

# Business Responsibility and Sustainability Report 2021-22

## Section A: General Disclosure

1. **Corporate Identity Number (CIN) of the Listed Entity** – L27102MH1994PLC152925
2. **Name of the Listed Entity** – JSW STEEL LTD
3. **Year of incorporation** – 1994
4. **Registered office address** – JSW Centre, Bandra-Kurla Complex, Bandra East, Mumbai- 400 051. Maharashtra India.  
Tel: +91 22 4286 1000  
Fax: +91 22 4286 3000
5. **Corporate address** – JSW Centre, Bandra-Kurla Complex, Bandra East, Mumbai- 400 051. Maharashtra India.  
Tel: +91 22 4286 1000  
Fax: +91 22 4286 3000
6. **E-mail** – [jswsl.investor@jsw.in](mailto:jswsl.investor@jsw.in)
7. **Telephone** – 022 4286 1000
8. **Website** – [www.jsw.in](http://www.jsw.in)
9. **Financial year for which reporting is being done** – 2021-22
10. **Name of the Stock Exchange(s) where shares are listed** – BSE Limited , National Stock Exchange of India Limited
11. **Paid-up Capital** – 2417220440
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**  
Name: Prabodha Acharya  
Designation: Group Chief Sustainability Officer  
Address: JSW Centre, Bandra-Kurla Complex, Bandra (East), Mumbai- 400 051 Telephone number: 22 4286 1000  
E-mail-id: [Prabodha.acharya@jsw.in](mailto:Prabodha.acharya@jsw.in)
13. **Reporting boundary** – Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). – The disclosures in this report are prepared on a standalone basis. which includes three integrated steel plants at Vijanagar, Dolvi, Salem and Corporate office.

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacture of Iron and Steel	Manufacturing	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contribute
1	Mining of iron ores	71	100%
2	Manufacture of basic iron and steel	241	
3	Casting of metals	243	
4	Manufacture of other fabricated metal products metal working service activities;	259	

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

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



## 17. Markets served by the entity:

### a. Number of locations

Locations	Number
National (No. of States)	JSW serves all the states in India as per the demand requirement. JSW exports variety of
International (No. of Countries)	products to a number of countries globally.

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

~ 28%

### c. A brief on types of customers

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

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

## 18. Details as at the end of Financial Year: a. Employees and workers (including differently-abled):

Category	Total
<b>Permanent employees</b>	
Male	11732
Female	666
<b>Total</b>	<b>12398</b>

Differently-abled employees are 28 in FY 2021-22.

## 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	2	16.67
Key Management Personnel	5	0	0

## 20. Turnover rate for permanent employees and workers

Employee attrition rate in FY 22 is 8.05% and in FY 21 was 5.76%.

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

S. no	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	JSW Ispat Special Products Limited (Formerly known as Monnet Ispat & Energy Limited)	JV	23.10%	Yes
2	Creixent Special Steels Limited	JV	48%	No
3	Vijayanagar Minerals Private Limited	JV	40%	No
4	Rohne Coal Company Private Limited	JV	49%	No
5	JSW Severfield Structures Limited	JV	50%	No
6	JSW Structural Metal Decking Limited	JV	33.33%	No
7	Gourangdih Coal Limited	JV	50%	No
8	JSW MI Steel Service Center Private Limited	JV	50%	No
9	JSW One Platforms Limited	JV	75%	No
10	JSW One Distribution Limited	JV	75%	No
11	JSW MI Chennai Steel Service Centre Private Limited	JV	50%	No
12	JSW Steel (UK) Limited	Subsidiary	100%	No
13	JSW Natural Resources Limited, Mauritius	Subsidiary	100%	No
14	SW Natural Resources Mozambique Lda	Subsidiary	100%	No
15	JSW ADMS Carvao Limitada	Subsidiary	100%	No
16	JSW Steel (Netherlands) B.V.	Subsidiary	100%	No
17	Periama Holdings, LLC	Subsidiary	100%	No
18	JSW Steel (USA) Inc	Subsidiary	90%	No
19	Purest Energy LLC	Subsidiary	100%	No
20	Planck Holdings, LLC	Subsidiary	100%	No
21	Caretta Minerals, LLC	Subsidiary	100%	No
22	Lower Hutchinson Minerals, LLC	Subsidiary	100%	No
23	Meadow Creek Minerals, LLC	Subsidiary	100%	No
24	Hutchinson Minerals, LLC	Subsidiary	100%	No
25	JSW Panama Holding Corporation	Subsidiary	100%	No
26	Inversiones Eurosh Limitada	Subsidiary	94.9%	No
27	Santa Fe Mining	Subsidiary	70%	No
28	Santa Fe Puerto S.A.	Subsidiary	99.9%	No
29	Acero Juntion Holdings Inc	Subsidiary	100%	No
30	JSW Steel USA Ohio	Subsidiary	100%	Yes
31	JSW Jharkhand Steel Limited	Subsidiary	100%	No
32	JSW Bengal Steel Limited	Subsidiary	100%	No
33	JSW Natural Resources India Limited	Subsidiary	100%	No
34	JSW Energy (Bengal) Limited	Subsidiary	100%	No
35	JSW Steel Coated Products Limited	Subsidiary	100%	Yes
36	Amba River Coke Limited	Subsidiary	100%	Yes
37	Peddar Realty Pvt Limited	Subsidiary	100%	No
38	Arima Holdings Ltd.,	Subsidiary	100%	No
39	Lakeland Securities Ltd.,	Subsidiary	100%	No
40	Erebus Limited	Subsidiary	100%	No
41	Nippon Ispat Singapore (Pte) Ltd.,	Subsidiary	100%	No
42	JSW Natural Resource Bengal Limited	Subsidiary	98.68%	No
43	JSW Industrial Gases Private Limited	Subsidiary	100%	Yes
44	JSW Steel Italy S.R.L.	Subsidiary	100%	No
45	JSW Steel Piombino	Subsidiary	100%	Yes
46	Piombino Logistis SpA(PL)	Subsidiary	100%	No
47	GSI Lucchini SpA(Targets)	Subsidiary	100%	No
48	JSW Utkal Steel Limited	Subsidiary	100%	No
49	Hasaud Steel Limited	Subsidiary	100%	No
50	Vardhaman Industries	Subsidiary	100%	No
51	JSW Vallabh Tinplate Pvt Ltd	Subsidiary	100%	No
52	Piombino Steel Limited	Subsidiary	100%	No
53	JSW Vijayanagar Metallics Ltd	Subsidiary	100%	No
54	Asian colour Coated Ispat Limited	Subsidiary	100%	No
55	JSW Realty & Infrastructure Pvt Ltd	Subsidiary	100%	No
56	JSW Retail and Distribution Limited	Subsidiary	100%	No
57	Bhushan Power and Steel Limited	Subsidiary	83.28%	Yes
58	Neotrex Steel Private Limited	Subsidiary	80%	No
59	JSW Steel Global Trade Pte Limited.	Subsidiary	100%	No



