones).			

El-12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

S. No.	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
Not applicable						

El-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 thereunder (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
Not Applicable				

**Remarks:** We are complying all States and Central Government Laws, guidelines and regulations as mandated by State Pollution Control Board (SPCB) and Central Pollution Control Board (CPCB)

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

- (i) Name of the area- Hisar Unit, Haryana
- (ii) Nature of operations- Stainless Steel Manufacturing (Major processes include - Steel Melting (SMS), Hot Rolling, Cold Rolling, Special Product Division)

LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): (ii) Nature of operations- Stainless Steel Manufacturing (Hot Rolling, Cold Rolling, Special Product Division )

LI-1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Water withdrawal, and consumption in the following format:

Parameter	2023-24	2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	2336887	2044612
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0

Parameter	2023-24	2022-23
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2336887	2044612
Total volume of water consumption (in kilolitres)	2336887	2044612
Water intensity per rupee of turnover (Water consumed / turnover)	60.9263 KL / INR Crore	58.3669 KL / INR Crore
Water intensity (optional) – the relevant metric may be selected by the entity. KL / null of null		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

**Remarks:** Water stress area of JSL has been identified as per the CGWB guidelines and WRI aqueduct tool analysis.

LI-1. 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, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

LI-2. Please provide details of total Scope 3 emissions (MTCO2E) & its intensity, in the following format:

Parameter	Unit	2023-24	2022-23
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	MTCO2e	3345443	2781561
Total Scope 3 emissions per rupee of turnover	MTCO2e / turnover (in Cr.)	87.22	79.41
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	MTCO2e / production (TCS)	1.90	1.76

LI-2. 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, an independent reasonable assurance has been carried out by SGS India Private limited as per ISAE 3000 and SEBI guidelines as per Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

LI-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.

Not applicable as none of our facilities are located near any ecologically sensitive area. In FY 2023-24, a biodiversity risk assessment project has been initiated to map the direct and indirect impact of Company's operation and prepare a detailed monitoring plan.

LI-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 outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	7.3 MWp floating solar installed. Additionally, 23 MWp rooftop solar and 100MW RE RTC under commission in Jajpur.	In alignment with Company's Net Zero ambition, JSL is activity integrating renewable energy into its operations.	In FY 2023-24, the Company had generated 61,55,850 Kwh energy from onsite solar generation.
2	Commissioning of Chrome Palletization Plant	Instead of traditional briquetting route for stainless steel production, the Company had installed a state of art chrome palletization plant, which is among the first in stainless steel industry in India.	Chrome ore in the form of pellet is smaller in size compared to briquette. Palletisation of chrome ore leads to lower specific energy consumption, facilitating reduction in overall emission.
3	Waste Heat Recovery Boiler in combo line	Through the deployment of cutting-edge heat recovery systems, the Company is capturing and utilizing waste heat generated during steelmaking processes to generate steam or electricity. This is not only reducing JSL's reliance on additional energy requirements but is also enhancing operational efficiency by reducing GHG emissions in overall stainless steel making,	The waste heat recovery boiler in combo line led to 298.8 tone of propane saving in FY 2023-24, which translates to any emission reduction of 938.23 TCO2e.
4	Annealing Bypass of 304/L and JT grade stainless steel	Few grades of stainless steel (304/L and JT) were identified which were directly fed into hot pickling line bypassing annealing process, leading to energy saving on the one hand and without compromising the quality, on the other hand.	Annealing bypass of the 44457 MT coil led to a saving of 355,680 Kwh electricity and 909 Ton of propane consumption in FY 2023-24, leading to reduction of 3106.79 TCO2e.
5	Acid recovery from annealing pickling line	Committing to the 4R (Reduce, Reuse, Recycle and Recover) principles, JSL has established an acid recovery plant from the annealing and pickling line with an installed capacity of 2000L/Hour.	The Company has recovered 710 MT of acid which was reused in operations.
6	Metal recovery from ferro-chrome and SMS slag	The Company has implemented an innovative solution by establishing a metal recovery plant aimed at extracting metals from ferrochrome and SMS slag for reuse in the steel manufacturing process.	Through advanced recovery techniques, valuable metals are salvaged, thereby reducing the environmental impact associated with traditional disposal methods. Furthermore, this approach enhances circularity within the steel production cycle, as recovered metals are reintroduced into the manufacturing process, promoting a closed-loop system of resource utilization. Jajpur site has recovered 29,690 ton of metal from HARSSCO plant which was reutilized in stainless steel production. Additionally, 32548.91 ton of ferrochrome slag was reused by the Company in FY 2023-24.
7	Implementation of 27 Energy Conservation Projects (ENCON) in Jajpur Unit.	The Company has implemented the ENCON projects across major categories of Retrofitting, Modification or sizing of fan, blowers, pumps, including duct systems, process control and automation, process technology, electric motor and drives, electric systems and lighting system.	The implantation of the ENCON projects has resulted in a cumulative abatement of 6,263.25 TCO2e..
8	utilizing waste oil for lubrication purposes	Instead of discarding waste oil, which can be environmentally harmful if improperly disposed off, it is repurposed to serve as lubricant in various machinery and equipment.	This not only reduces the need for virgin lubricants but also minimizes waste generation and the associated environmental impact. The Vizag unit reutilized 1680 litres of mix oil for lubrication



Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
9	Hisar unit has implemented 17 decarbonisation projects in FY 2023-24.	Few notable decarbonisation initiatives are as follows: <ul style="list-style-type: none"> <li>Installation of first Green Hydrogen Plant in stainless steel industry in India.</li> <li>Trial of Coal Substitution with Bio Char</li> <li>Bio LDO Fuel uses Steckel mill.</li> </ul>	The initiative has led to saving of 6163000 kwh Electricity, 726 MT Fuel Saving translating 15496 ton of CO2e emission.

**LI-5. Does the entity have a business continuity and disaster management plan?**

JSL has established a comprehensive "Onsite Emergency Plan and Disaster Control" strategy meticulously crafted to ensure uninterrupted business operations, even in the face of formidable challenges such as explosions, fires, cyber-attacks, acts of terror, and other disruptive events. These proactive measures underscore the Company's steadfast dedication to maintaining business continuity under any circumstances. This strategy is not a mere blueprint but a culmination of rigorous benchmarking against industry leaders and organizations renowned for their adept Business Continuity Management practices. Each element has been meticulously formulated to meet the highest standards of preparedness. Within this robust framework, an appropriate governance structure with clearly defined roles and responsibilities for managing emergencies have been enabled. At the apex level, a works main controller chaired by the unit head is constituted, followed by site incident controller under which defined committees of auxiliary team leader, combat team leader, and rescue team leader. This ensures a coordinated and effective response to any emergency, safeguarding the well-being of employees and the integrity of the operations.

**LI-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.**

JSL acknowledge the crucial role of the value chain partners in achieving environmental and overall sustainability goals. At the group level, a rigorous supplier code of conduct and responsible sourcing policy outlining Company's expectations from the suppliers on environmental parameters have been rolled out. Collaborating with partners, JSL aim to drive positive change throughout the value chain, fostering environmental stewardship and creating shared value.

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

JSL has contracted with a service provider to assess suppliers on various parameters including assessment on environmental impact. The vendor has started this verification in the year 2022-23. As of May2024, they had assessed 260 vendors out of total 1700 vendors in the system (~16%). Also, Company has deputed a third-party to inspect the materials being loaded at the supplier's site to ensure there is no loading / mixing of any kind of contamination or hazardous material that could have an impact on the environment during the production process. The aim for the inspection is also to ensure no loading / mixing of any unwanted polluting material (dust, moisture, etc.), thereby ensuring no high energy material loading. All the imported scrap is to be accompanied with a Pre shipment Inspection Certificate (PSIC) issued by an inspection agency nominated by Directorate General of Foreign Trade (DGFT) for the specific countries. This certificate certifies that the material loaded is free of any high energy content material and free of any polluting material mixed with this scrap.

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

**Essential Indicators**

**EI-1.a. Number of affiliations with trade and industry chambers/ associations.- 12**

**EI-1.b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such 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	Confederation of Indian Industry (CII)	
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	
4	PHD Chamber of Commerce and Industry (PHDCCI)	
5	Indian Chambers of Commerce (ICC)	National
6	Indian Steel Association (ISA)	
7	Indian Stainless Steel Development Association (ISSDA)	
8	Steel Furnace Association of India	
9	The Alloy Steel Producers Association of India	
10	Utkal Chamber of Commerce & Industry (UCCI)	State

El-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.

