

August 8, 2024

<b>BSE Limited</b> Corporate Relationship Department, 1 <sup>st</sup> Floor, New Trading Ring, Rotunda Building, P J Towers, Dalal Street, Fort, Mumbai - 400 001 <a href="mailto:corp.relations@bseindia.com">corp.relations@bseindia.com</a> <b>Scrip Code: 532286</b>	<b>National Stock Exchange of India Limited</b> Exchange Plaza, 5 <sup>th</sup> Floor, Plot No. C/1, G Block Bandra-Kurla Complex, Bandra (E), Mumbai-400051 <a href="mailto:cmlist@nse.co.in">cmlist@nse.co.in</a> <b>Symbol: JINDALSTEL</b>
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Dear Sir/Madam

**SUBJECT: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR 2023-24**

Pursuant to Regulation 34 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2023-24 which forms an integral part of the Integrated Annual Report for the financial year 2023-24.

The BRSR is also available on the website of the Company at [www.jindalsteelpower.com](http://www.jindalsteelpower.com).

This is for your information and record.

Thanking you.

Yours faithfully,  
For Jindal Steel & Power Limited

  
**Anoop Singh Juneja**  
Company Secretary



Encl.: as above

**Jindal Steel & Power Limited**

**Corporate Office:** Jindal Centre, 12 Bhikaiji Cama Place, New Delhi 110 066

**CIN:** L27105HR1979PLC009913

**T:** +91 11 4146 2000 **F:** +91 11 2616 1271 **W:** [www.jindalsteelpower.com](http://www.jindalsteelpower.com) **E:** [jsplinfo@jindalsteel.com](mailto:jsplinfo@jindalsteel.com)

**Registered Office:** O. P. Jindal Marg, Hisar, 125 005, Haryana

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L27105HR1979PLC009913
2	Name of the Company	JINDAL STEEL & POWER LIMITED
3	Year of Incorporation	1979
4	Registered office address	O.P. Jindal Marg, Hisar-125005, Haryana
5	Corporate office address	Jindal Centre, 12, Bhikaji Cama Place, New Delhi 110 066
6	E-mail id	<a href="mailto:jsplinfo@jindalsteel.com">jsplinfo@jindalsteel.com</a>
7	Telephone	+91 11 4146 2000
8	Website	<a href="http://www.jindalsteelpower.com">www.jindalsteelpower.com</a>
9	Financial year for which reporting is being done	April 1, 2023 – March 31, 2024
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up capital	₹ 102 Crore
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Anoop Singh Juneja, Company Secretary & Compliance Officer Address: Jindal Centre, Tower-A, 2nd Floor, Plot No. 2, Sector-32, Gurgaon-122001, Haryana (India), Tel: 91 124 6616118, Email: <a href="mailto:anoop.juneja@jindalsteel.com">anoop.juneja@jindalsteel.com</a>
13	Reporting Boundary	The report is prepared on a standalone basis for Jindal Steel & Power Limited ("JSP").
14	Name of assurance provider	S U V & Co.
15	Type of assurance obtained	Reasonable assurance for core indicators

### II. Products/services

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

S. No	Description of main activity	Description of business activity	% of turnover
1.	Manufacturing	Metal & Metal products	~94%

#### 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.	Sales of products	2410	~94%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	12	46	58
International	0	1	1

#### 19. Markets served by the entity

##### a. Number of locations

Location	Number
National (No. of states)	All States & Union Territories
International (No. of countries)	32 Countries

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

9.31%

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### c. A brief on types of customers

JSP's remarkable success story is built on its commitment to innovation, setting new benchmarks, enhancing capabilities, delivering top-quality products, and upholding a strong value system. A key aspect of its product development strategy is customisation, backed by global technological excellence, which ensures that JSP offers best-in-class solutions to its valued customers.

JSP's extensive product portfolio is designed to meet the diverse needs of the country's growing infrastructure sector. The Company manufactures a wide array of long products and specialty plates, serving key market segments such as defence and shipbuilding, railways, construction and projects, energy (including wind, hydro, and thermal), oil and gas, general engineering, and original equipment manufacturers. Further information about JSP's products can be accessed at <https://www.jindalsteelpower.com/products.html>

During FY 2023-24, the Company commissioned India's largest state-of-the-art Hot Strip Mill with a capacity of 6 MT per annum with an objective to provide wider variety of Hot Rolled Coils to customers in infrastructure space, white goods, pipes and tubes and many more sectors,

While a significant portion of JSP's production (over 91%) is sold domestically, the Company also has a strong presence in important international markets, including Europe, the Middle East, Southeast Asia, North America, Africa, Australia, and South America, exporting to 32 countries worldwide.

Though JSP primarily operates in the B2B sector, it also engages with the B2C market through its Panther branded rebar, catering to Independent House Builders (IHB) retail customers via an extensive retail network across India.

## IV. Employees

### 20. Details as on March 31, 2024

#### a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	5,938	5,697	95.94%	241	4.06%
2	Other than Permanent (E)	2,561	2,448	95.59%	113	4.41%
3	Total employees (D+E)	8,499	8,145	95.83%	354	4.17%
<b>WORKERS</b>						
1	Permanent (F)	433	414	95.61%	19	4.39%
2	Other than Permanent (G)	2,375	2,305	97.05%	70	2.95%
3	Total workers (F+G)	2,808	2,719	96.83%	89	3.17%

#### b. Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	5	5	100%	0	0%
2	Other than Permanent (E)	2	2	100%	0	0%
3	Total differently abled employees (D+E)	7	7	100%	0	0%
<b>DIFFERENTLY ABLED WORKERS</b>						
1	Permanent (F)	1	1	100%	0	0%
2	Other than Permanent (G)	3	3	100%	0	0%
3	Total differently abled workers (F+G)	4	4	100%	0	0%

**21. Participation/inclusion/representation of women**

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	3	0	0%

**22. Turnover rate for permanent employees and workers**

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.58%	20.65%	12.90%	11.53%	16.23%	11.70%	8.53%	15.08%	8.74%
Permanent Workers	3.90%	10.00%	4.17%	1.71%	0.00%	1.64%	3.82%	0.00%	3.66%

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

**23. a. Names of holding / subsidiary / associate companies / joint ventures:**

S. No.	Name of Holding/Subsidiary/Associate Companies/ Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
<b>Subsidiaries</b>				
1	Belde Empreendimentos Mineiros LDA	Subsidiary	100.00	No
2	Blue Castle Venture Limited	Subsidiary	100.00	No
3	Brake Trading (Pty) Limited	Subsidiary	85.00	No
4	Eastern Solid Fuels (Pty) Ltd.	Subsidiary	100.00	No
5	Enviro Waste Gas Services Pty Ltd (deregistration in process)	Subsidiary	100.00	No
6	Gas to Liquids International S.A.	Subsidiary	87.56	No
7	JB Fabinfra Limited	Subsidiary	100.00	No
8	Jindal (Barbados) Energy Corp	Subsidiary	100.00	No
9	Jindal (Barbados) Holdings Corp	Subsidiary	100.00	No
10	Jindal (Barbados) Mining Corp	Subsidiary	100.00	No
11	Jindal (BVI) Ltd	Subsidiary	100.00	No
12	Jindal Africa consulting (Pty) Ltd.	Subsidiary	100.00	No
13	Jindal Africa Investments (Pty) Ltd	Subsidiary	100.00	No
14	Jindal Africa SA	Subsidiary	100.00	No
15	Jindal Botswana Proprietary Ltd.	Subsidiary	100.00	No
16	Jindal Investimentos Lda	Subsidiary	98.00	No
17	Jindal Iron Ore (Pty) Limited (formerly known as Sungu Sungu (Pty) Limited)	Subsidiary	74.00	No
18	Jindal Kzn Processing (Pty) Limited	Subsidiary	85.00	No
19	Jindal Madagascar Sarl	Subsidiary	99.00	No
20	Avion Mineraux Limited (formerly known as Jindal Mining & Exploration Limited)	Subsidiary	100.00	No
21	Jindal Mining Namibia (Pty) Limited	Subsidiary	100.00	No
22	Jindal Mining SA (Pty) Limited	Subsidiary	73.40	No
23	Jindal Paradip Port Limited	Subsidiary	51.00	No
24	Jindal Resources (Botswana) (Proprietary) Limited	Subsidiary	100.00	No
25	Jindal Steel Chhatisgarh Limited	Subsidiary	100.00	No
26	Jindal Steel Jindalgarh Limited	Subsidiary	100.00	No
27	Jindal Steel & Power (Australia) Pty Limited	Subsidiary	100.00	No
28	Jindal Steel & Power (Mauritius) Limited	Subsidiary	100.00	No
29	Jindal Steel Bolivia Sa	Subsidiary	51.00	No
30	Jindal Steel (USA) Inc.	Subsidiary	100.00	No
31	Jindal Tanzania Limited	Subsidiary	99.00	No
32	Jindal Transafrica (Barbados) Corp	Subsidiary	100.00	No
33	JSP Metallics Limited	Subsidiary	99.00	No

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S. No.	Name of Holding/Subsidiary/Associate Companies/ Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
34	Jindal Steel Odisha Limited (formerly JSP Odisha Limited)	Subsidiary	100.00	No
35	JSPL Mozambique Minerais, Limitada	Subsidiary	99.90	No
36	Meepong Energy (Mauritius) Pty Limited	Subsidiary	100.00	No
37	Meepong Energy (Proprietary) Limited	Subsidiary	100.00	No
38	Meepong Resources (Mauritius) Pty Limited	Subsidiary	100.00	No
39	Meepong Service (Proprietary) Limited	Subsidiary	100.00	No
40	Meepong Water (Proprietary) Limited	Subsidiary	100.00	No
41	Moonhigh Overseas Limited	Subsidiary	100.00	No
42	Oceanic Coal Resources NI	Subsidiary	100.00	No
43	Osho Madagascar Sarl	Subsidiary	99.90	No
44	Raigarh Pathalgaon Expressway Limited	Subsidiary	100.00	No
45	Skyhigh Overseas Limited	Subsidiary	100.00	No
46	Southbulli Holdings Pty Limited	Subsidiary	100.00	No
47	Trans Africa Rail (Proprietary) Limited	Subsidiary	100.00	No
48	Trishakti Real Estate Infrastructure and Developers Limited	Subsidiary	94.87	No
49	Wollongong Resources Pty. Ltd. (formerly Wollongong Coal Pty. Ltd.)	Subsidiary	100.00	No
50	Wongawilli Resources Pty. Ltd. (formerly Wongawilli Coal Pty Ltd.)	Subsidiary	100.00	No
<b>Joint Ventures</b>				
1	Jindal Synfuels Limited	Join Venture	70.00	No
2	Shresht Mining And Metals Private Limited	Join Venture	50.00	No
3	Urtan North Mining Company Limited	Join Venture	66.67	No
<b>Associate</b>				
1	Goedehoop Coal (Pty) Ltd.	Associate	50.00	No
2	Jindal Steel Andhra Limited	Associate	49.00	No
3	Jindal Green Wind 1 Private Limited	Associate	26.00	No
4	Sunbreeze Renewables Nine Private Limited	Associate	26.00	No
<b>Ceased to be subsidiary during FY 2023-24</b>				
1	Everbest Power Limited			No
2	Harmony Overseas Limited			No
3	Jindal Angul Power limited			No
4	Jindal Investment Holdings Limited			No
5	Landmark Mineral Resources (Pty) Limited			No
<b>Deregistered subsidiary during FY 2023-24</b>				
1	Jindal Energy (Bahamas) Limited (deregistered w.e.f. 27-05-2023)			No
2	Jindal Steel & Minerals Zimbabwe Limited (deregistered w.e.f. 19-04-2023)			No
<b>Under liquidation subsidiary during FY 2023-24</b>				
1	PT. Jindal Overseas Limited (under liquidation)	Subsidiary	99.90	No

**VI. CSR Details**

**24 i. Whether CSR is applicable as per section 135 of Companies Act, 2013**

Yes

**ii. Turnover (in ₹)**

49,681.7 Crore

**iii. Net worth (in ₹)**

44,493.6 Crore

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2023-24			FY 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*	594	32	*These are all community requests, pertaining to rural infrastructure, health and drinking water, education, art and culture, sports, and plantation. Requests that are not resolved are under review and will be resolved satisfactorily.	430	60	*The 60 complaints that were pending for resolution at the end of FY 2022-23 have been resolved.
Investors (other than shareholders)	Yes*	NA	-		-	-	
Shareholders	Yes*	61	2	The pending complaints were received close to the end of the Financial year and have been resolved satisfactorily within due timelines.	21	-	
Employees and workers	Yes*	4	-		1	-	
Customers	Yes*	302	-		345	-	
Value Chain Partners	Yes*				-	-	
Other (please specify)							

\* Refer Section B\_Question1(c) for weblink of the policies.