22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) – Yes  
(ii) Turnover (in ₹) – consolidated gross turnover: ₹143,829 crore, Standalone Gross Turnover: ₹116,928 crore  
(iii) Net worth (in ₹) – The consolidated net worth is ₹68,535 crore, standalone net worth ₹63,501 crore

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 22 Current Financial Year			FY 21 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	NA	Nil	Nil	NA
Investors (other than shareholders)	Yes	Nil	Nil	NA	Nil	Nil	NA
Shareholders	Yes	663	Nil	NA	402	Nil	NA
Employees and workers	Yes	379	30	The balance pending are under resolution process	350	0	NA
Customers	Yes	Nil	Nil	NA	Nil	Nil	NA
Value Chain Partners	Yes	Nil	Nil	NA	Nil	Nil	NA
Other (please specify)	Yes	Nil	Nil	NA	Nil	Nil	NA

**24. Overview of the entity's material responsible business conduct issues**

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Air emission				The financial implications related to risk and opportunity will be worked out by the company in due course of time
2	Biodiversity				
3	Business ethics				
4	Climate change				
5	Corporate governance, transparency and disclosures				
6	Cultural Heritage				
7	Economic performance				
8	Employee health, safety and well being				
9	Energy				
10	Human rights				
11	Local Considerations & Indigenous People				
12	Resources				
13	Social Sustainability				
14	Supply chain sustainability				
15	Sustainable Mining				
16	Technology, product and process innovation				
17	Waste				
18	Wastewater				
19	Water resources				

**Section B: Management and Process Disclosures**

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Policy and management processes									
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	<a href="https://www.jsw.in/groups/sustainability-policies">https://www.jsw.in/groups/sustainability-policies</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

