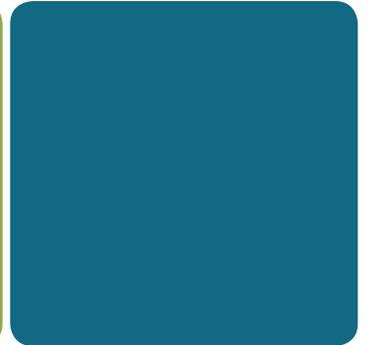
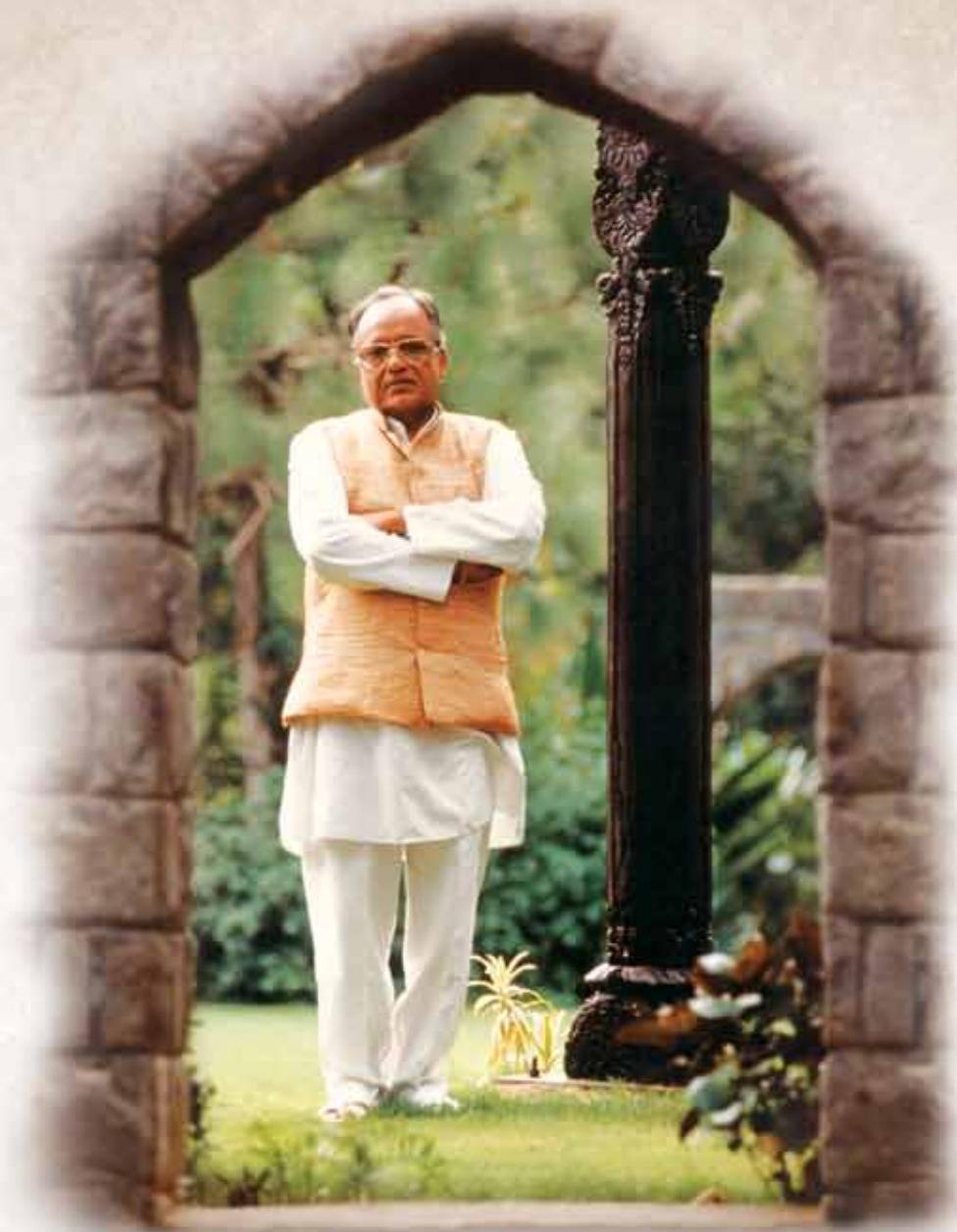


RESILIENCE AND GROWTH

Corporate Sustainability Report 2012-13





“Where others see walls,
I see doors.”