### 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, 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	Occupational Health and Safety	Risk	Inadequate health and safety practices can lead to accidents, legal liabilities, and reduced productivity.	JSP's approach to mitigating occupational health and safety risks is comprehensive and aligned with ISO 45001:2018 standards, striving for a "Zero Harm" goal. They provide extensive safety training through a visual-based training centre, maintain a comprehensive HIRA register, and utilise the JinSafe APP for real-time safety observation reporting. Key strategies include barrier health management, contract safety management, job safety analysis, and systematic reviews such as HAZOP studies. JSP conducts regular inspections and various audits, pre-start-up safety reviews, and daily safety toolbox talks. The organisation emphasises continuous monitoring and review, with monthly safety performance evaluations by the steering committee and board meetings to assess and improve the safety management system, ensuring compliance and fostering a culture of continuous safety improvement.	Negative

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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)
2	Business Ethics and Governance	Both	Weak governance can lead to legal issues, financial mismanagement, and loss of stakeholder trust. Strong governance ensures compliance and stakeholder confidence.	JSP has established a robust framework to ensure transparent management practices that maximise long-term value for stakeholders, reflecting its commitment to good governance and ethical business conduct. This framework upholds business ethics, values, and responsible corporate governance by investing in capacity building and training to create awareness of emerging regulations and applicable compliances. JSP adopts a zero-tolerance policy for non-compliance and constantly monitors the regulatory landscape to mitigate risks associated with business ethics and governance. This proactive approach ensures that JSP remains aligned with best practices and maintains the highest standards of integrity and accountability.	Negative for Risk, Positive for Opportunity
3	Labour Management	Risk	Labour management is a key risk factor because poor labour practices can result in legal consequences, strikes, and high turnover rates. Non-compliance can severely damage the Company's reputation and lead to financial losses. Effective labour management ensures compliance with laws and regulations, improves worker productivity and satisfaction, and mitigates the risk of industrial actions, thereby securing operational stability.	JSP recognises the importance of continuous training and development for employees, enhancing their abilities and knowledge to align with required competencies. The Company provides comprehensive training programmes combining on-the-job learning with platform-based training to bridge skill gaps. Initiatives like Samwaad strengthen the bond between senior management and employees through regular information sharing, fostering transparency and engagement. Informal meetings such as Man Ki Baat and the 'Khul ke Bol' campaign promote trust and address frontline employees' concerns. JSP also encourages employee participation in organisational growth through Mera Sujhav and fosters a culture of peer appreciation with the Thank You Board.	Negative
4	Water Management	Opportunity	Water management presents opportunities for companies to enhance operational efficiency, reduce costs associated with water use, and mitigate risks related to water scarcity and regulatory compliance. Implementing sustainable water practices can improve resource stewardship, strengthen brand reputation as a responsible corporate citizen, and foster innovation in water conservation technologies.	NA	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)
5	Energy Management	Opportunity	Energy management represents an opportunity for Companies to enhance operational efficiency, reduce energy costs, and achieve sustainability goals. Implementing energy-efficient practices and technologies not only lowers operational expenses but also mitigates risks associated with energy price volatility and regulatory compliance.	NA	Positive
6	Diversity and Equal Opportunity	Opportunity	Diversity and equal opportunity present significant opportunities for Companies by fostering innovation through diverse perspectives, enhancing decision-making with varied viewpoints, and improving employee engagement and retention. Embracing diversity also expands market reach by better understanding and serving diverse customer demographics, while ensuring legal compliance and enhancing corporate reputation.	NA	Positive
7	Emissions Management	Risk	Failure to manage emissions effectively can result in environmental degradation. Emissions management is essential for minimising environmental impact, meeting regulatory requirements, and enhancing corporate reputation as a responsible steward of the environment.	JSP is at the forefront of the Indian steel industry in producing environmentally friendly steel, demonstrating a strong commitment to emission management. The strategic expansion of CGP and DRI at Angul, which utilises syngas for high-quality reducing gas production, significantly enhances sustainable practices and reduces carbon emissions. Aligning with its goal to lower overall carbon intensity to 2.0 t/tcs and achieve carbon neutrality by 2047, JSP is now integrating renewable energy into its operations by entering into a JV for securing significant amount of renewable power that will lower its carbon emission and help produce green steel in the near term. . Additionally, JSP plans to reduce Scope 3 emissions through the construction of a slurry pipeline between Barbil and Angul, further solidifying its proactive approach to emission management and sustainability. In addition, the Company also plans to transport thermal coal from its captive mines in Odisha and Chhattisgarh through pipe conveyors which will further reduce emissions and promote green steel making.	Negative



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

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	Waste Management	Opportunity	Waste management presents an opportunity for companies to minimise environmental impact, reduce costs through efficient resource use, and enhance sustainability credentials. Implementing effective waste reduction, reuse, and recycling strategies can improve operational efficiency, regulatory compliance, and brand reputation as a responsible corporate entity committed to environmental stewardship.	NA	Positive
9	Local Community	Opportunity	Strong community relations enhance corporate reputation and can lead to a more supportive operating environment.	NA	Positive
10	Customer Engagement	Opportunity	Robust customer engagement enhances brand loyalty, fosters innovation through valuable feedback, and drives sustainable growth by aligning products and services with customer needs.	NA	Positive
11	Climate Change	Risk	Climate change poses significant risks due to regulatory changes, physical impacts on operations, and changing market preferences.	At JSP, the profound impact of climate change is recognised, and the Company is committed to reducing its carbon footprint, targeting a cumulative carbon intensity reduction to 2.0 t/tcs by 2030 and achieve net zero target by 2047. JSP actively transforms its production processes to achieve carbon neutrality, minimising environmental impact across all operations. JSP captures 2000 TPD of concentrated CO <sub>2</sub> and utilises it in innovative ways, such as producing Spirulina through bioreactors, conducting a CO <sub>2</sub> to bio-ethanol pilot project, and converting CO <sub>2</sub> to methanol via catalytic hydrogenation. Other initiatives include a CO <sub>2</sub> to soda ash pilot project, steelmaking (DRI) using blue hydrogen (syngas/COG PSA route) and substituting coke with biomass. These comprehensive efforts demonstrate JSP's proactive approach to mitigating climate change risks.	Negative
12	Employee Development & Engagement	Opportunity	Prioritising employee development and engagement cultivates a skilled workforce, fosters a positive workplace culture, and boosts productivity and retention rates.	NA	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)
13	Supplier Assessment	Opportunity	Supplier assessment presents opportunities for Companies to enhance supplier relationships, improve product quality, innovate through sustainability practices, achieve cost efficiencies, mitigate supply chain risks, and enhance compliance and reputation.	NA	Positive
14	Product Stewardship	Opportunity	Product stewardship presents opportunities for Companies to enhance brand reputation through sustainable practices, drive innovation in product design and manufacturing, ensure compliance with global standards, achieve cost efficiencies in resource management, build customer loyalty through trust in safe and environmentally friendly products, and contribute to long-term sustainability goals.	NA	Positive
15	Biodiversity Management	Opportunity	Actively enhancing and preserving biodiversity can improve the Company's reputation, attract environmentally conscious investors, and ensure long-term sustainability.	NA	Positive
16	Circular Economy	Opportunity	Adopting circular economy principles promotes resource efficiency, reduces waste generation, and enhances sustainability across operations. Embracing a linear approach, on the other hand, risks inefficiencies, increased resource consumption, and heightened environmental impact, undermining long-term business resilience and competitiveness.	NA	Positive
17	Supply Chain Sustainability	Opportunity	Ensuring supply chain sustainability strengthens resilience, fosters ethical practices, and enhances transparency across operations. Prioritising sustainability in the supply chain can help in reducing operational risks, improving reputation as a sustainable organisation, and translate into long-term business success and stakeholder trust.	NA	Positive

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

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

#### The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed 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

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<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
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	<p>JSP has several Board approved key policies, including:</p> <ul style="list-style-type: none"> <li>- CSR Policy</li> <li>- JSP Code of Conduct</li> <li>- Whistle Blower Policy/Vigil Mechanism</li> <li>- Remuneration Policy</li> <li>- Policy for Determining Material Subsidiary</li> <li>- Related Party Transaction Policy, and</li> <li>- Dividend Distribution Policy</li> </ul> <p>Other relevant policies have been previously approved by the Managing Director and are available on the Company's website.</p>								
<b>c. Web link of the policies, if available</b>	<a href="https://www.jindalsteelpower.com/corporate-governance.html">https://www.jindalsteelpower.com/corporate-governance.html</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/ No)</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>4. Name the national and international codes/ certifications/ labels/ standards</b>	<p>At JSP, policies are guided by the National Guidelines on Responsible Business Conduct, ensuring adherence to the highest ethical standards. The Company is a signatory of the World Steel Sustainable Development Charter and an active Climate Action member of the World Steel Association. The Company also adheres to the principles of the United Nations Global Compact and follows the guidelines set by the Global Reporting Initiative (GRI) guidelines.</p> <p>To maintain the highest levels of quality and safety, JSP complies with several key international certifications, including ISO 14001 for environmental management, OHSMS 45001 for occupational health and safety, IATF 16949 for automotive quality management, and ISO 9001 for quality management systems.</p> <p>Furthermore, JSP has implemented ISO 50001 across its plants in Angul, Barbil, and Raipur in India. This cohesive approach ensures that JSP not only meets but exceeds national and international standards, reinforcing its position as a leader in responsible business conduct.</p>								

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any</b>	<p><b>Environmental Commitments</b></p> <p>JSP is steadfast in its commitment to achieving net zero carbon emissions by 2047, with an aspiration to reach this target by 2035.</p> <p>The Company aims to reduce its carbon footprint by adding green power through long-term arrangements for procuring renewable energy.</p> <p>In addition, it is setting up slurry pipeline to carry iron ore fines over a distance of ~200 km and thermal coal from its captive mines in India to the plants through pipe conveyors further reducing carbon footprint.</p> <p><b>Social Commitments</b></p> <p>JSP is dedicated to enhancing the lives of millions from underprivileged and socially vulnerable sections of society, striving to improve their quality of life on a sustainable basis. The Company actively works towards raising the Human Development Index (HDI) in the regions where it operates through multi-faceted social development programmes. These initiatives focus on good health and wellbeing, nutrition, education, skill development, clean drinking water, sanitation, women empowerment, preserving and promoting art and culture, sustainable livelihood, sports and disaster management. All initiatives are interlinked with each other in order to handhold all beneficiary in all its stages of life.</p> <p>Furthermore, JSP remains committed to ensuring the health and well-being of local communities by implementing comprehensive preventive and curative healthcare measures.</p> <p><b>Governance Commitments</b></p> <p>JSP upholds a commitment to fairness and transparency in all dealings with stakeholders. The Company is dedicated to leveraging digital innovations to enhance transparency and continually seeks opportunities for improvement to achieve superior standards in all business aspects. Additionally, JSP is focused on assessing, evaluating, and implementing technologies that advance the Company towards its net zero commitments.</p>								
<b>6. Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p>For detailed information on JSP's annual performance regarding ESG parameters, please refer to the integrated report.</p>								
<b>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).</b>	<p>As a leading steel player in India, JSP is committed to creating value for all stakeholders through continuous engagement, shaping its business strategy to address key economic, environmental, and social trends. Adherence to GRI Standards, SASB, the World Steel Association, and other peer organisations ensures that sustainability is at the core of JSP's operations. This commitment is reflected in robust risk mitigation strategies, aligning with the global transition to lower emission norms and sustainable growth.</p> <p>JSP's syngas-based DRI operations, the largest in the world, exemplify its dedication to sustainability. The Company complies with 16 out of 17 Sustainable Development Goals (SDGs) and aligns its operations with the OHSAS 18001 standard for safety. Social Development Projects focus on health and nutrition, education and skill development, entrepreneurship, natural resource management, rural infrastructure development, and cultural initiatives. JSP prioritises energy efficiency and technology to transition into a low-carbon era, ensuring full compliance with environmental laws and regulations.</p> <p>JSP's vision is to consistently expand its capacity to produce efficient and environmentally friendly steel. Through a brownfield expansion at Angul, the Company aims to establish the largest and greenest single-location steel plant, contributing to India's target of achieving 300 MTPA steel capacity by 2030. This expansion will create around 300,000 job opportunities and significantly reduce the Company's carbon footprint. JSP's commitment to integrating renewable energy and reducing carbon emissions aligns with its goal of achieving carbon neutrality by 2047, making a positive contribution to a cleaner and greener environment.</p>								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility &amp; Sustainability (BRSR) Policy.</b>	<p>The Board of JSP, along with relevant committees, is responsible for the implementation and oversight of the Business Responsibility and Sustainability (BRSR) Policy(ies).</p>								

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Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>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.</b>	<p>Yes, JSP has designated a dedicated board committee responsible for making decisions on sustainability-related issues.</p> <p>The Company's governance framework is structured with clearly defined roles and responsibilities. Specifically, a committee chaired by an Independent Director oversees matters pertaining to Health &amp; Safety, CSR, Sustainability, and the Environment. This committee provides strategic guidance to the senior leadership team for the implementation of sustainable business initiatives aligned with its directives. Regular meetings of the committee are held to assess and monitor the Company's performance across ESG criteria.</p>								

**10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / Any other – please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Performance against above policies &amp; follow up action</b>	The relevant policies of the Company are reviewed periodically or as needed by the appropriate Department Head, Senior Management Personnel, or respective committees. These policies are presented to the Board as necessary. During this assessment, the efficacy of the policies is evaluated, and any necessary changes to policies and procedures are implemented.									Performance against policies and subsequent actions are reviewed quarterly, with additional reviews conducted on an as-needed basis.								
<b>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</b>	The status of compliance with all applicable statutory requirements is reviewed by the Board on a quarterly and annual basis. Each quarter, respective department heads provide a Compliance Certificate on applicable laws, which is then presented to the Board.									All policies are evaluated internally at regular intervals. Additionally, all relevant policies were reviewed comprehensively by an independent agency in previous FY.								