Sr. No.	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on NGRBC, in addition to conformance to the spirit of international standards like ISO 9001, ISO 14001, ISO45001, ISO 50001, ISO26000, SA8000, IFC Performance Standards, OECD Guidelines, UNGC guidelines and ILO Principles, ILO Convention on Human Rights, Report on Affirmative Action by CII, National Action Plan on Climate Change, National Environmental Policy, UN Sustainable Development Goals, Global Reporting Initiative, CDP, Dow Jones Sustainability Index (DJSI) and Task Force on Climate-related Financial Disclosures (TCFD)								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	JSW Steel has set targets for Sustainability KPIs related to climate change, energy, water, waste, air emissions and biodiversity for 2030.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The performance against the set targets are reported by the company annually in the Integrated Report.								
<b>Governance, leadership and oversight</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)	A shift towards more sustainable living is not only shaping new trends in consumer industries but also in areas such as steel. Today the variety of applications where steel is used necessitates producers to continuously improve quality and offer products with a lesser carbon footprint. JSW steel is at the forefront of both these trends. On one hand, we are investing heavily in R&D and increasing our downstream portfolio of sustainable products and on the other, we are doubling up on sustainability by controlling our emissions, improving resource consumption, making processes efficient, being energy-light and ensuring multi-pronged digital focus, helping us improve existing practices								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The Company has a Corporate Governance Framework in place. There is a balance Board Of Directors comprising of Executive and Non-Executive Independent directors with diverse range of experience and expertise.</p> <p>The Board of Directors-</p> <ol style="list-style-type: none"> <li>1. Provides strategic direction and evaluates overall performance</li> <li>2. Ensure the long-term interest of the stakeholders are being served</li> </ol> <p>There are Board Committees as below:</p> <ol style="list-style-type: none"> <li>1. Business responsibility/ sustainability reporting</li> <li>2. Risk Management</li> <li>3. Corporate social responsibility</li> <li>4. Stakeholder Relationship</li> <li>5. Audit</li> <li>6. Project Review</li> <li>7. Nomination &amp; Remuneration etc.</li> </ol>								
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details	<p>The Board of Directors have constituted a sub-committee of the Board known as the "Business Responsibility/Sustainability Reporting Committee" which is responsible for the overall Sustainability performance of the company. The committee oversee the implementation of activities under the purview of polices of the 9 principles of NGRBCs &amp; other relevant international standards and frameworks such as UNGC, UN SDG, IFC, OECD, ISO etc. Chief Sustainability Officer briefs the Committee which meets biannually to review Sustainability including Climate change, Water and Biodiversity related risks and opportunities.</p> <p>The committee is chaired by an Independent Director and has Executive Directors and other Independent Directors as members of the committee. The committee meets half yearly for the activities and progress.</p> <p>The terms of reference for the committee are:-</p> <ol style="list-style-type: none"> <li>1. Responsible for adoption of National Guidelines on Responsible Business Conduct on ESG Responsibilities in business practice.</li> <li>2. Responsible for the policies created for or linked to 9 key principles of the NGRBCs &amp; other international standards and frameworks.</li> <li>3. Review the process of initiatives under the purview of Sustainability policies.</li> <li>4. Review BRR disclosures on pre-decided frequency.</li> <li>5. Review progress of Business Responsibility initiatives.</li> <li>6. Review annual Business Responsibility Report and present it to the Board for Approval.</li> </ol> <p>Composition of this committee is of Non-Executive Independent Directors, and Executive Directors like JMD &amp; Group CFO, Dy. MD, Director-C&amp;M, chaired by an Independent Director.</p>								



**Principle-Wise Policies**

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

**10. Details of Review of NGRBCs by the Company:**

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action																			Half yearly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																			

**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.**

Principles	P1	P2	P3	P4	P5	P6	P7	P8	P9
The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by various department heads, business heads and approved by the management or board. An internal assessment of the workings of the BR policies has been done. All financial and non-financial performance including policies are subject to annual third party verifications/audits that independently evaluate the results.									

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

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

**SECTION C: Principle Wise Performance Disclosure**

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

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

**Essential Indicators**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	2	The topics covered include the Committee Meetings which have discussions on all principles of BRSR including climate change, biodiversity, water, Sustainability Key Performance Indicators, Global trends on sustainability and best Practices in industry, external ratings and disclosures, Stakeholder engagement and Materiality, climate change Risks and Opportunities etc.	100
Key Managerial Personnel	2	Topics pertaining to integrity and ethics, core values, code of conduct, and sustainability covered enabling KMPs to drive company's values, purpose and strategy in the business.	100
Employees other than BoD and KMPs		Topics covering code of conduct, adaptive leadership programmes, and effective coaching. Awareness by way of periodical internal communication -Delivering value from ESG, Sustainability Initiatives at locations, Actions & Initiatives of JSW Foundation, Environment Initiatives at locations, Life Cycle Assessment & Product Sustainability, Biodiversity & its importance for Business, Social Interventions for Sustainable World & Safety Management.	~40%
Workers	On continual basis	Safety Management	100



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

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

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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	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.

Yes. <https://www.jsw.in/sites/default/files/assets/industry/Sustainability/22.%20POL15%20-%20Policy%20on%20Business%20Conduct.pdf>

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

	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Directors		
KMPs	Nil	Nil
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	FY 22 (Current Financial Year)		FY 21 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

**Leadership Indicators**

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year: The Company has formulated a supplier code of conduct which is provided to all suppliers along with the general terms and conditions emphasising on integrity aspects.

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

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

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

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

**Essential Indicators**

Sr. No.	Indicators	Response		
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.	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
		R&D ₹39 crore	₹38 crore	<ul style="list-style-type: none"> <li>Optimisation of resource utilisation.</li> <li>Quality, productivity and cost optimisation through process efficiency improvements.</li> <li>Product development, customisation and new applications.</li> <li>Recycling and reuse of process waste and conservation of natural resources.</li> <li>New application developments and promotion of slag usage in the country.</li> <li>New process technology development for process intensification and productivity.</li> </ul>
		Capex	Environment Asset Capitalisation ₹631 crore	Implementation of BAT (Best Available Technologies) & environment sustainability interventions
2	a. Does the entity have procedures in place for sustainable sourcing? (Yes/ No)	Yes. <a href="https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/Corporate%20Governance/Code%20of%20Conduct/SUPPLIER%20CODE%20OF%20CONDUCT%2019%20Feb%202021.pdf">https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/Corporate%20Governance/Code%20of%20Conduct/SUPPLIER%20CODE%20OF%20CONDUCT%2019%20Feb%202021.pdf</a>		
	b. If yes, what percentage of inputs were sourced sustainably?	100 (We are committed to procure all our inputs sustainably for which a supplier code of conduct has been formulated and practiced.)		
3	Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for	(a) Plastics (including packaging)	(b) E-waste	Not Applicable
		(c) Hazardous waste	(d) other waste.	
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.	Not applicable to primary iron and steel making process		