S. No.	Name of authority	Brief of the case	Corrective action taken
Not Applicable			

### Leadership Indicators

LI-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
1	<p>In FY 2023–24, JSL as the market leader in stainless steel, spearheaded numerous robust initiatives in public policy advocacy. The Company engaged proactively with stakeholders from various ministries and trade associations such as ISSDA, ISA, CII, FICCI, ASSOCHAM, and PHDCCI to advance its policy agenda. As a leading and responsible producer, JSL tackled key issues including:</p> <ul style="list-style-type: none"> <li>• Advocacy for the imposition of trade remedial measures.</li> <li>• Responding to trade defence measures imposed by other countries.</li> <li>• Supporting the effective implementation of BIS standards and Quality Control Orders (QCOs).</li> </ul>	<p>JSL's public policy advocacy involved submitting written proposals to various stakeholders, including various ministries through relevant trade associations/ forums. These submissions were diligently followed up with physical meetings, active policy advocacy and reminder communications until the objectives were satisfactorily addressed. In an effort to raise awareness about corrosion, its impact, and mitigation through the use of stainless steel, JSL, in February 2023, had signed an MOU with CII to support the activities of the CII Corrosion Management Division.</p>	No	NA	-
	<ul style="list-style-type: none"> <li>• Providing inputs to the Ministry of Steel and the Department of Commerce on section 232 Exclusion Request (ER) grants by the US.</li> <li>• Recommending inputs for safeguarding the interests of the stainless-steel industry in the framework development for green steel.</li> <li>• Providing inputs to ensure a level playing field for the industry during existing FTA reviews / new FTA negotiations.</li> <li>• Providing inputs for alignment of the Public Procurement Policy of various ministries with DPIIT's 'Public Procurement (Preference to Make in India) Order, 2017'. In addition to addressing the above issues, JSL also championed raising awareness about corrosion and its impact. The Company strongly advocated for incorporating stainless steel usage for corrosion mitigation as an integral part of policy making.</li> </ul>	<p>As part of this MOU, JSL participated in numerous seminars and workshops, in FY 2023-24, aimed at developing a comprehensive national policy on corrosion.</p>			

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development****Essential Indicators**

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

S. No.	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						

**Remark:** No such project requiring SIA under Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (RFCTLARR) Act, 2013 was carried out in the reporting year.

EI-2. Provide information on 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						

**Remark:** There was no such project requiring R&R was undertaken in the reporting year.

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

JSL's CSR programs are community driven, therefore while executing activities, the Company engage with the community through dialogues. Through CSR, we are primarily looking at social development agenda of communities we work with, especially for the marginalised or disadvantaged sections who can benefit from the additional support that is being provided as part of JSL's CSR programs. Through open dialogues and community interactions with all stakeholders, the Company receive requests to assist in addressing a larger communal concern.

For example, a local school at Jajpur, Odisha brought up a concern of access to safe drinking water at the school. After receiving the request, JSL's CSR team assessed the concern through dialogues with local institutions, government authorities, field or subject matter experts and NGOs to identify the credible partnership to set up a RO water purification unit within the school premises. As a part of JSL's CSR activity, water filtration unit was established with end to end maintenance by the Company.

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

Category	2023-24	2022-23
Directly sourced from MSMEs/ small producers	5.38%	4.82%
Sourced directly from within India	42%	49.7%

EI-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. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	2023-24	2022-23
Rural	0.6%	0.7%
Semi-urban	53.6%	52.5%
Urban	37.6%	37.4%
Metropolitan	8.2%	9.4%

**Leadership Indicators**

LI-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):

S. No.	Details of negative social impact identified	Corrective action taken
Not Applicable		

LI-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	Haryana	Nuh	63,67,600

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

No, JSL does not have preferential procurement policy. JSL strive to ensure that all potential suppliers are given a fair opportunity to participate and transactions with them are conducted in a transparent manner.

LI-3.b. From which marginalized /vulnerable groups do you procure

Not Applicable

LI-3.c. What percentage of total procurement (by value) does it constitute?

Not Applicable

LI-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:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
		Not Applicable		

LI-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.