- Shri Om Prakash Jindal

(7th August 1930 - 31st March 2005)

Visionary and Founder, O.P. Jindal Group

Shri Om Prakash Jindal, a visionary par excellence, inspired millions to follow their dreams. His ability to foresee development and the commitment to build a self-reliant nation created a paradigm shift in India's industrial scenario. A man with humble beginnings, he paved the way to success through sheer hard work and determination. Each one of us can find motivation in his story. His legacy lives on.

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Towards Sustainable Prosperity



Dear Stakeholders,

It gives me great pleasure in presenting JSW Steel's seventh corporate sustainability report showcasing our efforts towards building a sustainable tomorrow by supplying world-class steel products to meet the ever-increasing infrastructure requirements. JSW Steel, the flagship company of the JSW Group, is today a leading integrated steel manufacturer in India.

Steel industry is going through a lot of transformation globally. It is becoming more and more a strategic industry in terms of self sufficiency to be able to meet the requirements of the domestic market. Assuming an 8-10% GDP growth every year and a similar value for steel, India will need about 8-10 million tonnes of new capacity every year and by 2020, it would be close to 180 to 200 million tonnes of steel making capacity. This is just one-fourth of China's current production of 700 million tonnes. So we are now on the anvil of an unprecedented growth projection for India's steel industry.

At JSW Steel, we have increased our capacity five-fold from 2.5 MTPA in 2004 to 14.3 MTPA in 2013

including JSW Ispat Steel where we have a majority stake. Strategic decision making combined with breakthrough innovations have been the highlights of our growth story. We have invested in state-of-the-art value-addition facilities like HSM for the first time in India. We have acquired facilities in the USA to cater to the high value oil and gas pipeline market and also established a long product facility in Europe with Geo Steel LLC (Georgia based Joint Venture). With the objective of touching 40 million tonnes in the next decade, we are expanding capacities at our existing sites and setting up plants in new locations. In the coming decade, we will be setting up a 10 MTPA Greenfield facility (phased) in West Bengal and another 10 MTPA Greenfield facility at Jharkhand.

At JSW Steel, stakeholder value enhancement is integral to the Company's objective. Any development derived at the cost of a specific stakeholder group can only have limited or short-term impact with corresponding implications for our sustainability. Our focus is pan-stakeholder prosperity as we believe that all-inclusive growth is the visible manifestation

At JSW Steel, stakeholder value enhancement is integral to the Company's objective. Any development derived at the cost of a specific stakeholder group can only have limited or short-term impact with corresponding implications for our sustainability.

of sustainable prosperity. Our significant stakeholders comprise customers, employees, shareholders, society, supply chain and regulatory agencies. We win customer's trust by delivering quality products and impeccable services. Exposure to best-in-class technologies helps to grow team knowledge. Increasing profitability creates value for our investors and shareholders. Adherence to global environment management standards protects and enriches the ecosystem, while creating more opportunities for those at the bottom of the social pyramid endeavours to build a stronger nation.

Global iron ore prices have been rallying since October 2012, largely due to restocking and other short-term supply issues. Moreover, the mining ban in Goa and Karnataka's slow resumption of mining activities have tightened supply in India.