**Leadership Indicators**

- 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.
	Hot Rolled Coils, VJNR	100%		Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/5e56ca10-97e5-4019-a53f-e9088b6b111e/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/5e56ca10-97e5-4019-a53f-e9088b6b111e/Data</a>
	Cold Rolled Closed Annealed Coils, VJNR			Yes	<a href="https://www.jswcoldrolledsteel.in/uploads/pdf/S-P-01417%20EPD.pdf">https://www.jswcoldrolledsteel.in/uploads/pdf/S-P-01417%20EPD.pdf</a>
	Cold Rolled Coated GI and GL Products, VJNR			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/3ddb7ee4-23e1-46ef-8729-08d9d73a4e22/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/3ddb7ee4-23e1-46ef-8729-08d9d73a4e22/Data</a>
	Non-Oriented Electrical Steel, VJNR			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/3ddb7ee4-23e1-46ef-8729-08d9d73a4e22/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/3ddb7ee4-23e1-46ef-8729-08d9d73a4e22/Data</a>
	Hot Rolled Coils, Dolvi			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/3ddb7ee4-23e1-46ef-8729-08d9d73a4e22/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/3ddb7ee4-23e1-46ef-8729-08d9d73a4e22/Data</a>
	Hot Rolled Flat, Salem			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/3ddb7ee4-23e1-46ef-8729-08d9d73a4e22/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/3ddb7ee4-23e1-46ef-8729-08d9d73a4e22/Data</a>
	TMT Rebars, VJNR			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	Wire Rods, VJNR			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	TMT Rebars, Dolvi			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	Hot Rolled Wire Rod Coil, Salem			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	Heat Treated Wire Rod Coil, Salem			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	Hot Rolled Hexagon Wire Rod Coil, Salem			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	Hot Rolled Round Cornered Square, Salem			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	Heat Treated Bar, Salem			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	Hot Rolled Bar, Salem			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>
	Hot Rolled Hexagon Bar, Salem			Yes	<a href="https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data">https://portal.environdec.com/api/api/v1/EPDLibrary/Files/f2fdc343-aef6-45fb-ac87-08d9952442c5/Data</a>

- 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
No, there are no significant social or environmental concerns and/or risks arising from production or disposal of our products / services, as identified in the Life Cycle Perspective / Assessments (LCA)		

Our product EPDs are available in the public domain that contain the details of the LC analysis. Read more at: <https://www.jsw.in/sustainability/transparency-customers>

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

	Recycled or re-used input material to total material
Indicate input material	FY 22 Current Financial Year
Recycled input materials	3.77 million tonnes

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:

	FY 22 Current Financial Year			FY 21 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
Not Applicable						
E-waste						Not Applicable
Hazardous waste						
Other waste						

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

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

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

**Essential Indicators**

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	11732	11732	100	11732	100	NA	NA	11732	100	11732	100
Female	666	666	100	666	100	666	100	NA	NA	666	100
<b>Total</b>	<b>12398</b>	<b>12398</b>	<b>100</b>	<b>12398</b>	<b>100</b>	<b>666</b>	<b>100</b>	<b>11732</b>	<b>100</b>	<b>12398</b>	<b>100</b>

Numbers are for Vijaynagar, Dolvi, Salem and Corporate office.

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

Benefits	FY 22 Current Financial Year			FY 21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100	Y	100%	100	Y
Gratuity	100%	100	Y	100%	100	Y
ESI and Others						As per applicable norms

3. Accessibility of workplaces

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

Our Main offices and where ever such employees are located are having required facilities for access for differently abled employees and workers.

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

Yes, <https://www.jsw.in/sites/default/files/assets/industry/Sustainability/20.20POL14.20.20Policy.20on.20Labour.20Practices.20and.20Employment.20Rights.pdf> and <https://www.jsw.in/sites/default/files/assets/industry/Sustainability/17.20POL11.20.20Human.20Rights.20Policy.pdf>



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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	~100%	100%	100%	100%
Female	~100%	100%	100%	100%
<b>Total</b>	<b>99.3%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	As per Policy <a href="https://www.jsw.in/sites/default/files/assets/industry/Sustainability/21.%20Grievance_Redressal_Mechanism.pdf">https://www.jsw.in/sites/default/files/assets/industry/Sustainability/21.%20Grievance_Redressal_Mechanism.pdf</a>
Other than Permanent Worker	
Permanent Employees	
Other than Permanent Employees	

We have SAMOOH & SAMPARK communication forum in place, the program will be conducted every month along with their department HOD's- Q&A session to capture their concerns. The concerns which can be provided with immediate solution with panel member discussion will be resolved on spot, and for major concerns a MOM is prepared and circulated to respective department HOD/HRBP's to address the concern within specific timeframe for the closure and further to any major concerns we seek for management approval which is proposed or approved with some feasibility study done by experts. Apart from this, admin related grievances such as Canteen, Housing, Transport facilities & Pandemic issues are handled separately.