**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.**

No. All policies are evaluated internally at regular intervals.

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

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>The entity does not consider the Principles material to its business (Yes/ No)</b>	All Principles are covered by the Policies.								
<b>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</b>									
<b>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</b>									
<b>It is planned to be done in the next financial year (Yes/No)</b>									
<b>Any other reason (please specify)</b>									

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is aimed at demonstrating JSP's performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership".

### PRINCIPLE 1- BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

#### Essential Indicators

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

Segment	Total number of training and awareness programmes held*	Topics/ principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes*
Board of Directors	7	During the year, the Board engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. Additionally, Directors are updated on various industry-related matters such as business models, risk management, governing regulations, ESG, information technology (including cybersecurity), and their roles, rights and responsibilities. The Company also informs them about major developments and updates regarding the Company.	100%
Key Managerial Personnel (KMP)	7	At JSP, Regular awareness programmes are held for KMPs covering areas of ethics, governance, code of conduct, data privacy, conflict of interest, insider trading, compliance, human rights, safe and secure work environment, POSH and other organisational policies. Topics pertaining to integrity, core values, sustainability are covered in these programmes, enabling KMPs to drive Company's mission, vision and values.	100%
Employees other than BoD and KMPs	550	During the year, JSP's employees participated in a diverse array of training programs aimed at enhancing their skills and knowledge across various domains. These trainings covered essential areas such as leadership and management, environmental management, safety protocols, cybersecurity, and personal development. Topics included extreme ownership, business etiquette, cybercrime awareness, stress management, and first aid safety, among others. JSP's comprehensive training initiatives are designed to ensure the workforce remains well-informed, capable, and prepared to meet the evolving demands of the industry, while also fostering a culture of continuous improvement and professional growth.	90.48%
Workers	481	Workers participated in a comprehensive range of training programs aimed at enhancing their skills, safety, and overall well-being. These trainings encompassed areas such as health and safety awareness, personal and professional development, teamwork, and quality management. By covering topics like stress management, defensive driving, and various safety protocols, JSP ensures that its workers are well-prepared to operate safely and efficiently. These initiatives reflect the Company's commitment to fostering a knowledgeable, skilled, and safety-conscious workforce.	74.22%

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

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

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

**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.**

Not applicable

**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.**

JSP maintains an Anti-Corruption and Anti-Bribery Policy (ACAB) to uphold ethical standards across its operations.

It establishes stringent guidelines to prevent bribery and corruption across all business activities, emphasising transparency in dealings with gifts, hospitality, donations, and interactions with government entities. The ACAB Policy encompasses workplace conduct, interactions with external parties, community obligations, and asset protection.

All stakeholders within the organisation are required to adhere strictly to this policy to uphold vigilance and integrity. Suppliers and contractors must also comply with ethical standards outlined in contractual clauses pertaining to human rights and corrupt practices.

JSP mandates comprehensive training and regular monitoring to uphold integrity, encouraging prompt reporting of any suspected misconduct. To ensure adherence, the Company conducts a certification programme on the ACAB Policy for all employees using an e-learning module. This programme includes practical examples and tests employees' understanding of the policy. Employees are mandated to complete this certification and sign a declaration of compliance. Furthermore, employees must disclose any conflicts of interest involving property ownership, employment of relatives, or business relationships with JSP as a principal employer.

Additionally, the Company has established a whistle-blower mechanism governed by the Group Whistle Blower Policy. This policy addresses instances of negligence, criminal offences, unethical conduct, and more. Employees are encouraged to report violations to the Group Ethics Officer without fear of reprisal and are safeguarded against harassment or victimisation.

For further details, please refer to the Anti-Corruption and Anti-Bribery Policy of JSP - [1694612901anti-corruptionand-anti-bribery-policy.pdf \(d2lptvt2jjg6f.cloudfront.net\)](#)

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

Particulars	FY 2023-24	FY 2022-23
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

**6. Details of complaints about conflict of interest.**

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

**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

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

	FY 2023-24	FY 2022-23
No. of days of accounts payables	46	44

## 9. Open-ness of business

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

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.91%	7.68%
	b. Number of trading houses where purchases are made from	1,642	1,648
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	65.50%	59.76%
Concentration of sales	a. Sales to dealers / distributors as % of total sales	8.58%	7.00%
	b. Number of dealers / distributors to whom sales are made	160	180
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	57.91%	61.87%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.20	0.28
	b. Sales (Sales to related parties / Total Sales)	0.16	0.11
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.70	0.77
	d. Investments (Investments in related parties / Total Investments made)	0.90	0.85

### Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

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

Yes, JSP maintains a Code of Conduct that mandates adherence for all Board members and senior management. In case of a conflict of interest, Directors are required to promptly report it as per the guidelines provided in the Code of Conduct.

Board of Directors and Senior Management are obligated to submit an annual declaration affirming their compliance with the Code of Conduct, which includes provisions on managing conflicts of interest.

Moreover, as part of annual compliance and as necessary, the Board of Directors must disclose any interests they or their relatives hold in other entities.

## PRINCIPLE 2 - BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

### Essential Indicators

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impact
R&D	-	-	Please refer to the Annexure D of the Board's Report
Capex	~ 8%	~ 17%	Ambient air quality monitoring system & ETP 50 KLD installed

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

JSP has established a comprehensive agreement with its suppliers and vendors to promote sustainability across its operations. The key criteria for this sustainable sourcing policy are as follows:

1. Legal Compliance: All purchase orders shall comply with Indian laws. Suppliers are required to use environment-friendly products and processes to fulfil their assigned tasks. They must refrain from any activities that could cause pollution and will be held liable for any violations or non-compliance.
2. Environmental, Social, and Governance (ESG) Compliance: Suppliers must adhere to ESG standards, ensuring their operations align with environmental and social governance principles. This includes maintaining data on Scope 1, Scope 2, and Scope 3 emissions, which they may be required to provide to JSP upon request.
3. Sustainability Program: Suppliers are expected to have a robust sustainability programme in place. This programme should ensure compliance with all relevant environmental regulations and statutory requirements.



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4. Grievance Redressal: In the event of a grievance, suppliers must notify the Purchase Head at the location where the material is supplied within 48 hours of supply.
5. Vendor Rating: JSP will evaluate suppliers' performance for future business opportunities based on several parameters:
  - Timely delivery compliance
  - Quality of materials or services supplied
  - Competitiveness of submitted rates
  - ESG compliance, including greenhouse gas accounting and CSR compliance as per the Companies Act.
6. Order Management: Purchase orders will be managed by designated personnel as specified. All future correspondence related to the order must be directed as indicated in the purchase order. Any commercial issues will be handled by the Buyer, while technical matters such as approval of drawings and inspections at various stages will be managed by the concerned project manager with a copy to the Buyer. In case of any communication gaps, suppliers must escalate the issue to the Purchase Head immediately.
7. Packaging Clause: Suppliers are prohibited from using polythene bags below a specified micron thickness for storing, transporting, or dispensing products. This prohibition excludes certain medical and healthcare packaging materials. All packaging must be compliant with the defined standards, ensuring environmental safety.

JSP's sustainable sourcing policy underscores its commitment to environmental responsibility, legal compliance, and the promotion of sustainable practices throughout its supply chain. This policy not only aims to enhance operational efficiency but also to contribute positively to environmental conservation and social governance.

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

~92%

### **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):**

Incineration of plastic waste is strictly prohibited due to the potential release of toxic gases such as dioxins and furans, which are carcinogenic and pose significant health risks. Consequently, plastic waste, including packaging, is collected and sorted at designated sites before being transported to an internal baling press facility. At JSP, the waste is compacted into bundles and subsequently disposed of in accordance with relevant laws and regulations. The primary objective is to facilitate recycling and reuse through authorised vendors.

#### **(b) E-waste:**

E-waste is systematically collected on a monthly basis from various departments, categorised and weighed according to specific criteria. This waste includes electrical and electronic equipment, either whole or in part, that has been discarded from manufacturing or repair processes and designated for disposal. The disposal procedures adhere strictly to guidelines issued by the Central Pollution Control Board (CPCB).

Upon collection, the e-waste is securely stored in designated sheds until it is dispatched to authorised dismantlers or recyclers. Stringent measures are implemented to prevent the mixing of e-waste with Municipal Solid Waste (MSW). The storage facility is compartmentalised into distinct waste categories and appropriately labelled for clarity and organisation.

#### **(c) Hazardous waste:**

Hazardous waste is collected and safely disposed of by authorised waste recyclers, and is categorised by colours: Yellow, Red, Blue, and White.

- Yellow waste undergoes treatment for incineration or deep burial.
- Blue waste is treated for infection control through washing with detergent and Sodium Hypochlorite, followed by methods such as autoclaving, microwaving, or hydroclaving, before recycling.
- Red waste undergoes autoclaving, microwaving, or hydroclaving, followed by shredding or mutilation, or a combination of sterilisation and shredding. It is then sent to authorised recyclers for energy recovery, transformation into plastics to diesel or fuel oil, or for road construction purposes.
- White waste is treated through methods like autoclaving or dry heat sterilisation, followed by shredding, mutilation, encapsulation in metal containers, or embedding in cement concrete. It is then disposed of in iron foundries, sanitary landfills, or designated concrete waste pits, adhering to regulations set by State Pollution Control Boards or Pollution Control Committees.

These procedures ensure compliance with relevant environmental regulations and promote the safe and effective disposal of hazardous waste.

**(d) Other waste:**

JSP implements stringent preventive measures to reduce oil leaks from equipment joints, flanges, gland packings, and seals, thereby minimising the generation of waste oil. Waste oil generated on-site is meticulously collected and segregated into designated containers based on its grade before being sold to authorised recyclers. Throughout these processes, JSP ensures strict adherence to the Hazardous and Other Waste (Management and Transboundary Movement) Rules, 2016, which govern every aspect of storing, transporting, and commercial transactions involving used or waste oil within the facility.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, JSP is registered under Extended Producer Responsibility (EPR), affirming its commitment to adhering to the plan submitted to Pollution Control Boards for waste collection.

**Leadership Indicators**

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
GROUP 241 as per NIC 2008	Plate Products	25% approx.	CRADLE to GRAVE	Yes	No

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

Name of Product / Service	Description of the risk / concern	Action Taken
Nil	Nil	Nil

**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	
	FY 2023-24	FY 2022-23
Solid Waste	20%	13.54%

**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:**

Type of Waste	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-Used	Recycled	Safely Disposed (Metric Tonnes)
Plastics (including packaging)						
E-waste						
Hazardous waste (used oil & battery)		NA			NA	
Other waste (wood)						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Steel Scrap	The reclamation of products and packaging is not applicable to JSP. However, the Company efficiently repurposes steel scrap within its production processes. Therefore, this specific question concerning product and packaging reclamation does not pertain to JSP. For information regarding solid waste recycling or reuse in production, please refer to Question 3 of Principle 2's Leadership Indicator.

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**PRINCIPLE 3- BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**Essential Indicators**

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

Category	Total (A)	% Of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT EMPLOYEES</b>											
Male	5,697	5,697	100%	5,697	100%	0	0%	0	0%	0	0%
Female	241	241	100%	241	100%	241	100%	0	0%	93	38.59%
<b>Total</b>	<b>5,938</b>	<b>5,938</b>	<b>100%</b>	<b>5,938</b>	<b>100%</b>	<b>241</b>	<b>4.06%</b>	<b>0</b>	<b>0%</b>	<b>93</b>	<b>1.57%</b>
<b>OTHER THAN PERMANENT EMPLOYEES</b>											
Male	2,448	2,448	100%	2,448	100%	0	0%	0	0%	0	0%
Female	113	113	100%	113	100%	113	100%	0	0%	5	4.42%
<b>Total</b>	<b>2,561</b>	<b>2,561</b>	<b>100%</b>	<b>2,561</b>	<b>100%</b>	<b>113</b>	<b>4.41%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>0.20%</b>

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

Category	Total (A)	% Of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>PERMANENT WORKERS</b>											
Male	414	414	100%	414	100%	0	0%	0	0%	0	0%
Female	19	19	100%	19	100%	19	100%	0	0%	0	0%
<b>Total</b>	<b>433</b>	<b>433</b>	<b>100%</b>	<b>433</b>	<b>100%</b>	<b>19</b>	<b>4.39%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>OTHER THAN PERMANENT WORKERS*</b>											
Male	2,305	2,305	100%	2,305	100%	0	0%	0	0%	0	0%
Female	70	70	100%	70	100%	70	100%	0	0%	5	7.14%
<b>Total</b>	<b>2,375</b>	<b>2,375</b>	<b>100%</b>	<b>2,375</b>	<b>100%</b>	<b>70</b>	<b>2.95%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>0.21%</b>

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

Particulars	FY 2023-24	FY 2022-23
Cost incurred on well-being measures as a % of total revenue of the Company	0.56%	0.48%

**2. Details of retirement benefits for the current and previous financial year**

Benefits	FY 2023-24			FY 2022-23		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	100.00%	100.00%	Yes	100.00%	100.00%	Yes

**3. Accessibility of workplaces**

**Are the premises/offices accessible to differently abled employees 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.**

Wheelchairs are available to assist individuals with mobility challenges, and strategically placed, easy-to-read signage helps guide all visitors throughout the premises. Offices and sites are equipped with elevators and various accessible facilities designed to meet diverse needs, ensuring that everyone can navigate and utilise the Company's services comfortably and efficiently.