In spite of these challenges, this year we could increase our overall sales by nearly 14% to 8.87 million tonnes. While exports grew by 32%, the domestic sales grew by 9.4% increasing our overall domestic market share

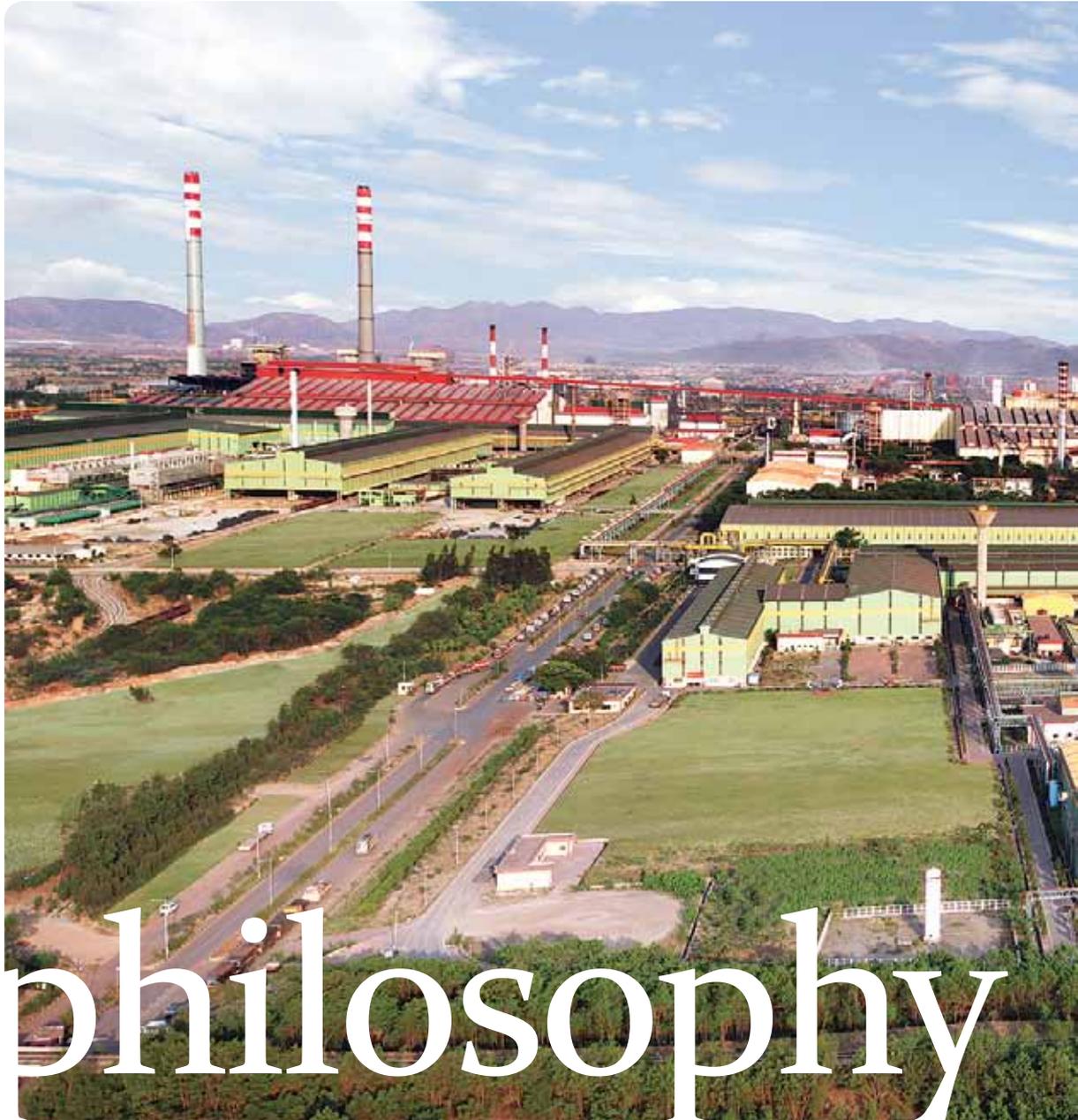
to 10% thereby contributing to India's overall steel demand of 73.33 million tonnes in FY 2012-13.