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

11.05% of workforce represented through employee association(s) under the provision of collective bargaining.

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

Average Training hours per employee-

Permanent Employees – 17.37

Details of some of the awareness trainings imparted during the year –

- Sessions with men as gender advocates
- Gender sensitisation session
- POSH
- JSW Springboard – IIM Bangalore Women Leadership Journey
- JSW Women Network Forum – Vibe

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

	FY 22 Current Financial Year	FY 21 Previous Financial Year
Employees		
Male		
Female	100% of the eligible employees	99.68 %
Total		

## 10. Health and safety management system

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No).

If yes, the coverage such system?

Yes, ISO 45001 :2018 standards requirements are implemented.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
1. Hazardous Identification and Risk Assessment (HIRA)
  2. Job Safety Analysis
  3. Hazop Study
  4. Quantitative Risk Assessment
  5. MAC tool using RAPP assessment
  6. Hazardous Area Classification study
  7. Pre-Startup Safety Review (PSSR)
  8. Management of Change (MOC)

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

Yes

DO the employees /workers have access to non-occupational medical and healthcare services (Y/N) Yes

Yes

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

Safety Incident/Number	FY Current Financial Year	FY Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	0.32	0.26
Total recordable work-related injuries	193	145
No. of fatalities	8	8

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

- OH&S Management system implemented at our plants is complying with ISO 45001:2018. Safety Observation (SO), Empowerment of Safety officer, Incident reporting & Investigation, High risk standards implementation, Contractor safety Management systems, Implementing Best Safety practices and Benchmarking, Internal Audits and External audits, Legal and Statutory compliance etc.,
- Technology interventions in Hazard Identification is being promoted extensively through use of smart cameras, Geo fencing, Sensors in Men-Machine interface etc.,
- Safety Hero Program was launched to recognise safety conscious persons amongst shop floor workmen and employees.
- JSW Critical Safety Rules was developed based on the criticality and past history of accidents. This was cascaded through development of a 3 D animated video.
- British safety council Audits were initiated at our plants. Salem unit become the first ISP in the world to be recognised with 5 Star rating.
- Process Safety Management was strengthened with engagement of Dupont Sustainable solutions for development of Centre of Excellence in the process
- JSW has developed a robust online safety training module which familiarise the employees with H&S requirements. 54 e-learning modules were added in FY 22
- AR/VR tools have been successfully tested and are being used at our Vijayanagar plant for emergency response training to our employees.



- To ensure good compliances with safety requirements, Safety App and portal are in use at all our sites. All our safety processes have been digitised like near miss and incident reporting, audit and inspection, safety observation, contractor safety management, Road safety and Monthly safety performance reporting.
- International Training & Certification for safety team- To strengthen the knowledge and exposure of safety team towards international requirements and best practices, Group safety has organised NEBOSH International General Certification training through British safety council for safety professionals. First

batch of 20 staff selected across Steel and coated plants underwent training and appeared for exams.

- Safety Champion's Program for Line Managers- In order to increase the safety awareness levels of line managers and actively engage them as safety ambassadors, 10 safety modules have been identified and being developed by British safety council christened as "Safety Champions program for line managers". On successful completion of these 10 modules, the line managers would be designated as Safety champions and act as safety ambassadors in their respective plants. 1000 plus line managers have enrolled for the safety champions program.

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

	FY (Current Financial Year)			FY (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Inputs are received from contractors and employees through Perception surveys and other feedback mechanism like Safety Kaizen etc, not like a complaint system but as a constructive feedback.
Health & Safety	Nil	Nil	Nil	Nil	Nil	

**14. Assessments for the year:**

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

- 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**  
 Nil. Based on the Internal / External Audits, we have introduced Technology interventions for accident prevention in all our ISP, like smart cameras, Geo fencing etc.,

- 3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment all the employees and workers who suffer from work related injuries are being rehabilitated. Those who suffer fatalities are suitably compensated following applicable regulation and company policy.**

**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)**  
 Yes
- 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**  
 This is checked during the Pre-qualification process of the contractors and other stakeholders as a due diligence process

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

5. Details on assessment of value chain partners:

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

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

- 1) 100 % contractors are being subjected to the revised and stringent Pre-Qualification process with 10 mandatory compliance requirements and a base line score of 70%
- 2) JSW CARES (Contractor Assessment and Rating for Excellence in Safety) is launched a year back and more than 1000 contractors are assessed and rated through 5 STAR rating system. Scope for improvement are identified and communicated to contractor for improvement. The assessment is carried out Half yearly for all the contractors engaged.
- 3) Contractor Field Safety Audit of all contractors are being conducted regularly at least every fortnight.
- 4) CAP (Competency assessment Process) of contractor manpower is initiated to identify skill gaps and addressable through specific trainings.