**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.**

The Company strictly adheres to the Equal Employment Opportunity policy, which prohibits discrimination against individuals with disabilities in all employment-related matters, as mandated by the Right of Persons with Disabilities Act, 2016. To ensure accessibility, all JSP plants and corporate offices are equipped with ramps and wheelchair-accessible restrooms, facilitating easy movement for individuals with disabilities.

Weblink to the policy: <https://www.jindalsteelpower.com/corporate-governance.html>

**5. Return to work and retention rates of permanent employees 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	87.5%	58.34%	0	0
<b>Total</b>	<b>87.5%</b>	<b>58.34%</b>	<b>0</b>	<b>0</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes, JSP upholds an open-door policy, fostering transparent communication across all levels. Employees and workers are encouraged to voice their concerns to business heads, HR, legal and compliance departments, or senior management.
Other than Permanent Employees	
Permanent Workers	Additionally, a Whistle-blower Initiative (WI) provides a formal platform for employees to address grievances on various matters. Detailed information about the grievance mechanism and WI is communicated through a dedicated module, with new hires sensitised to this initiative during their induction programme.  In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, the Company has established an Internal Complaints Committee (ICC). The ICC's membership list is prominently displayed on notice boards across all offices. Regular online training modules and awareness programmes further educate employees on preventing sexual harassment in the workplace.  Furthermore, JSP has mechanisms in place to receive and redress grievances for employees and workers. These mechanisms include town hall meetings and suggestion boxes.  Town Hall Meetings: JSP regularly conducts town hall meetings where employees and workers can voice their concerns and grievances directly to senior management. These meetings provide a platform for open communication, allowing management to address issues promptly and effectively. Employees are encouraged to participate and share their feedback, ensuring that their voices are heard and considered in the decision-making process.  Suggestion Boxes: JSP also maintains suggestion boxes at various locations within the workplace. Employees and workers can anonymously submit their grievances, suggestions, or feedback. These submissions are regularly reviewed by designated personnel, who ensure that each concern is addressed appropriately. This mechanism allows employees to express their issues without fear of retaliation and promotes a culture of continuous improvement.
Other than Permanent Workers	

**7. Membership of employees in association(s) or unions recognised by the listed entity:**

Category	FY 2023-24			FY 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)
<b>Total Permanent Employees</b>	<b>5,938</b>	<b>933</b>	<b>15.71%</b>	<b>5,923</b>	<b>990</b>	<b>16.71%</b>
Male	5,697	933	16.38%	5,698	962	16.88%
Female	241	0	0%	225	28	12.44%
<b>Total Permanent Workers</b>	<b>433</b>	<b>86</b>	<b>19.86%</b>	<b>476</b>	<b>61</b>	<b>12.82%</b>
Male	414	82	19.81%	455	55	12.09%
Female	19	4	21.05%	21	6	28.57%

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### 8. Details of training given to employees and workers

Category	FY 2023-24					FY 2022-23				
	Total (A)	On health & safety/ wellness measures		On skill upgradation		Total (D)	On health and safety measures/ wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
<b>EMPLOYEES</b>										
Male	8,145	7,842	96.28%	4,444	54.56%	8,034	8,034	100%	8,034	100%
Female	354	310	87.57%	227	64.12%	379	379	100%	379	100%
<b>Total</b>	<b>8,499</b>	<b>8,152</b>	<b>95.92%</b>	<b>4,671</b>	<b>54.96%</b>	<b>8,413</b>	<b>8,413</b>	<b>100%</b>	<b>8,413</b>	<b>100%</b>
<b>WORKERS</b>										
Male	2,719	2,556	94.01%	1,641	60.35%	2,836	2,836	100%	2,836	100%
Female	89	82	92.13%	32	35.96%	90	90	100%	90	100%
<b>Total</b>	<b>2,808</b>	<b>2,638</b>	<b>93.95%</b>	<b>1,673</b>	<b>59.58%</b>	<b>2,926</b>	<b>2,926</b>	<b>100%</b>	<b>2,926</b>	<b>100%</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>EMPLOYEES</b>						
Male	5,697	5,697	100%	5,698	5,698	100%
Female	241	241	100%	225	225	100%
<b>Total</b>	<b>5,938</b>	<b>5,938</b>	<b>100%</b>	<b>5,923</b>	<b>5,923</b>	<b>100%</b>
<b>WORKERS</b>						
Male	414	414	100%	455	455	100%
Female	19	19	100%	21	21	100%
<b>Total</b>	<b>433</b>	<b>433</b>	<b>100%</b>	<b>476</b>	<b>476</b>	<b>100%</b>

#### 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, the occupational health and safety management system at JSP is compliant with ISO 45001:2018 standards. JSP is committed to preventing all incidents and work-related illnesses, recognising health and safety as integral to its operations and promoting a "Zero Harm" goal. The Company aspires to set and exceed the highest standards required for compliance with applicable statutory and occupational health and safety requirements.

A visual-based training centre provides comprehensive safety training to employees, contract workers, and stakeholders to enhance their safety skills. Regular assurance programmes are conducted, and timely actions are taken to mitigate risks present in various processes. The system ensures that each incident is thoroughly investigated to determine the root cause, and preventive measures are deployed horizontally across the unit.

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

A well-defined safety system encompassing online observation, hazard identification, and risk

assessment procedures is firmly in place at JSP. These procedures include:

1. Hazard Identification & Risk Assessment (HIRA Register): JSP maintains a comprehensive HIRA register for each department, systematically identifying potential hazards and assessing associated risks across various tasks, ensuring a proactive approach to workplace safety.
2. Online Safety Observation Reporting Portal (JinSafe APP): The JinSafe APP facilitates real-time reporting and tracking of safety observations, enabling immediate corrective actions and promoting a culture of continuous safety vigilance.
3. Barrier Health Management: This process involves monitoring and maintaining safety barriers to ensure their integrity and effectiveness in preventing incidents and mitigating risks.
4. Contract Safety Management System: This system ensures that all contractual work complies with JSP's rigorous safety standards, maintaining the integrity and effectiveness of safety barriers.
5. Job Safety Analysis: A robust process is in place to ensure that all non-routine work meets safety requirements through thorough job safety analysis.

6. Process Safety Management/Hazard and Operability Study (HAZOP): Systematic reviews, such as HAZOP studies, evaluate processes, identify potential deviations, and implement safeguards to prevent accidents.
7. Inspections: Regular inspections are conducted to identify and rectify unsafe conditions, ensuring compliance with safety standards and fostering continuous improvement in workplace safety.
8. Audits: JSP conducts various audits, including group safety audits, cross-functional team audits, management safety line walks, and daily safety observations by departments.
9. Pre-Start-Up Safety Review and Process Safety Review Mechanism: These reviews are conducted before commencing new processes or equipment startups to ensure all safety protocols are in place and operational risks are minimised.
10. Process Safety Audit: Regular audits evaluate compliance with safety management systems, identify potential risks, and implement necessary corrective actions to ensure safe operations.

Every day at JSP begins with a safety toolbox talk, including Safety Time Outs. All daily meetings, including the Monthly Apex meeting and the Safety Subcommittee meeting for critical activities, start with a focus on safety. The entire safety management system is reviewed during Board meetings to assess safety performance. The safety performance of all locations is reviewed monthly by the steering committee. Each workstream, led by line managers, meets fortnightly or monthly to review progress and ensure ongoing safety performance.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)**

Yes.

JSP encourages open and transparent reporting of unsafe acts and conditions. To facilitate this, sub-areas are mapped with QR codes to enable easy identification and reporting. This initiative is supported by a focus on lead indicator monitoring. Focussed Group Discussions involving the entire workforce allow leaders to encourage all staff and business partners to raise their safety concerns and speak up through platforms such as "Khul Ke Bol."

Workmen actively participate in departmental safety meetings, safety oaths, safety interaction processes, and safety suggestion schemes to communicate workplace hazards. As part of the group initiative, all JSP employees, business associates, and contractors are required to comply with the "Life Saving Safety/Cardinal Rules." These rules encompass critical safety practices aimed at significantly reducing injuries and illnesses. They incorporate Root Cause Analyses (RCA) from major accidents over the past ten years.

JSP expects all levels of management and employees to not only anticipate hazards but also to address them. Employees are empowered to exercise the Stop Work Authority (SWA) standard if they deem a work environment or task to be unsafe. The Safety Observation (SO) programme is a key method of engaging the workforce, with mandatory shop floor walkthroughs conducted by the leadership team to identify unsafe acts and conditions.

A Corporate Risk Assessment Matrix (RAM) has been established, providing a standardised approach to rank risks based on severity, probability, and detection through the monitoring of preventive and mitigative barriers. Additionally, the safety improvement of high-risk operations is achieved through the Risk Rating Scale method, employing teams to brainstorm and implement ways to enhance safety using new technologies, creating new safety barriers, and applying administrative controls.

Furthermore, the horizontal deployment of all Corrective Action and Preventive Action (CAPA) recommendations from past accidents is underway across all plant units. This comprehensive approach ensures that lessons learned are systematically integrated into JSP's safety practices.

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

Yes.

Employees and workers of JSP have access to non-occupational medical and healthcare services. The Fortis OP Jindal Hospital & Research Centre (FOPJHRC) is available at most locations, providing comprehensive medical healthcare services to workers. Additionally, each location is equipped with a fully-fledged health centre. At the corporate office, JSP has partnerships with hospitals to offer further medical assistance.

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### 11. Details of safety related incidents

Particulars	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.11	0.01
	Workers	0.16	0.13
Total recordable work-related injuries	Employees	23	26
	Workers	93	271
No. of fatalities	Employees	2	1
	Workers	5	4
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	3	0

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

JSP addresses two primary categories of safety risks across the Company: Workplace Safety and Process Safety.

1. Workplace Safety Risks: These risks arise from activities that create unsafe situations with regular frequency, primarily due to individual actions, and result in personal injuries.
2. Process Safety Risks: These risks stem from materials, equipment, and systems, occurring at episodic intervals, with potentially catastrophic consequences.
3. Short-Term Measures: JSP employs a Risk Containment approach to identify events or processes with serious injury and fatality potential. By fortifying barriers and controls, the Company proactively prevents the occurrence of such incidents.
4. Long-Term Strategy: JSP fosters a Safety Culture through several key initiatives:
  - Safety Governance: Establishing safety leadership accountability.
  - Safety Interaction/Observation: Engaging employees at all levels through structured interaction and observation processes.
  - Incident Management: Learning from past incidents to avert recurrence.
  - Contractor Safety Management: Ensuring a unified approach to safety among business partners.
  - High-Risk Activities: Mitigating risks through a standardised methodology.
  - Process Safety Management: Enhancing process safety through standardisation.
  - Skill Development: Elevating the skills of JSP personnel across all organisational levels.
5. Commitment to Safety: JSP is dedicated to maintaining a safe and healthy workplace for all employees, workers, and stakeholders operating on its premises.

Major Safety Projects Implemented in the Last Financial Year:

- Conveyor Fencing: Achieved 100% conveyor fencing across all plant units.
- Crane Replacement: Replaced all outdated Hydra cranes with new Farana cranes (including those utilised by contractors).
- Rooftop Lifeline System: Installed for height work across all units.
- Light Projectors Warning System: Implemented in hazardous areas of EOT cranes.
- Drop Gate Barriers: Installed at railway crossings.

These comprehensive measures underscore JSP's unwavering commitment to safety and its proactive approach to addressing both short-term and long-term safety risks.