S. No.	Name of authority	Brief of the Case	Corrective action taken
		Not Applicable	

LI-6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education & enhancing training	4,105	65
2	Health	25,398	70
3	Entrepreneurship development	234	75
4	Sport	24	96
5	Gender equality and women empowerment	10,577	65
6	Rural development	13,176	80
7	Environment Sustainability and ecological balance	15,204	50

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

### Essential Indicators

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

JSL follows a customer-centric business philosophy to elevate customer experience by developing a customer management system for customers in both Domestic and Export markets that allows them to lodge complaints and receive timely responses therein. To ensure a seamless process, complaints can be lodged either on the Hybris platform / C4C portal (for Domestic Customers) or by the Sales team (for export Customers) in SAP along with all supporting documents. Upon receiving a complaint, each case is assigned a unique code, triggering an automated notification system that promptly alerts the relevant stakeholders. The management level technical team consisting of personnels from central quality and customer supply management (CSM) department; reviews the complaint and requests additional details from the customer if required. Additionally, a visit may be planned by JSL's technical team to the customer's end depending on the nature of the complaint and samples may be collected for further analysis.. An interim acknowledgment is provided to the customer by the quality assurance team within 24 hours and a technical settlement note is released based on investigations. Customers can then review the settlement note and provide feedback to JSL. If not accepted by the customer, the complaint is further escalated to the senior leadership team (i.e. Head- Central Quality and Head-CSM) for the final closure. Technical closure of complaints is in line with the mutually agreed Service Level Agreement (SLA) with the sales team and within 30 days of lodging (Export) of complaint.

## EI-2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

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

**Remarks:** 100 % of our product material safety data sheet (MSDS) that contains information on hazard identification, handling & storage, ecological information & disposal considerations.

## EI-3. Number of consumer complaints in respect of the following:

	2023-24			2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services	0		-	0		-
Restrictive Trade Practices						
Unfair Trade Practices						
Other	1096	14	Complaints received from stakeholders on quality related issues.	887	0	Complaints received from stakeholders on quality related issues.

## EI-4. Details of instances of product recalls on account of safety issues:

Category	Number	Reasons for recall
Voluntary recalls	0	Not applicable
Forced recalls		

**Remarks:** No product recall on account of safety Issues

## EI-5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Cyber security and risk related to data privacy are covered in the Risk Management Policy of the Company. Additionally, JSL possess an integrated cyber security system covering aspects of cyber risk management, application security, e-mail security, data security, OT security, VPN access, computing access security, network security.

In addition to this, Trend Micro XDR is enabled for end client security and for server security. Device access management and application control management are also provided by the Trend Micro AV. All the centralized policies are managed and deployed through the Domain controller. SonicWall UTM is deployed as a gateway and enabled the IPS/ IDS, Spam Filtering, Capture ATP services. Moreover, cyber security is managed through the Cisco ISE (NAC) tool at our corporate office.

## EI-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 safety of products / services.

No such instances occurred during FY 2023-24. However, JSL regularly sends cyber awareness emails to users and provides training to customers on data security. To ensure compliance, role-based access is assigned according to the agreement.

**EI-7. Provide the following information relating to data breaches**

- a. Number of instances of data breaches along-with impact- None
- b. Percentage of data breaches involving personally identifiable information of customers- Not applicable
- c. Impact, if any, of the data breaches- Not applicable

**Leadership Indicators**

**LI-1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

All our stakeholders can access information on JSL's products and services on the website at: <https://www.jindalstainless.com/products/>.

For detailed information on product data sheets, including chemical composition, mechanical properties, applications, and process routes, one can refer to our product brochure available at <https://www.jindalstainless.com/product-brochure/>.

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

JSL connects with its varied customer groups to spread awareness of the technical features as well as responsible usage of the products. For ease of access, all product-related details are publicly available at <https://www.jindalstainless.com/product-brochure/>. Additionally, regular cross-functional team visits are organized to customer locations, which aims at comprehending the requirements and engaging in technical discussions regarding product suitability. Likewise, the sales team conducts informative annual training sessions for customers and consumers, fostering awareness about the benefits and applications of stainless steel. Furthermore, JSL hosts a comprehensive fabricator training sessions that empower participants with invaluable expertise. In addition to this, the Company owned display vans are being actively engaged in conducting customer training programs, and participating in EXPOs, and exhibitions thereby promoting safe usage and creating awareness.