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

**Essential Indicators**

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

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

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers		<b>Customers</b> – Customer meets, Official communication channels: Advertisements, publications, website and social media, Conferences events, Phone calls, emails and meetings.	Customers -Frequent and as and when required	At JSW Steel, we are driven by the expectations and concerns of all stakeholders. We conduct continuous interactions with stakeholders to maximise the value we create for them. This is done with an objective to understand their perspectives about JSW Steel, address their imminent and future needs, and mitigate potential risks that are critical to our business. Our strategic stakeholder engagement mechanism helps us measure our reputation, corporate standing and foster long- lasting relationships that enable our progress.
Employees		<b>Employees</b> – JSW World – Intranet portal, Newsletters, Employee satisfaction surveys – JSW Voice Pulse Survey, Emails and meetings, Training programs like Springboard,	Employees Intranet – Daily	
Community and civil society/ NGOs		Employee engagement initiatives like WeCare and Samvedna, Performance appraisal, Grievance redressal mechanisms, Notice boards	Newsletter – Quarterly	
Government and regulatory bodies		<b>Community</b> – Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Impact assessment surveys, Official communication channels: Advertisements, publications, website and social media, Complaints and grievance mechanism	Emails – As and when required	
Institutions		<b>Government</b> – Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections.		
Investors		<b>Institutions</b> – Networking through meetings, brainstorming sessions, discussions, etc. Investors – Analyst meets and conference calls,		
Suppliers		Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings and roadshows		
	No	<b>Suppliers</b> – Vendor assessment and review, Training workshops and seminars, Supplier audits, Official communication channels: Advertisements, publications, website and social media		



## Leadership Indicators

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

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

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

JSW has been working for education, health & nutrition, sanitation and wellbeing of marginalised sections of the society. To identify the vulnerable and marginalised stakeholders within the identified

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

## PRINCIPLE 5: Businesses should respect and promote human rights

### Essential Indicators

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

Majority of our employees are provided with human rights awareness. There is a policy on Human Rights of the company available on intranet and website of the company. For all new employees who are onboarded, Human Rights awareness is part of the induction session. For worker category, face to face/classroom session on the code of conduct is done which includes aspects of Human Rights.
- Details of minimum wages paid to employees and workers

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

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)				
Key Managerial Personnel				
Employees other than BoD and KMP				
Workers				

Please refer to Annexure E to the Director's Report

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

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

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

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

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

We believe that every human being has the right to equality and non-discrimination. We respect human rights and are committed to ensuring that they are protected, guided by our human rights policy. Our human rights policy articulates our stand on human rights, including non-discrimination, prohibition of

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

**Stakeholder grievance mechanism:** JSW Steel is committed to promoting responsible behaviour and value for social and environmental well-being. We have a policy on business conduct that is applicable to all our employees and value chain partners. We also have a structured stakeholder grievance redressal mechanism through which stakeholders freely share their concerns and grievances with the Company. In FY 22, we received some shareholder feedback and issues and all of them were satisfactorily resolved.

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

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

	FY 22 Current Financial Year			FY 21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	NA	Nil	Nil	NA
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	NA
Child Labour	Nil	Nil	NA	Nil	Nil	NA
Forced Labour/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. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases**

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

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

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

At JSW Steel, suppliers are an integral part of our business, who contribute to our growth and viability as a business. We engage regularly with our suppliers

**9. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of all our plants and offices are assessed internally for any issues related to the parameters.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year and none are pending at the end of the reporting year.

JSW Steel is committed to promoting responsible behavior and value for social and environmental wellbeing. To this end, it has a policy on business conduct that is applicable to all its employees and value chain partners. It has a structured stakeholder grievance redressal mechanism through which stakeholders freely share their concerns and

to ensure that our overall ecosystem functions with a sense of responsibility, integrity and overall compliance. To achieve this, we have formulated a Supplier Code of Conduct (SCoC) that lays down norms of behaviour and practices for smoother and compliant conduct. This SCoC takes cognisance of the themes of human rights, labour, environment, and anti-corruption, as described in the United Nations Global Compact (UNGC). Principles and norms described under the theme of 'labour' are based on the standards specified by International Labour Organisation (ILO) from time-to-time.

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

The key principles of SCoC are –

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

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

grievances with the Company, including regarding human rights issues. Company have stakeholder relationship committee to periodically look into the functioning of the Company's shareholder/investor grievance redressal system and oversee improvements in the same, besides reporting serious concerns, if any. There were no grievances related to Human Rights received by the company.

**Leadership Indicators**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.  
As there were no complaints in the FY22, no business process was modified/introduced due to this.

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

We propose to carry out the assessment in the near future.

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

Yes

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Child labour	
Forced/involuntary labour	
Sexual harassment	Yes
Discrimination at workplace	
Wages	
Others - please specify	

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

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

**Essential Indicators**

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

Parameter	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Total electricity consumption (A)	11703082 GJ	8275323.6 GJ
Total fuel consumption (B)	435079392 GJ	394257063.4 GJ
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C)	446782474 GJ	402532387 GJ
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.00038 GJ/₹	0.00052 GJ/₹
Energy intensity (optional) - the relevant metric may be selected by the entity	25.30 GJ/tcs	26.69 GJ/tcs
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. KPMG Assurance and Consulting Services LLP		

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

JSW Steel Salem- PAT Cycle-III- FY20- Target Achieved as per the 3<sup>rd</sup> party verification. Results awaited from BEE JSW Steel Dolvi- PAT Cycle-II- FY19. Following remedial actions were taken for the Dolvi plant to achieve targets.