**13. Number of complaints**

Category	FY 2023-24			FY 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	Nil	Nil	Safety Ideas/	Nil	Nil	Safety Ideas/
Health & Safety	Nil	Nil	suggestions received from Employees & business partners for improvement of safety systems	Nil	Nil	suggestions received from Employees & business partners for improvement of safety systems

**14. Assessments for the year**

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of JSP's plants and offices have been assessed. The following are the assessments undertaken in the current reporting period:
Working Conditions	<ul style="list-style-type: none"> <li>Internal assessments such as Safety Inspection, Line Walk, Safety Interaction, Cross Functional Audit, Group Safety Audit, and Contractor Field Safety Audit.</li> <li>Engaged renowned partner DSS+ for a 30-month Zero Harm program to facilitate the implementation of Sustainable Safety Systems.</li> <li>External audits conducted by BSIO auditors to assess risk according to IS 45001 and IS 14489 standards.</li> <li>Bureau Veritas audits for ISO 45001 compliance.</li> </ul>

**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 and safety practices and working conditions.**

A robust incident management system is in place to address recommendations on all events, incidents, and observations through the identification and deployment of Corrective and Preventive Actions (CAPAs). Over the recent period, an Apex Safety Committee and six sub-committees were established to undertake a comprehensive review of workplace and process safety systems, based on a Safety Management Evaluation baseline conducted in 2022.

The compliance status of CAPAs related to fatal and lost-time accidents over the last decade has been reviewed, with horizontal deployment currently in progress. All operational plants have been assessed by reputable and authorised third-party agencies for Occupational Health & Safety practices. No significant concerns were raised during these audits, nor were there any lapses in statutory compliance. However, minor gaps and opportunities for improvement beyond compliance were identified by the auditors. The majority of these opportunities for improvement (OFIs) have been implemented at site locations, with the remaining few currently underway according to a finalised implementation plan.

Several digital initiatives have been introduced to enhance safety through technology. The Connected Worker Solutions, exemplified by the "Suraksha Card," leverage state-of-the-art IoT technology to provide visibility, alerts, and insights that boost the safety and productivity of the workforce. Additionally, AI-based cameras have been implemented for speed monitoring, ensuring compliance with safety speed limits through real-time monitoring and alerts. These

measures significantly enhance safety by preventing speed-related incidents and ensuring a safer working environment.

Some of the duly implemented OFIs are detailed below:

1. Conducting a detailed road safety assessment by an external expert to evaluate the safety of roads, vehicles, and journeys, initiating comprehensive measures to address road and transport risks.
2. Surveying the rail track line by an expert agency to mitigate the risk of LOCO derailment during hot metal transfer.
3. Implementing a horizontal deployment of a permanent lifeline arrangement for the safe execution of roof sheeting jobs.
4. Deploying a light projector barrier in hot metal handling EOT cranes.
5. Installing speed monitoring cameras at strategic locations throughout the plant roads.
6. Synchronising a proxy gate barrier with the running of conveyor lines.

These actions underscore the organisation's commitment to maintaining and enhancing health and safety practices, ensuring a secure working environment for all employees.

**Leadership Indicators**

**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)?**

Employees	Yes
Workers	Yes



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

JSP ensures statutory dues are deducted and deposited by value chain partners through the verification of PF and ESIC challans submitted by vendors, along with processing GPAL claims.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment*	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	2	1	0	0
Workers	8	4	0	0

**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)**

No

**5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	0%
Working Conditions	

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

Not applicable

**PRINCIPLE 4- BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

**Essential Indicators**

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

JSP has conducted a thorough materiality assessment to identify and prioritise key topics for its ESG strategy. This assessment involved engaging extensively with various stakeholders to adopt best practices in ESG management. The Company has identified important stakeholder groups, including customers, employees, business partners (suppliers and vendors), media, lenders, community, investors, and government bodies.

The materiality assessment aims to pinpoint significant operational topics that align with global standards such as GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board), guidelines from the World Steel Association, and benchmarks set by peer organisations. This process allows JSP to understand the concerns and expectations of each stakeholder group effectively.

Responsibility for engaging with each stakeholder group lies with specific teams within JSP, ensuring that their perspectives are integrated into the Company's ESG strategy. This approach enhances transparency, accountability, and sustainability across JSP's operations, fostering stronger relationships with stakeholders and driving continuous improvement in ESG performance.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	<ul style="list-style-type: none"> <li>Annual General Meetings,</li> <li>Quarterly Earnings call,</li> <li>Investors Group and 1x1 Meetings &amp; briefings,</li> <li>Meeting with financial institution</li> </ul>	Quarterly, Annual, as per need	<ul style="list-style-type: none"> <li>Foster robust relationships.</li> <li>Stay updated on market trends.</li> <li>Enhance brand trust.</li> <li>Communicate with shareholders and gather their feedback.</li> </ul>



Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Lenders	No	<ul style="list-style-type: none"> <li>Physical Meeting,</li> <li>Investor Call,</li> <li>Online Meeting,</li> <li>Consortium Meeting</li> </ul>	Monthly/Quarterly	<p>Cultivate enduring partnerships.</p> <p>Stay informed about Company progress, operational updates, and financial health.</p> <p>Foster a culture of trust and confidence among Lenders.</p>
Employees	No	<ul style="list-style-type: none"> <li>Regular Direct Communications,</li> <li>TopDown Communications like Apni Baat Apno Ke Saath, MD-Dil se &amp; Samwaad.</li> <li>Bottom-Up Communications like Aapki Aawaaz Karegi Vikas &amp; Eve to Express</li> </ul>	Ongoing and daily engagement at all levels as required by staff.	<p>Set clear strategic objectives.</p> <p>Maintain transparent communication with employees regarding Company activities and address their inquiries promptly.</p>
Customers	No	<ul style="list-style-type: none"> <li>Interactions through Sales and Services executive, regional heads, senior management, and/or call centres</li> <li>Satisfaction Survey</li> <li>Face to face meetings</li> <li>Emails</li> <li>Newsletter</li> <li>Social media</li> </ul>	Ongoing. Dependent on customer needs and identified sales, service or guidance opportunities.	<p>Gain insights into customer goals, business operations, and financial service requirements.</p> <p>Deliver enhanced value through additional services and solutions.</p>
Regulators	No	<ul style="list-style-type: none"> <li>Various industry and regulatory forums, and meetings.</li> <li>One-on-one discussions with various executive officials at consultative meetings</li> </ul>	Daily event-based, weekly, monthly, quarterly, half yearly, and yearly and as required.	<p>Foster transparent and candid partnerships.</p> <p>Uphold adherence to all legal and regulatory obligations.</p>
Government Agencies, Local Authorities & Industry Forums	No	Various engagements with national and county official's participation in consultative industry and sector forums	As deemed necessary by either party	<p>Cultivate robust ties with governmental bodies.</p> <p>Contribute insights to legislative processes impacting the economy and the Company's operations.</p>
Service Providers & Suppliers	No	<ul style="list-style-type: none"> <li>Onboarding program</li> <li>Periodical supplier meets</li> <li>Vendor assessment programs among others</li> <li>Communication platforms such as: 1. Supplier Development, 2. Vendor Assessment &amp; Audits 3. Official Communications</li> </ul>	Ongoing, as required	<p>Ensure optimal and punctual supply chain management for operational needs.</p> <p>Promote sustainable practices throughout the supply chain.</p>
Media	No	<ul style="list-style-type: none"> <li>Press conferences</li> <li>Media meets</li> <li>Conclaves</li> <li>Press release</li> <li>1x1 and group meetings</li> </ul>	Interactions in response to business-related media inquiries as and when required and to disseminate information about the Company	Leverage Media's extensive reach to communicate the business narrative effectively with stakeholders.
Others - Community and public at large	Yes	<ul style="list-style-type: none"> <li>CSR team meetings</li> <li>Community Visits</li> <li>Volunteerism</li> <li>Engagements with Community, local authorities, town council, location head, etc. as per the requirement and needs</li> <li>Public hearings</li> <li>Need based projects</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> <li>Ongoing, as on when needed by the stakeholders</li> </ul>	<p>Community development programmes based on local communities' needs.</p> <p>Strengthening livelihood opportunities.</p> <p>Dignity of life through economic and social empowerment. Implement CSR programs.</p> <p>Cultivate impactful partnerships.</p> <p>Tackle critical issues and respond to stakeholder feedback.</p> <p>Engage with communities and non-governmental organisations to advance sustainable development, social accountability, and shared benefits.</p> <p>Strengthen livelihood opportunities.</p> <p>Improve social infrastructure for hygienic and healthy living environments.</p> <p>Understand and address the concerns of the community on social issues.</p> <p>Extend support in all form.</p>

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### Leadership Indicators

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

JSP is committed to delivering value to all its stakeholders, encompassing employees, customers, partners, vendors, government bodies, regulatory agencies, and the community. Stakeholder engagement is a top priority at JSP, acknowledging its role in fortifying relationships and identifying pivotal issues crucial to the Company's sustainable development.

During FY 2023-24, the Company undertook a comprehensive stakeholder engagement and materiality assessment initiative. This exercise focused on prioritising key issues, mapping associated risks, and formulating effective mitigation strategies. The outcome included the identification and prioritisation of significant environmental, social, governance, and economic issues. These findings were presented to relevant stakeholders to gather insights and collaboratively devise sustainable growth strategies.

JSP remains actively engaged with both internal teams and external stakeholders to continually identify critical issues. Regular reviews of stakeholder engagement practices ensure responsiveness to emerging concerns and facilitate proactive adjustments to support sustainable business practices.

**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.

JSP undertakes a comprehensive ESG materiality assessment to identify and manage key environmental, social and governance topics. This process involves systematically identifying key stakeholders, understanding their concerns and priorities and integrating their inputs into the Company's policies and activities.

### Stakeholder Identification:

JSP identifies a diverse range of stakeholders. This broad approach ensures that the perspectives and concerns of all relevant parties are considered.

### Material Topics Identification:

Through the consultation process, JSP engages with stakeholders to identify material topics that are crucial to both the Company and its stakeholders.

### Stakeholder Consultation and Input Integration:

JSP employs various methods for stakeholder consultation, such as surveys, interviews, focus groups and public meetings. For example, during a recent assessment, stakeholders highlighted the importance of reducing carbon emissions and enhancing community engagement.

The inputs from these consultations are analysed and prioritised. For instance, stakeholder feedback on environmental concerns led to the implementation of more stringent emission reduction initiatives and the adoption of renewable energy sources. Similarly, inputs on social issues prompted the enhancement of community development programs and increased investment in employee training and welfare.

### Policy and Activity Implementation:

The insights gained from stakeholder consultations are not only documented but actively incorporated into JSP's ESG vision. This approach ensures that the Company's policies and activities are aligned with stakeholder expectations and industry best practices. By continuously engaging with stakeholders and integrating their feedback, JSP demonstrates its commitment to sustainable and responsible business practices.

Thus, stakeholder consultation is a critical component of JSP's ESG management process, ensuring that the Company remains responsive to the evolving expectations of its stakeholders and maintains its dedication to sustainability and governance excellence.

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

Please refer to the following link for information about the Company's community work - <https://www.jindalsteelpower.com/foundationoverview.html>

## PRINCIPLE 5 - BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

### Essential Indicator

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

Category	FY 2023-24			FY 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	5,938	5,840	98.35%	5,923	5,923	100%
Other than Permanent	2,542	2,399	93.67%	2,490	2,490	100%
<b>Total employees</b>	<b>8,480</b>	<b>8,239</b>	<b>96.94%</b>	<b>8,413</b>	<b>8,413</b>	<b>100%</b>
<b>WORKERS</b>						
Permanent	433	425	98.15%	476	476	100%
Other than Permanent	2,265	2,213	93.18%	2,450	2,450	100%
<b>Total workers</b>	<b>2,698</b>	<b>2,638</b>	<b>93.95%</b>	<b>2,926</b>	<b>2,926</b>	<b>100%</b>

2. Details of minimum wages paid to employees and workers:

Category	FY 2023-24					FY 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>										
<b>Permanent</b>	5,938	0	0%	5,938	100%	5,923	0	0%	5,923	100%
Male	5,697	0	0%	5,697	100%	5,698	0	0%	5,698	100%
Female	241	0	0%	241	100%	225	0	0%	225	100%
<b>Non-permanent</b>	2,561	0	0%	2,561	100%	2,490	0	0%	2,490	100%
Male	2,448	0	0%	2,448	100%	2,336	0	0%	2,336	100%
Female	113	0	0%	113	100%	154	0	0%	154	100%
<b>WORKERS</b>										
<b>Permanent</b>	433	0	0%	433	100%	476	0	0%	476	100%
Male	414	0	0%	414	100%	455	0	0%	455	100%
Female	19	0	0%	19	100%	21	0	0%	21	100%
<b>Non-permanent</b>	2,375	0	0%	2,375	100%	2,450	0	0%	2,450	100%
Male	2,305	0	0%	2,305	100%	2,381	0	0%	2,381	100%
Female	70	0	0%	70	100%	69	0	0%	69	100%

3. a. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (in ₹)	Number	Median remuneration/salary/wages of respective category (in ₹)
Board of Directors (BoD)	2	2,01,42,209	0	0
KMP (other than BoD)	1	95,71,753	0	0
Employees other than BOD & KMP	5,694	8,49,762	241	7,64,677
Workers	414	3,10,449	19	2,62,893

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

Particulars	(₹ in crores)	
	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	2.79%	2.34%

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Yes

The Company has a dedicated focal point for addressing human rights impacts or issues caused or contributed to by its operations, embodied in the form of an Ethics Committee. Employees can report their complaints or grievances to the Human Resources department, Senior Management, or the Ethics Committee without fear of retaliation or reprisal.