I am pleased with the progress made by our company this year and commend the employees and our valued stakeholders for their continued efforts and support. Our employees have been instrumental in providing a robust foundation for the company, from where we draw inspiration and continuously strive to better our strengths.

Sajjan Jindal
Chairman & Managing Director
JSW Steel

Core Philosophy

JSW Steel practices 'giving back more than what is taken from the Earth', reflected in various realities.





Our Vision

Global recognition for Quality and Efficiency, while nurturing nature and society

Our Mission

Supporting India's growth in core economic sectors with speed and innovation

Our Core Values

- Transparency
- Strive for Excellence
- Dynamism
- Passion for Learning

Sustainability Policy

JSW Steel Limited ("JSW") believes in creating sustainable growth while balancing utilization of natural resources and social development in its business decisions.

It also believes in pursuing its business objectives ethically, transparently and with accountability to its stakeholders.

JSW is committed to promote integrated responsible behavior and value for social and environmental well being.

JSW's commitment to do business responsibly is built into the core values of the Company to conduct every aspect of business responsibly and sustainably. It relies on:

- A dynamic leadership.
- Adherences to core values.
- A well articulated Enterprise Risk Management framework.
- Practices that seek to sustain and enhance the long term competitive advantage of JSW with care for the society and environment.

Building Self-reliant India



We set up our first steel plant in 1982 at Vasind near Mumbai. Soon after, we also acquired a mini steel mill at Tarapur in Maharashtra. Together these two plants were named as Jindal Iron and Steel Co. Ltd. (JISCO). In 1994, in order to achieve the vision of moving up the value chain and building a strong, resilient company, Jindal Vijayanagar Steel Ltd. (JVSL) was setup, with its plant located at Toranagallu in the Bellary-Hospet area of Karnataka, the heart of the high-grade iron ore belt, spread over 3,700 acres of land. In 2005, JISCO and JVSL merged to form JSW Steel Ltd.

Our steel business is a USD 9 billion global conglomerate spread over six locations in India, with a footprint that extends to the USA, South America and Africa. We are also one of the lowest cost steel producers in the world with a strong presence in the global value-added steel segment with the acquisition of steel mill in US. We have formed a joint venture for setting up a steel plant in Georgia and also tied up with JFE Steel Corp, Japan for manufacturing high grade automotive steel. Our strategic approach to growth has driven the Company's

forward and backward integration initiatives. Our steel plants in Karnataka, Tamil Nadu and Maharashtra have a combined installed capacity of 14.3 million tonnes per annum including JSW Ispat Steel. With the objective of touching 40 million tonnes in the next decade, we are expanding capacities at our existing sites and setting up plants in new locations. On the anvil, are two 10 million tonne greenfield facilities in West Bengal and Jharkhand. In addition, we have acquired mining assets in Chile, USA and Mozambique.

JSW Steel offers the entire gamut of steel products – Hot Rolled, Cold Rolled, Galvanized, Galvalume, Pre-painted Galvanised, Pre-painted Galvalume, TMT bars, Wire Rods & Special Steel Bars, Rounds & Blooms. JSW Steel has manufacturing facilities at Vijayanagar in Karnataka, Vasind and Tarapur in Maharashtra and Salem in Tamil Nadu*.

Vijayanagar Works is the first Greenfield project in India to use Corex technology to produce steel. At Vijayanagar, HSM-I has a commissioned capacity of