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

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

Parameter	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
(i) Surface water	82123309	66595498
(ii) Groundwater	15324	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>82138633</b>	<b>66595498</b>
<b>Total volume of water consumption for steel production (in kilolitres)</b>	<b>43232079</b>	<b>36353774</b>
Water intensity per rupee of turnover (Water consumed / turnover)	0.037 ltr/₹	0.046 ltr/₹
Water intensity (optional) - the relevant metric may be selected by the entity	2.45 KL/tcs	2.41 KL/tcs
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. KPMG Assurance and Consulting Services LLP		



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

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

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

Parameter (process stacks)	Please specify unit	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
NOx	Kg/tcs	1.260	1.52
SOx	Kg/tcs	1.895	2.05
Particulate matter (PM)	Kg/tcs	0.488	0.48
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?

Yes. KPMG Assurance and Consulting Services LLP

(Y/N) If yes, name of the external agency.

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

Parameter	Please specify unit	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	44211310	37523071
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent		
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.038 kgCO2/₹	0.048 kgCO2/₹
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO2/tcs	2.50 tCO2/tcs	2.49 tCO2/tcs

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?

Yes. KPMG Assurance and Consulting Services LLP

(Y/N) If yes, name of the external agency.

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

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

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

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

Parameter	FY 22 (Current Financial Year)
Total Waste generated (in metric tonnes)	
Plastic waste (A)	29.32
E-waste (B)	5.31
Bio-medical waste (C)	0.032
Construction and demolition waste (D)	
Battery waste (E)	11.32
Radioactive waste (F)	
Other Hazardous waste. Please specify, if any. (G)	122862.84
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)*	13,157,153.4
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>13281191.69</b>
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)	
Category of waste	
(i) Recycled	13779746
(ii) Re-used	
(iii) Other recovery operations	
<b>Total*</b>	<b>13779746</b>
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)	
Category of waste	
(i) Incineration	494.29
(ii) Landfilling	164738.73
(iii) Other disposal operations	-
<b>Total</b>	<b>165233.02</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. KPMG Assurance and Consulting Services LLP

\*Excluding tailings

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

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

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

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

All our integrated steel plant facilities are compliant with the environmental regulations.



## 11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year

Name and brief details of project	EIA Notification No.	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	EIA Notification, 2006	Yes	Yes	<a href="http://environmentclearance.nic.in/writereaddata/EIA/07072021ap44aasgcmp48895246EIATextc1.pdf">http://environmentclearance.nic.in/writereaddata/EIA/07072021ap44aasgcmp48895246EIATextc1.pdf</a>

## 12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

## Leadership Indicators

### 1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY (Current Financial Year)
From renewable sources	
Total electricity consumption (A)	
Total fuel consumption (B)	
Energy consumption through other sources (C)	NIL
Total energy consumption (A+B+C)	
From Non renewable sources	
Total electricity consumption (D)	
Total fuel consumption €	
Energy consumption through other sources (F)	As per Essential Indicator 1
Total energy consumption (D+E+F)	

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

### 2. Provide the following details related to water discharged:

Parameter	FY 22(Current Financial Year)	FY21 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment		
With treatment - please specify level of treatment		
(ii) To Groundwater		
No treatment		
With treatment - please specify level of treatment		
(iii) To Seawater		All the plants of JSW Steel ie. Vijayanagar, Dolvi and Salem are Zero Discharge Plants.
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		
Total water discharged (in kilolitres)		

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. KPMG Assurance and Consulting Services LLP

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility / plant located in areas of water stress, provide the following information: (i) Name of the area (ii) Nature of operations (iii) Water withdrawal, consumption and discharge in the following format

Parameter	FY (Current Financial Year)	FY (Previous Financial Year)
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater		
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		
No treatment		
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		
Total water discharged (in kilolitres)		
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. KPMG Assurance and Consulting Services LLP		

Pls refer to Essential Indicator 3

Pls refer to Leadership Indicator 2

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

Parameter	Unit	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Million tonnes	1.09	1.05
		Avoided emissions - 374707 tonnes	Avoided emissions - 1.05 million tonnes
Total Scope 3 emissions per rupee of turnover	Tonnes/₹	0.001	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			
Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency		Yes. KPMG Assurance and Consulting Services LLP	Yes. KPMG Assurance and Consulting Services LLP LLP

5. 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.

JSW Steel recognises biodiversity as a core focus area. Thus, we are aligned to the National Biodiversity

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

JSW have taken up a Mangrove restoration project at Dolvi and planted more than a million saplings in the span of 4 years thereby bringing 240 hectares of land under forest cover which is estimated to have carbon capture, over



a 25-year period, of approximately 185,000 tonnes. At JSW, it is our goal to achieve 'No net loss' of biodiversity at all our operating sites by 2030.