JSP has established a robust policy for protecting the human rights of its employees, workers, and stakeholders, which is also detailed in the Code of Conduct and Whistle-Blower Policy.

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

At JSP, employees have access to multiple channels for addressing and resolving grievances, ensuring a supportive and transparent work environment. Key among these channels is the Grievance Cell for Human Rights, which is dedicated to upholding the fundamental rights of all employees. Additionally, the Prevention of Sexual Harassment (POSH) Committee provides a safe platform for employees to report and address issues related to sexual harassment, ensuring a respectful and inclusive workplace.

The Code of Conduct Committee is available to assist employees in matters related to ethical behaviour and adherence to Company policies. Furthermore, the Group Ethics Officer serves as a pivotal point of contact for reporting any violations of the Company's policies. Employees and external stakeholders can report concerns to the Group Ethics Officer via email or post, and such reports are protected under the Whistle-blower Policy, which ensures confidentiality and protection against retaliation.

JSP has also established Contractor's Cells at various locations to specifically address the concerns of contract employees. These cells focus on issues such as wages, Provident Fund contributions, and the full and final settlement of dues, providing contract employees with a dedicated resource to ensure their rights and entitlements are upheld.

Overall, JSP's comprehensive grievance resolution framework reflects its commitment to maintaining a fair, ethical, and supportive workplace for all employees and stakeholders.

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

Category	FY 2023-24			FY 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	1	Nil	The complaint was resolved satisfactorily	1	Nil	The complaint was resolved satisfactorily
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced /Involuntary Labour	Nil	Nil	NA	Nil	Nil	NA
Wages	Nil	Nil	NA	Nil	Nil	NA
Other human rights related issues	Nil	Nil	NA	Nil	Nil	NA

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

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	1
Complaints on POSH as a % of female employees / workers	0.23%	0.21%
Complaints on POSH upheld	1	1

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

The Company has established an Internal Committee that ensures individuals who have lodged complaints, provided evidence, or assisted in inquiries are protected from any retaliatory actions. This committee takes all reasonable measures to safeguard these individuals, ensuring they are treated fairly and without prejudice.

Employees are provided with multiple channels to address a broad range of concerns, including issues related to discrimination, wages, child labour, and human rights violations. The Company upholds an open-door policy, allowing employees to escalate their concerns to management or the Prevention of Sexual Harassment Internal Committee (POSH IC). This approach underscores the Company's commitment to maintaining a safe, fair, and transparent workplace environment.

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

The contracts executed by JSP with its suppliers impose obligations on the suppliers to comply with all applicable laws. Once suppliers are onboarded, they are required to adhere to JSP's Code of Conduct.

**10. Assessments for the year:**

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

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

Not Applicable

**Leadership Indicators**

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

Not applicable

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

As part of its Human Rights Due Diligence (HRDD) initiatives, JSP has undertaken the following activities:

- Eliminating Harassment: The Company has implemented comprehensive POSH (Prevention of Sexual Harassment) training across the entire group to increase awareness and eliminate workplace harassment. This training is mandatory for all employees on an annual basis.
- Health, Safety, and Security: The Company has conducted extensive health and safety training sessions at all plant locations to ensure the well-being of all employees.
- Abolition of Child Labour: The Company has introduced age verification checks for all direct hiring processes to discourage and eliminate child labour.

**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?**

JSP offices and sites are equipped with elevators and facilities to accommodate individuals with disabilities.

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

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	Nil
Discrimination at workplace	
Child Labour	
Forces Labour/ Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

**PRINCIPLE 6- BUSINESS SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT**

**Essential Indicators**

**1. Details of total energy consumption (in joules or multiples) and energy intensity, in the following format:**

Particulars	FY 2023-24	FY 2022-23
<b>From renewable sources (PJ)</b>		
Total electricity consumption (A)	0	0.00033
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>0</b>	<b>0.00033</b>
<b>From non-renewable sources (PJ)</b>		
Total electricity consumption (D)	51.18	3.32
Total fuel consumption (E)	157.04	213.07
Energy consumption through other sources (F)	6.36	0
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>214.58</b>	<b>216.39</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>214.58</b>	<b>216.39</b>
Energy intensity per rupee of revenue from operations (Total energy consumption/ revenue from operations in Millions) (Gigajoules per rupee of revenue from operations)	0.00043	0.00042
<b>Energy intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) *	0.0087	0.0085
<b>Energy intensity in terms of physical output-per tonne of crude steel production</b>	<b>28.07</b>	<b>27.42</b>

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.22 (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>)

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

Yes, S U V & Co.

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

JSP has excelled in India's Performance, Achieve, and Trade (PAT) Scheme, achieving notable energy efficiency milestones across its key crude steel facilities. JSP met its targets in PAT Cycles 1 (2014-15) and 2 (2018-19), banking 26,460 and 7,798 Energy Saving Certificates (EsCerts) respectively. Designated as a significant participant in PAT Cycle 4, JSP continues to demonstrate strong performance in meeting regulatory energy efficiency standards. The Company remains committed to advancing sustainability and operational excellence as it prepares for the 2024-25 PAT cycle.

**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 million kilolitres)</b>		
(i) Surface water	20.37	19.19
(ii) Ground Water	0	0
(iii) Third Party Water	0	0
(iv) Seawater/Desalinated Water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in million kilolitres) (i+ii+iii+iv+v)</b>	<b>20.37</b>	<b>19.19</b>
<b>Total volume of water consumption (in million kilolitres)</b>	<b>20.37</b>	<b>19.19</b>
Water intensity per rupee of revenue from operations (Water consumed/ revenue from operations)	0.041	0.037
<b>Water intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)*	0.83	0.76
<b>Water intensity in terms of physical output-water consumed per tonne of crude steel production</b>	<b>2.66</b>	<b>2.55</b>

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.22 (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>)

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

Yes, S U V & Co.

**4. Provide the following details related to water discharged.**

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(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	-	-
- 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>	<b>-</b>	<b>-</b>

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

Yes, S U V & Co.

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

At JSP facilities, advanced water management systems optimise freshwater usage. Wastewater undergoes rigorous recycling through closed-loop circuits, complemented by raw water storage and rainwater harvesting to achieve Zero Liquid Discharge (ZLD).

Effluent Treatment Plants (ETPs) ensure stringent wastewater management with no liquid discharge. Treated water supports horticulture and dust suppression, while recycled mine water fulfils operational needs. Domestic wastewater is efficiently treated in Sewage Treatment Plants (STPs), contributing to environmental conservation efforts.

Innovative settling ponds at coal mines effectively manage mine water for dust suppression. At iron ore mines, sophisticated ZLD system and specialised pits facilitate wastewater treatment and promote water recycling. All effluent meets rigorous quality standards, and measures such as treating cooling tower blowdown underscore JSP's commitment to water conservation and sustainable practices.

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

Parameter	Please specify unit	FY 2023-24	FY 2022-23
NOx	kg/TCS	1.95	1.90
SOx	kg/TCS	3.70	3.64
Particulate matter (PM)	kg/TCS	0.60	0.56
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others	NA	NA	NA

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

Yes, S U V & Co.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions</b> (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)	Million tonnes CO <sub>2</sub> equivalent	18.24	17.36
<b>Total Scope 2 emissions</b> (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)	Million tonnes CO <sub>2</sub> equivalent	1.48	1.39
<b>Total Scope 1 and Scope 2 emissions per rupee of revenue from operations</b> (Total Scope 1 and Scope 2 emissions/ Revenue from operations)	kgCO <sub>2</sub> e/INR	0.040	0.037
Total Scope 1 and Scope 2 emissions per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / revenue from operations from operations adjusted for (PPP)*	kgCO <sub>2</sub> e/revenue adjusted for PPP	0.80	0.74
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	Metric tonnes of CO <sub>2</sub> e/tcs	2.58	2.60

\* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2023 by World Bank for India which is 20.22 (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>)

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

Yes, S U V & Co.

### 8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.

JSP has undertaken several initiatives aimed at enhancing efficiency and sustainability, resulting in significant energy savings. These efforts include installing a Micro Processor-based Intelligent Flow Control (IFC) system in critical compressor areas and implementing back pressure-based micro turbines in specific production lines, effectively optimising energy consumption.

Energy conservation measures are evident through the systematic replacement of conventional lights with energy-efficient LED alternatives. For instance, in the Coke Oven Plant, numerous high-pressure sodium vapor lights have been substituted with LED lights, significantly reducing energy usage while enhancing illumination levels.

In addition to energy initiatives, the Company has prioritised water conservation and operational efficiency. Implementing an overground pipeline system in key operational areas has minimised water leakage and improved pump efficiency. Furthermore, the installation of Variable Frequency Drives (VFDs) in essential pumps has optimised performance, reducing energy consumption and operational costs.

Moreover, operational strategies such as reducing the number of pumps in the closed-cycle cooling water system underscore the Company's commitment to efficiency and sustainability. Furthermore, the Company recently commissioned a 15.25 MW Rooftop Solar Power Plant and a 1 MW Rooftop Solar Power Plant at two of its facilities, demonstrating its commitment to renewable energy adoption and sustainability practice.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total waste generated</b>		
Plastic waste (A)-metric tonne	181	8.4
E-Waste (B)- metric tonne	53.28	21.8
Bio-Medical Waste (C)- metric tonne	0.24	5.15
Construction and demolition waste (D)- metric tonne	0	0
Battery Waste (E)- metric tonne	52.69	64.14
Radioactive waste (F)- metric tonne	0	0
Other Hazardous waste. Please specify, if any (G) Oil-soaked cotton waste, damaged insulation material, empty barrel, bio ETP sludge, used oil, grease, coal tar- metric tonne	7,238.71	902.71
Other Non-hazardous waste generated (H). Please specify, if any. Solid waste, fly ash- metric tonne	93,02,514.00	1,60,79,236.19
<b>Total (A+B+C+D+E+F+G+H)-million tonnes</b>	<b>9.31</b>	<b>9.03</b>

Parameter	FY 2023-24	FY 2022-23
Waste intensity per rupee of revenue from operations (Total waste generated / revenue from operations)	0.000019	0.000018
Waste intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total waste generated / revenue from operations adjusted for PPP) *	0.00038	0.00036
Waste intensity in terms of physical output-waste generated/tonne of crude steel	1.22	1.14
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	6,663.39	63,77,369
(ii) Re-used	55,60,352	19,42,397
(iii) Other recovery operations (safely disposed)	17,21,437	31,030
<b>Total (million tonnes)</b>	<b>7.29</b>	<b>8.35</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	10.11	4.94
(ii) Landfilling	8,73,572.57	8,54,084
(iii) Other disposal operations	11,97,410	62,06,951.05
<b>Total (million tonnes)</b>	<b>2.07</b>	<b>7.06</b>

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

Yes, S U V & Co.

**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.**

JSP is deeply committed to maximising the utilisation of solid waste generated from its processes, driven by a strong dedication to environmental stewardship and sustainability. This commitment ensures that various types of waste are efficiently managed and repurposed to minimise environmental impact.

- Ash from Power Plant & Process Boiler is collected via pneumatic conveying system and used in brick plant (1.03 MTPA) and lightweight aggregate making plant (0.25 MTPA) for fly ash-based products.
- Ash is also provided free to nearby fly ash brick manufacturing units; also used in road making, low land development, and construction of ash dyke.
- Unutilised ash is disposed to ash pond using high concentration slurry disposal system.
- Ash from Coal Gasification Plant is utilised in internal land development and road construction.
- EAF slag is transported to slag granulation dump yard by mobile slag pots. Slag is cooled, broken into small pieces, crushed, and processed after which it is utilised in road making, backfilling, area levelling, and supplied to Sinter Plant and Batching Plant.
- LRF and BOF slag is dumped into slag pits by EOT crane. After cooling, this slag broken into small pieces, crushed into different sizes, and segregated. The processed slag used for road making, backfilling, and area levelling within the plant.
- Blast Furnace slag is processed at slag granulation plant with high pressure water to form granulated slag which is then stored on-site and sold to cement plants.
- Mill scale, rolling mill sludge, DRI sludge, FES dust, and lime dolo fines is utilised effectively in Sinter Plant operations.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)**

**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.**

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.
	Our plants are not inside any critical ecologically sensitive zone. JSP complies with all applicable environment related laws and regulations.		

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2023-24.**

Name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web Links
All clearances have been obtained prior to installation of the plants as per the provision of EIA Notification 2006.					

**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.**

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
<b>None</b>				
JSP consistently upholds a strong commitment to compliance with environmental laws and regulations. The Company maintains a proactive approach, ensuring adherence to the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act, along with all associated rules and guidelines.				