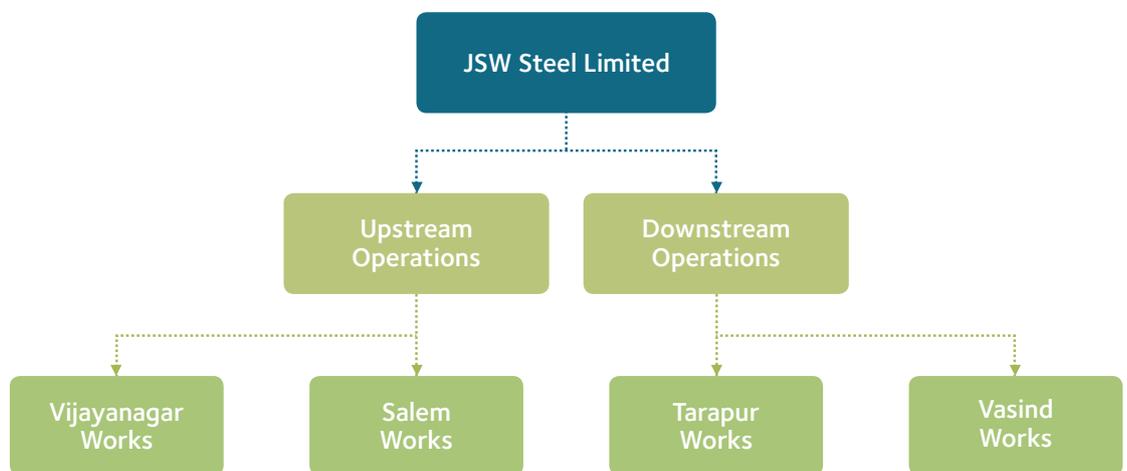
* With effect from 01 July 2012, the merger / demerger with Ispat Industries Limited was completed. However, to maintain comparability in reporting parameters we have considered the entire FY 2012-13 for information pertaining to the Vijayanagar, Salem, Tarapur and Vasind units.

We are one of the lowest cost steel producers in the world with a strong presence in the global value-added steel segment.



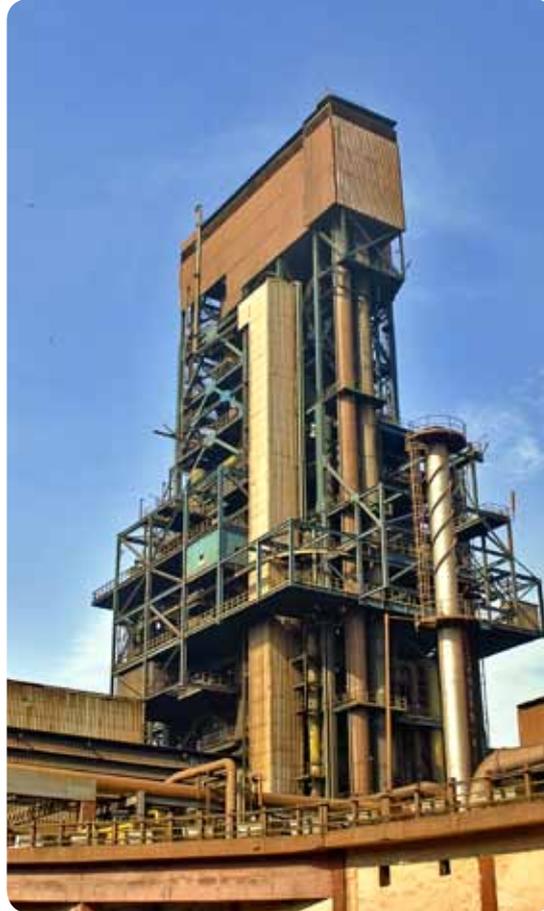
3.2 MTPA and HSM-II with a commissioned capacity of 5 MTPA is the widest Hot Strip Mill in India. HSM-II is also equipped with sizing presses and an automatic line inspection facility. Its eco-friendly approach has also led to the development of Vijayanagar into a

modern township. Enveloped by acres of greenery and maintained by JSW, Vijayanagar is prospering by leaps and bounds. Be it education, career opportunity or women empowerment, our efforts have gone a long way in making Vijayanagar the success that it is today.