6. 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	CCUS at Salav	Page no. 124 <a href="https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/Financial%20Performance/Annual%20Reports%20Steel/jsw-steel-20-21.pdf">https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/Financial%20Performance/Annual%20Reports%20Steel/jsw-steel-20-21.pdf</a>	
2	Plastic Injection in Electric Arc Furnace	<a href="https://www.jsw.in/groups/sustainability-framework-measuring-success-climate-change">https://www.jsw.in/groups/sustainability-framework-measuring-success-climate-change</a>	

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link  
The company and all the locations have a business continuity and a disaster management plan in place.

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

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

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

8. 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.

Not Available

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

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

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

### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.  
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	World Steel Association	National/International
2	Confederation of Indian Industry (CII)	
3	Federation of Indian Chambers of Commerce & Industry (FICCI)	
4	Associated Chambers of Commerce and Industry of India (ASSOCHAM)	
5	Indian Steel Association	
6	Global Reporting Initiative (GRI)	
7	United Nations Global Compact (UNGC)	
8	Indian Institute of Metals	
9	PMS (Metal Society of USA)	
10	Iron and Steel Institute of Japan	
11	World Business Council for Sustainable Development (WBCSD)	

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

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

### Leadership Indicators

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

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

### PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

#### Essential Indicators

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

Not Applicable, as there were no projects that require SIA as per law in the current year

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Integrated Steel Plant (ISP) project, Paradip	Odisha	Jagatsinghpur	5000	52	39.03 Cr

- Describe the mechanisms to receive and redress grievances of the community.  
Please refer to the Stakeholder Engagement section of our CSR Policy [https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/corporate\\_social\\_responsibility/Corporate%20social%20responsibility%20policy\\_150322.pdf](https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/corporate_social_responsibility/Corporate%20social%20responsibility%20policy_150322.pdf) (Pg. 7 of 11) as already published on JSW website.
- Percentage of input material (inputs to total inputs by value) sourced from suppliers

	FY 22 (Current Financial Year)	FY 21 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4%	4%
Sourced directly from within the district and neighbouring districts	55% of 4%	69% of 4%



## 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):

Not Applicable, as there were no projects that require SIA as per law in the current year

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Jharkhand	Ranchi	13,20,991

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

Our procurement process is aligned with ISO 26000 and UNGC requirements.

We have a Business Partner's Code of Conduct available for internal purposes aligned with the aforementioned guidelines/standards. The policy has not special provisions for procurement from marginalised/ vulnerable groups.

(b) From which marginalised /vulnerable groups do you procure - NA

(c) What percentage of total procurement (by value) does it constitute - NA

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

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1	Health & Nutrition: Focusing mother & child health and well-being of the community	3,03,256	By virtue of working in areas with predominantly tribal communities, the programs by default reach out largely to the vulnerable and marginalised communities.
2	Education and Learning: Improving standards & quality of delivery of education	1,02,420	
3	Agri-initiatives: Aiming for sustainable prosperity of farming communities	10,500	
4	Livelihood: Empowering women, fueling growth	25,640	
5	Waste Management	1,14,944	
6	Water conservation and augmentation: Conserving for better tomorrow	55,175	
7	Margdarshak: Facilitating Social Entitlements	1,78,944	

**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

No concerns have been raised on adverse impacts of goods and services of the company. All information regarding goods and services can be accessed through the Company's website [www.jsw.in/steel](http://www.jsw.in/steel) and in its periodic disclosures such as the annual report and the integrated report.

The sales and marketing team could be approached for any customer complaint and JSW is committed for resolution of all the issues.

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

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

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

Number of consumer complaints in respect of the following:	FY 22 (Current Financial Year)		Remarks	FY 21 (Previous Financial Year)	Remarks
	Received during the year	Pending resolution at end of year		Received during the year	
	1,088	4	As on 31 <sup>st</sup> March'22, 4 complaints were pending for salvaging	961	



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

	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.  
The company has a formal policy on Information security Management and a manual of all the relevant policies is available in the company.
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.  
Not Applicable

#### Leadership Indicator

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available)  
<https://www.jswsteel.in/sites/default/files/assets/industry/steel/IR/Financial%20Performance/Financials/2021-22/Q4/Earnings%20presentation%20Q4%20FY22.pdf>  
<https://www.jsw.in/sustainability/transparency-customers>
2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.  
<https://www.jsw.in/sustainability/transparency-customers>
3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.  
Issues that are bound to arise in any customer/supplier relationship, there is continual communication maintained with customers these help to identify problems before they become serious and allows both parties to work towards mutually beneficial solutions. The Company's teams focus on quality and customer service, continue to strengthen our relationship and position the company as a trusted partner and have ongoing communication on all aspects.
4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)  
The company has carried out LCAs and EPDs for all finished 14 products of the company. The EDPs are available at <https://www.jsw.in/sustainability/transparency-customers>
5. Provide the following information relating to data breaches:
- Number of instances of data breaches along-with impact - Nil
  - Percentage of data breaches involving personally identifiable information of customer - Nil