**Leadership Indicators**

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilo litres): For each facility / plant located in areas of water stress, provide the following information:**

(i) Name of the area	Not applicable
(ii) Nature of operations	Not applicable
(iii) Water withdrawal, consumption and discharge in the following format	No plant of JSP is located in water stress area.

Parameter	FY 2023-24	FY2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater/ desalinated water	NA	NA
(v) Others	NA	NA
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>NA</b>	<b>NA</b>
<b>Total volume of water consumption (in kilolitres)</b>	NA	NA
<b>Water intensity per rupee of turnover (Water consumed/ turnover)</b>	NA	NA
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	NA	NA
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i. To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
ii. To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii. To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA



Parameter	FY 2023-24	FY2022-23
iv. Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
v. Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
<b>Total water discharged (in kilolitres)</b>	<b>NA</b>	<b>NA</b>

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

Not applicable

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

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 3 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)	-		
Total Scope 3 emissions per rupee of turnover	-	The Company is in the process of undertaking Scope 3 assessment.	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-		

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

Not applicable

**3. With respect to the ecologically sensitive areas reported at Question 10 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.**

None of the plants of the Company are under ecologically sensitive areas.

**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:**

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of Micro Processor (S1 controller) based IFC (Intelligent flow control) in SMS-2 compressor house	Fluid flow	15,84,000 kWh
2.	Installation of Back pressure based micro turbine in PP-2, ph-3 PRDS line	Energy efficiency	2,45,52,000 kWh
3.	Installation of LED light in place of HPSV fitting in Coke Oven Plant area- Replacing the 400watt HPSV light by 400watt LED light -Installed Qty:- 20 Nos.	LED	50,004 kWh
4.	Installation of LED light in place of HPSV fitting in Coke Oven Plant area- Replacing the 70 watt HPSV light by 36 watt LED light -Installed Qty:- 100 Nos.	LED	50,004 kWh
5.	Implementation of Over the ground Pipeline System in sinter plant which avoid water leakage & seepage results 1 pump operation instead of 3.	Energy efficiency	7,18,200 kWh
6.	Installation of VFD in Drip Pump in DCPD Unit-1 & Unit-3	Energy efficiency	1,65,600 kWh
7.	01 DMCW pump operation instead of 2nos. in closed cycle cooling water system (CCCS/DMCW) in DCPD	Energy efficiency	11,08,800 kWh
8.	Replacement of Conventional lights with LED lights in DCPD- BTG Area LED light installation (Unit-1, 2, 3 & 4 Boiler 9'mtr to 55'mtr by replacement of 1500 nos. of 180W Conventional lights with 60W LED lights) 2.	LED	4,76,493 kWh
9.	Replacement of Conventional lights with LED lights in DCPD- BTG Area LED light installation (TG Area by replacement of 123 nos. of 500W Conventional lights with 70 nos. of 160W LED lights)	LED	4,75,000 kWh
10.	1 MW roof top solar power plant at Raipur Machinery Division	Electricity generation	1,14,9,174 kWh

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (CONTD.)

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

Best practices outlined in the ITGC (Information Technology General Controls) framework are diligently followed by JSP. Within their infrastructure, a Disaster Recovery (DR) system is established to safeguard critical IT applications.

Comprehensive policies governing data backup, recovery, and retention are in effect. Routine assessments of backups for all production systems are conducted to verify their reliability and availability.

Periodic evaluations are undertaken to assess the potential risk of IT system non-availability, with appropriate risk ratings assigned. Governance structures are established to continuously prioritise and manage these risks.

**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.**

The operations of JSP have been found to have no significant adverse impacts, according to feedback received from value chain partners and concerned stakeholders.

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

Value chain partners are sensitised on subjects of environmental impacts, and sustainability related aspects. Compliance with environmental laws and regulations is a condition mentioned in all purchase orders and contracts etc.

**PRINCIPLE 7- BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**

**Essential Indicator**

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

JSP is member of 21 trade and industry chambers, associations, councils, and other collective (forums). Its proactively contributes to the discussions and resolutions within the scope of these forums

**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	Indian Steel Association	National
2	World Steel Association	International
3	Federation of Indian Mineral Industries (FIMI)	National
4	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
5	Confederation of Indian Industries (CII)	National
6	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
7	Indian Chamber of Commerce (ICC)	National
8	Association of Power Producers	National
9	Coal Producers Association	National
10	Indian Iron and Steel Sector Skill Council	National

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

Name of the Authority	Brief of the case	Corrective Action Taken
	Not applicable	

## Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not applicable					

## PRINCIPLE 8-BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not applicable					

Note: Last Impact Assessment study was undertaken in 2020 with no such negative social impact found. The next Impact Assessment study will be undertaken in the FY 2024-25.

#### 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

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 ₹)
1	Jindal Steel & Power	Odisha	Angul	425	31%	23,83,28,300/-

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

JSP has established a comprehensive mechanism for receiving and documenting community grievances to ensure seamless implementation of CSR activities and minimise disruption to neighbouring communities. Grievances can be written or verbal, expressed in local languages, and submitted anonymously or on behalf of another individual.

##### Grievances are sourced through various channels:

- Palli Sabha, Banyan Tree meetings, and User Committee meetings: Constituting 70% of grievances and requests.
- Unit CSR offices: Accounting for 20% of grievances and requests.
- Directly from community members through letters forwarded by public representatives: Making up 10% of grievances and requests.

##### Grievance/Request Redressal Process:

The grievance redressal process enables communities to voice their concerns and fosters a transparent mechanism for understanding and resolving grievances. The key steps include:

- Confidentiality: Maximum confidentiality is maintained unless disclosure is required by law.
- Timely Resolution: Relevant information is provided only to those who need to know, ensuring a prompt resolution.

##### Specific Redressal Approaches:

##### 1. Social Development Activities:

- Resolved by the CSR division if within the approved CSR Annual Business Plan.
- Coordination with District Administration may be required for certain grievances to complement line departments.

##### 2. Employment Applications:

- Referred to the HR department for appropriate interview schedules.
- Skill gaps are addressed by OP Jindal Community Colleges through necessary skilling.
- Candidates with no job scope are advised to enroll in free vocational coaching.

##### 3. Episodic Emissions/Traffic Congestion:

- No violations of the emission norms of the government.
- Traffic congestions are rectified on immediate measures without hindering public emergency redressal.
- After addressing grievances, matters are shared with the community through Village Committee/Gram Sabha/Panchayat meetings.

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Each business unit has a system of periodic meetings with the community as mentioned below:

### Community Engagement and Communication:

JSP addresses grievances through various community engagement activities. These include household visits, and cultural bonding events facilitated by street plays and audiovisual (AV) aids. Specific forums for women, such as Self-Help Group (SHG) meetings, bank linkage discussions, and health project impacts, also play a crucial role in communication through household contacts and AV aids.

### Involvement of Local Leaders:

The Mukhiyas and Sarpanchs are actively involved in Gram Sabha, village committee meetings, and Panchayat meetings, focusing on ecological issues and participatory approaches. Brochures and pamphlets aid in effective communication during these interactions.

### Youth Engagement:

The youth have dedicated avenues through sports, cultural events, and club meetings where village infrastructure, skill training, and project opportunities are discussed. These engagements are supported by AV aids and brochures to ensure clear communication.

### Engagement with Opinion Makers:

Opinion makers and local leaders are engaged through village meetings, tree planting activities, and socio-economic benefit discussions. Media exposure is utilised to address and redress grievances effectively.

### Regular Meetings with Local Recruits:

Local recruits participate in regular meetings to provide general feedback, address grievances, and contribute to innovation projects. These interactions are facilitated by exposure visits, rehearsals, and leadership activities, ensuring continuous engagement and grievance redressal.

### Recording and Addressing Grievances:

JSP has established a system to record community grievances. Grievances received directly from the community are systematically documented and addressed promptly.

### Direct Interaction with CSR Officials:

Besides regular meetings with CSR officials, JSP facilitates direct interaction between community representatives, Panchayati Raj Institution (PRI) members, and the CSR Unit Heads. This ensures that grievances are addressed effectively and transparently.

### Collaboration with District Administration:

Any grievance received by the District Administration is promptly brought to JSP's notice and addressed in tripartite meetings involving the district administration, community representatives, and JSP representatives. This collaborative approach ensures that all grievances are resolved comprehensively.

Through these tailored interactions and communication aids, JSP ensures that community grievances are effectively heard and addressed, fostering a harmonious and responsive relationship with the community.

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

	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	4%	4%
Directly from within India	67%	57%

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

Location	FY 2023-24	FY 2022-23
Rural	0.00%	0.00%
Semi-urban	8.53%	8.76%
Urban	0.13%	0.12%
Metropolitan	91.34%	91.12%

### Leadership Indicators

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

JSP had conducted a Social Impact Assessment in 2020, and no such negative impact had been noticed.

**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 ₹)
1	Haryana	<b>District:</b> Nuh <b>Project:</b> Kishori Express	25,00,000
2	Jharkhand	<b>District:</b> Gumla <b>Project:</b> Jindal Jiyo Prayogshala	3,19,00,000

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

The Company does not practice preferential procurement policies that focus on suppliers from marginalised or vulnerable groups. JSP believes in providing equal and fair opportunities for all vendors, including those from marginalised or vulnerable backgrounds.

**(b) From which marginalised /vulnerable groups do you procure?**

Not applicable

**(c) What percentage of total procurement (by value) does it constitute?**

Not applicable

**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				

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

**6. Details of beneficiaries of CSR projects**

S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2023-24	% of beneficiaries from vulnerable and marginalised groups
<b>HEALTH AND NUTRITION</b>			
1	<b>Kishori Express:</b> Addresses adolescent anemia control among adolescent girls.	93,524 adolescent girls. Cumulative: 7.5 Lakh Adolescent Girls	100
2	<b>Vatsalya:</b> Aims to reduce Infant Mortality Rate and Maternal Mortality Rate.	77,673 women and children Cumulative: 7.2 Lakh Women and Children	100
3	<b>Shubhangi:</b> Facilitates girls and women for maintenance of menstrual hygiene and prevention of RTI.	1,03,418 girls and women Cumulative: Over 10,00,000 women and girls	100
4	<b>Swasti Express:</b> Provides physical, mental, and spiritual wellbeing services to elderly people.	8,107 people Cumulative: Over 20,000 elderly	100
5	<b>HIV/AIDS:</b> Prevents HIV/AIDS infections through intensive counselling and testing services.	1,02,351 community members and truckers Cumulative: Over 8,66,000	91
6	<b>Chiranjeevi:</b> Extends food and healthcare support for underprivileged malnourished children.	2,449 Malnourished Children Cumulative: Over 1 Lakh Malnourished Children	100
7	<b>Nutrition Support to TB Patients:</b> Provides nutritional support to TB patient under PM's TB Mukta Bharat Abhiyan	91,351- Counselling and Awareness 2,521- Monthly Nutrition Support to TB Patients • 1,08,358 - Counselling and Awareness • Cumulative: - Over 5,000 people received monthly nutrition support	85



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S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2023-24	% of beneficiaries from vulnerable and marginalised groups
8	<b>Poor Patient Treatment:</b> Facilitates emergency health care services to rural and needy people.	7,323 Poor Patients Cumulative: 4.2 Lakh People	100
9	<b>Tele-Medicine Centre:</b> Caters health needs of local community and outreach health services through O.P. Jindal Hospital, Raigarh.	57,112 patients treated Cumulative: Over 4 Lakh People supported	95
10	<b>Dristi:</b> Provides regular eye check-up and free spectacle distribution to truck drivers and other underprivileged community members.	10,722 patients include truck drivers and community members.	100
11	<b>Blood Donation Camp:</b> Ensures the availability of safe and quality blood honoring "No Death due to No Blood".	1,377 units of blood collected Cumulative: 10,000+ Units of Blood collected	75
12	<b>Jindal Aarogyam Hospital, Raigarh:</b> Extends state-of-art health care services to the needy, rural and underprivileged people.	54,732 patients treated Cumulative: 3.5 Lakh people benefitted	85
<b>DRINKING WATER AND SANITATION: 1.43 Crore people have been benefitted so far</b>			
13	<b>Chilled Water Van/Drinking Water through Tanker:</b> Supplies safe chilled drinking water in stress period as per community request.	30,00,000+ people benefitted. Cumulative: Over 80,00,000 people benefitted.	100
14	<b>Creation &amp; Renovation of DW facilities:</b> Installation and renovation of water sources towards provision of safe & clean drinking water.	30,00,000+ people benefitted. Cumulative: Over 40,00,000 people House Holds	100
15	<b>Community Sanitation, ODF &amp; SWM:</b> Community awareness for ensuring sustainable sanitation through open defecation-free management.	18,257 families from 1,000+ villages Cumulative: Over 12,00,000 people	100
<b>EDUCATION AND SKILL DEVELOPMENT</b>			
16	<b>O.P.J. Scholarship:</b> Scholarship for encouraging meritorious students for their career growth	590 Students Cumulative: 30,000+ Scholarships	100
17	<b>Yashasvi:</b> Aims to educate young women and girls from an underprivileged background to become self-reliant with professional & technical courses.	4,242 girls and women Cumulative: 11,000 girls and women	100
18	<b>Jindal Angel:</b> Imparts non-formal education & nutrition support to pre-school children	120 children Cumulative: 2,000+ Children	100
19	<b>Siksha:</b> Aims to increase school enrolment, reduce dropout rate, and increase students' attendance.	8,554 Children Cumulative: 40,000+ children	100
20	<b>After School Learning Classes:</b> Subject-specific coaching on Mathematics, Science, English and career counselling to poor and underprivileged children.	752 Children Cumulative: Over 5,000 children	100
21	<b>Education Infrastructure:</b> Streamlining the school's infrastructure and providing teaching and learning materials to schools and Anganwadi's.	20,622 Children from 41 Schools and Anganwadies Cumulative: Over 1,00,000 Children	100
22	<b>Construction of Interactive Science Centre/STEM:</b> Facilitate better science education in schools.	2,000+ Children of Tensa	86
23	<b>Community Teachers:</b> Deploy community teachers at the request of district administration and the local community to reduce the PTR by 25:1 as per SSA norms. Benefitting 12,200+ children from 40 schools	71 Community Teachers in 40 schools Cumulative: 277 community teachers deployed	80