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

Customers are informed of any risk of disruption/ discontinuation of essential services through email and communication from Key Account Managers. Additionally, in the event of any major disruption or discontinuation of product supply, consumers may be informed through our official website, social media handles, and press releases.

**LI-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, product details are displayed on a sticker with the product grade, batch number, heat number, dimension, quantity, and certification logos as per REACH/RoHS guidelines for 200, 300, and 400 series stainless steel grades. Additionally, ISI marks and BIS certifications are included for various grades of stainless steel, including BIS licenses as per IS 5522:2014 (Stainless steel sheets and strips for Utensils), IS 15997:2012 (Low Nickel Austenitic Stainless Steel and Strip for Utensils and Kitchen Appliances), IS 6911:2017 (Stainless Steel Plate, Sheet and Strips specification), IS 9294:1979 (Cold Rolled Stainless Steel strips for Razor Blades), IS 9516:1980 (Heat Resisting Steel), and IS 14650:2023 (Unalloyed and Alloyed steel ingot and semi-finished products for re-rolling purposes). This enables the Company to be a preferred stainless steel manufacturer with BIS licenses.



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## INDEPENDENT REASONABLE ASSURANCE STATEMENT

**The Board of Directors,**  
**Jindal Stainless Limited,**  
Jindal Centre  
12, Bhikaji Cama Place,  
New Delhi - 110066, India

### Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Jindal Stainless Limited (CIN: L26922HR1980PLC010901), having its registered office at O.P. Jindal Marg, Hisar - 125005, Haryana (the 'Company') to conduct an independent reasonable assurance of the Business Responsibility and Sustainability Reporting (hereinafter abbreviated as 'BRSR report') (the 'Report') pertaining to the reporting period of April 1, 2023, to March 31, 2024. This reasonable assurance engagement was conducted in accordance with "International Standard on Assurance Engagements (ISAE) 3000 (Revised)".

### Assurance Standard

SGS India has conducted Reasonable Assurance for BRSR reports including both Core and non-core indicators with reference to the Securities and Exchange Board of India's BRSR Core – Framework for Assurance and ESG Disclosures issued vide circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 revised (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

### Responsibilities

The selection of reporting criteria, boundary, preparation and presentation of information for the BRSR Report including both core and non-core indicators is the sole responsibility of the Company. SGS India was not involved in the drafting or preparation of the backup data of the Company for the BRSR Core.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specified scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

### Scope of Assurance

The assurance process evaluates the quality, accuracy and reliability of the data presented in the BRSR report including core and non-core Indicators within the report for the period April 1, 2023 to March 31, 2024. The reporting scope and boundaries are on a standalone basis. On-site verification of data and internal controls at the following manufacturing locations

- JSL, Jajpur, Odisha (Manufacturing site)
- JSL, Hisar, Haryana (Manufacturing site)

Virtual verification through screen sharing tools at the following locations:

- JSL, Jindal Centre, New Delhi (Head Office)
- JSL Vizag (Manufacturing site)
- JSL Service Centers
- JSL Stockyards

### Assurance Methodology

The assurance comprised a combination of desk research, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability and accuracy.
- Interaction with key personnel responsible for collecting, consolidating and calculating the BRSR Core & Non-Core indicators and assessed the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the BRSR core & non-core indicators.
- Assessing the aggregation process of data.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the BRSR core & non-core indicators.

### Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement for BRSR Core and Non-Core indicators. SGS India verified data on a sample basis; the responsibility for the authenticity of data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

### Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report, on the Core and Non-core Indicators is accurate, reliable and has been fairly stated in all material respects, and is prepared in line with the BRSR requirements.

### Statement of Independence and Competence

SGS India affirms our independence from the Company, being free from bias and conflicts of interest with the Company, its subsidiaries and stakeholders. Our work was performed in compliance with the requirements of the IFAC Code of Ethics for Professional Accountants, which provides a comprehensive framework that guides assurance practitioners in maintaining professional integrity, objectivity and ethical conduct. The assurance team has the required competencies and experience to conduct the reasonable assurance of the BRSR Core.

**For and on behalf of SGS India Private Limited**



**Ashwini K. Mavinkurve,**  
**Head – ESG & Sustainability Services**  
**Pune, India**  
**July 30<sup>th</sup>, 2024**

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