S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2023-24	% of beneficiaries from vulnerable and marginalised groups
24	<b>Anjor:</b> Impart module-based functional literacy classes to adult rural women	142 Women in 6 centres Cumulative: 5,000+ women	100
25	<b>UTKARSH:</b> Impart online result-oriented coaching and guidance for underprivileged, backward, and differently abled, youth aspirants for qualifying different competitive examinations.	Coaching for 500 Youths yearly	75
26	<b>Jindal Asha:</b> Program for the rehabilitation and empowerment of children with special needs and for persons with disabilities	441 Especially Abled Children Cumulative: 5,500+ special children	85
27	<b>DAV Savitri Jindal School:</b> Vernacular based Odia medium School at Angul for imparting quality education to the first-generation learners	378 children enrolled yearly	85
28	<b>O. P. Jindal School:</b> Established with State-of-Art Facilities at 5 different locations (Angul, Barbil, Patratu, Raigarh, and Nalwa) focusing on imparting quality education of children.	10,200 children enrolled yearly.	75
29	<b>OP Jindal Global University:</b> Established with state-of-art facilities, ranked as No 1 Private University in QS World Ranking	12,500+ Students Enrolled yearly	50
30	<b>OP Jindal University:</b> Impart quality higher education, recognised as promising private university for research and innovation by IIRF and FWA	1,700+ Students educated yearly	50
31	<b>O. P. Jindal Community College:</b> Impart vocational skill training to rural underprivileged youths in 14 trades having local and national demand	3,515 Youths Trained Cumulative: 1.6 Lakh youths educated	75
32	<b>Jindal Lighthouse:</b> Empower young boys and girls in a participative, inclusive, and expressive manner.	1,121 Youths yearly	80
33	<b>Jindal Bhakti Vedanta Library:</b> Provide library facilities to underprivileged youth for pursuing competitive examinations	500 Youths yearly	85
<b>ENVIRONMENT AND AGRICULTURE</b>			
34	<b>Watershed Development:</b> Focus on sustainable agriculture production and productivity and enrichment of biodiversity, Integrated Watershed Development Programme.	5,500+ farmers benefitted	100
35	<b>Eco Club:</b> Inspire students to become change agent for reducing risks to the environment from contaminants such as hazardous materials and wastes	259 Schools of Angul, benefitting over 1.29 Lakh Students.	50
36	<b>Farm Mechanisation:</b> Provide financial support to supporting small and marginalised farmers with modern agricultural equipment in collaboration with Government.	5,000+ Small and marginalised farmers benefitted.	100
37	<b>Bee Keeping:</b> Focusing on quality honey production and other beehive products for overseas and domestic markets besides enhancing the productivity of various crops.	100 women farmers have been benefitted.	100
38	<b>JINDAL Mobile Vet Seva:</b> Operationalising specially designed Mobile Veterinary Ambulances for animal welfare and creating a stronger support system for veterinary care, supplementing the existing governmental initiatives.	Door-step Comprehensive health care services to over 20,725 animals from Odisha and Chhattisgarh	

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S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2023-24	% of beneficiaries from vulnerable and marginalised groups
<b>SUSTAINABLE LIVELIHOOD AND WOMEN EMPOWERMENT</b>			
39	<b>Sustainable Livelihood:</b> Support underprivileged women for establishing microenterprises having economically viable.	2,500+ microenterprises created. Cumulative: 30,000+ women entrepreneurs created	100
<b>SPORTS</b>			
40	<ul style="list-style-type: none"> <li>Sports Infrastructure: Create sports infrastructure through construction of playgrounds, rural gyms, sports complexes, stadiums, and sports hostel for underprivileged sports women and men.</li> <li>Promoting Grassroot Level Sports: Promote sports talents in Wushu, Martial Arts, Football, Hockey, Cricket, and Kabaddi in rural areas through coaching, rehabilitation, and nutrition.</li> </ul>	<ul style="list-style-type: none"> <li>Cumulative: 30,000 + players so far benefitted</li> </ul>	100
<b>ART AND CULTURE</b>			
41	<b>Art &amp; Culture:</b> Extend material support to various social events and functions to promote local festivals; and providing financial support for organising cultural functions in villages.	17,180 players benefitted through sports infrastructure. 6,297 Players promoted for Football, Hockey, Wushu, Archery, and Kabaddi Sports 18,900+ community members. Cumulative: Over 4 Lakh people benefitted	100
<b>RURAL INFRASTRUCTURE</b>			
42	<b>Rural Infrastructure:</b> Create basic critical infrastructure like BT & Concrete Roads, Culverts, Ponds renovation, community bathroom boundary walls, RCC guard wall, convention halls, toilets, rural houses, drain, crematoriums, etc. for sustainable and equitable growth.	1,80,000+ community members Cumulative: Over 1 Crore People	85
<b>SOCIAL INCLUSION</b>			
43	<b>SNEH:</b> <ul style="list-style-type: none"> <li>Holistic care to destitute, vulnerable and under privileged children and elderly people in all locations.</li> <li>Provide support with dry ration and hot cooked meals to the underprivileged and destitute people across the country</li> </ul>	<ul style="list-style-type: none"> <li>2,000+ Children and elderly people through holistic care</li> <li>Dry ration and hot cooked meals served to 19,12,059 underprivileged people</li> <li>Over 80 Lakh underprivileged people benefitted</li> </ul>	100
44	<b>Aashiana:</b> Provides financial assistance to poor and homeless people in building houses for their families.	449 Needy people Cumulative: 1,100 people	100
45	<b>Jindal Prayas- Centre of Excellence:</b> Provides state-of-art facilities for holistic care and nourishment for abandoned and impoverished children	200+ Children on every year	100
46	<b>Jindal SHEOWS Elderly Care and Wellness Centre:</b> Centre-based nourishment, clothing, physical, spiritual, mental health, and rehabilitation facilities to old age persons	500 + elderly on every year	100
47	<b>Support for Old Age Homes, Destitute and abandoned elderly people:</b> Support old age homes, destitute and abandoned elderly people with basic amenities, health care, and nutrition.	1,127 Elderly Cumulative: 12,000 + elderly being benefitted so far	100
48	<b>Birhor Tribe Development:</b> Provide livelihood, health care, education, food & nutrition, and other support services to Birhor tribal community.	54 Birhor Tribal people	100
49	<b>Poor Girl Marriage Support:</b> Support rural and underprivileged girls for managing their marriage expenses and financial crunch during post marriage.	60 underprivileged girls	100

**PRINCIPLE 9- BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**

**Essential Indicators**

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

JSP has implemented a comprehensive customer redressal policy that applies uniformly across all grades and sizes of Structural, Plates, TMT Rebars, Wire Rod, Rounds, Rails, and Semis produced at its steel plants in Raigarh, Patratu, Angul, and subsidiary Nalwa Steel and Power Plant.

Customers have multiple avenues to report complaints, including email, phone, customer service cell, fax, or post to the original sales booking office where the order was placed. Upon receipt of a complaint, the respective sales officer ensures it is promptly documented in the Company's designated format within 24 hours using the Customer Support Portal, accessible at <https://customersupport.jindalsteel.com:8443/QCM/>.

Complaints must be lodged within 30 days after the material's receipt at the designated location. This period

may be extended up to two months by Regional Managers on a case-by-case basis. Complaints received between two to four months require approval from the SBU Head, while those beyond four months require approval from the Chief Marketing Officer (Sales & Marketing).

Upon lodging a complaint, material inspection is promptly conducted within three days at the branch where the complaint originated, ensuring timely assessment and resolution.

These structured procedures underscore JSP's dedication to promptly addressing consumer grievances and enhancing customer satisfaction across its product range.

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

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

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

Category	FY 2023-24		Remarks	FY 2022-23		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cybersecurity	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Others-Quality of Products	302	0	All the complaints have been resolved satisfactorily	345	0	All the complaints have been resolved satisfactorily

**4. Details of instances of product recalls on accounts of safety issues.**

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

**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.**

Yes

JSP has implemented an Information Security Policy to ensure comprehensive support, management direction, and documentation of Information Security and privacy practices

throughout the organisation. This policy is designed to safeguard the confidentiality, integrity, and availability of JSP's information assets.

Applicable to all employees, contractors, and third parties interacting with JSP's information systems, both automated and manual—including those managed by third parties—the policy mandates regular reviews, security awareness training, and adherence to relevant regulations. Key aspects covered

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include asset management, information classification, and secure handling of media.

For detailed information, the full policy document can be accessed at

<https://d2lptvt2jigg6f.cloudfront.net/jindalconnect/custom/1716286609JSP-InformationSecurityPolicy-V21.pdf>

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

The Company actively conducts regular assessments and improvements in cybersecurity, data privacy, advertising practices, and the delivery of essential services to prevent product recalls. Notably, there have been no adverse actions or penalties imposed by regulatory authorities concerning the safety of our products.

**7. Provide the following information relating to data breaches:**

**a. Number of instances of data breaches:**

NIL.

No data breaches faced in FY 2023-24.

**b. Percentage of data breaches involving personally identifiable information of customer)**

Not applicable

**c. Impact, if any, of the data breaches**

Not applicable

**Leadership Indicators**

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

Information on products and services offered by the entity can be accessed through the following channels/platforms:

Jindal Panther: <https://www.jindalpanther.com>

Jindal Steel & Power: <https://www.jindalsteelpower.com>

JSP Structurals: <https://jsplstructurals.com/>

**2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.**

JSP has implemented a comprehensive strategy to inform and educate consumers about safe and responsible product usage. Central to this approach is the full integration of QR codes, offering easy access to critical product information. Furthermore, JSP arranges Architects and Engineers Meets, participates in industry conferences and events, and facilitates customer visits to its manufacturing plants to provide firsthand insights into product safety and production practices.

Throughout the customer lifecycle, JSP maintains consistent and targeted communication using various channels such as press releases, regular engagements, its Company website, blogs, social media campaigns, and video content. These efforts are supplemented by feature-rich audio-visual materials aimed at educating both consumers and the broader community. Additionally, JSP conducts product awareness sessions and ensures its technical team visits customer sites to gather feedback, essential for ongoing product enhancement and innovation.

This holistic approach not only educates consumers but also promotes a culture of safety and responsibility in the use of JSP's diverse range of products and services.

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

JSP has implemented strong mechanisms to ensure customers are informed about any potential disruptions or discontinuations of essential services. Product supply adheres to mutually agreed Technical Delivery Conditions (TDC) signed by customers, with all finished products accompanied by a Mill Test Certificate for transparency and traceability. In the event of disruptions or discontinuations, JSP promptly

communicates through updated TDCs and introduces new internal grades if product modifications are necessary.

The sales and marketing teams, in collaboration with Quality Control and Customer Relationship Management teams, maintain regular communication with customers. This ensures timely updates on any actual or potential disruptions in products, services, or the supply chain. JSP utilises its official website and a dedicated customer helpline to disseminate critical information swiftly. Social media channels serve as proactive platforms for communication, ensuring customers are promptly notified of any risks. This comprehensive approach guarantees that JSP customers are well-informed and can effectively manage any disruptions with minimal impact.

**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)**

JSP's displays product information over and above the mandatory requirement. In order to convey useful information to customers, JSP's products bear information labels providing details about the specifications, sizes and quality of the respective products. Against every sale, customers are provided with test certificates that contain quality parameters, as well as the chemical and physical properties of the product. The above information is also available in product brochures that are given to customers. Customer satisfaction is computed by the Company every month in respect of Key Accounts of the Company based on the feedback collected from the Key Customers. JSP's Management regularly reviews the feedback/ suggestions received by its sales team and customer care. JSP is under process for approval of the Environmental Product Declaration (EPD).