Key Features

- Widest range of Hot Rolled products: Thickness up to 25.4 mm, Width up to 2050 mm and Coil weight up to 36 MT.
- Ultra-Low Carbon for IF & IFHS grade and Dual Phase steel requiring divide quench cooling for critical automobile applications
- One of the very few manufacturers in the world to manufacture X70 grade up to 20 mm thickness for Line Pipe applications
- Higher reduction in finishing stands with transfer bar thickness up to 55 mm
- Level 2 coiling temperature control to achieve desired cooling pattern and rates for control of micro-structure.



We acquired the Salem Works in November 2004. Today, it has become the first one MTPA integrated steel plant in Tamil Nadu. It is also the largest single-location special steel facility in India. It has facilities for production of pig iron, steel, billet and rolled steel products in the long product category. Salem Works has adopted the Sinter Plant (SP) – Blast Furnace (BF) – Energy Optimising Furnace (EOF) – Ladle Heating Furnace (LHF), Vacuum Degassing Continuous Casting Machine – Bar and Rod Mill route with iron ore as the basic input material. It also has plants for generation of power and production of oxygen. We commissioned a Blooming Mill in August 2010. Following the commissioning, Salem Works is the only Indian facility manufacturing the entire range of rolled long products (5.5 mm to 200 mm). Salem Works is highly environment conscious and the process and technology is designed for reusing and recycling the process waste. Products of Salem Works have the hallmark of quality and combined with competitive pricing, are highly preferred in automobile and construction sectors.



Product category	Products	Applications	
Hot Rolled (HR)	<ul style="list-style-type: none"> HR Coil HR Plates & Sheet HRPO HRSP0 	<ul style="list-style-type: none"> Automobile Boiler and pressure vessel Ship building Railways Transmission towers 	<ul style="list-style-type: none"> Oil & petrochemicals Marine containers Coal and mining General and heavy engineering
Cold Rolled (CR)	<ul style="list-style-type: none"> CR Coil & Sheet 	<ul style="list-style-type: none"> Automobile White good Cold rolled formed section 	<ul style="list-style-type: none"> General engineering and fabrication Packaging Drums / barrels Furniture
Galvanised	<ul style="list-style-type: none"> Galvanised Corrugated Sheet GP Sheet & Coil 	<ul style="list-style-type: none"> Automobile Boiler and pressure vessel Ship building Railways Transmission towers 	<ul style="list-style-type: none"> Marine containers Coal and mining General and heavy engineering Oil & petrochemicals
Pre-painted Galvanised (PPG)	<ul style="list-style-type: none"> PPGI Coil PPGI Sheet PPGI Profile 	<ul style="list-style-type: none"> Roof, wall cladding and other building products Household appliances 	<ul style="list-style-type: none"> Furniture Automotives
Jindal Vishwas	<ul style="list-style-type: none"> GC Sheets 	<ul style="list-style-type: none"> Roofing 	<ul style="list-style-type: none"> Cladding

Apart from being a leading manufacturer of Cold Rolled and Colour Coated steel, Tarapur and Vasind works are today India's biggest producer and largest exporter of galvanized steel. At Vasind Works, we have recently launched GALVALUME, a revolutionary product in the steel industry. Its strategic location, with access to the major ports of Mumbai, markets and raw material sources have worked to its advantage. The total capacity of Vasind and Tarapur Works is 0.9 MTPA of Galvanised,

GALVALUME and Colour Coated Cold Rolled products. As we grew phenomenally, we also steered Tarapur and Vasind towards newer horizon of prosperity. Apart from providing jobs, we actively participate and organize various social and cultural activities to make lives richer in and around Tarapur and Vasind. Better healthcare facilities, promotion of sports and education are few of the development initiatives that have gained importance with JSW's presence.

Ideas, Dreams, Progress.

JSW's belief in "innovation in all spheres of its activities" is the driving force in establishing a world class R&D organisation.



Dear Stakeholders,

We proudly present JSW Steel's seventh corporate sustainability report that delineates our non-financial performance across the economic, environmental and social bottom-lines for the period 01 April 2012 to 31 March 2013. We have developed this in line with the requirements of Global Reporting Initiative's G3.1 Guidelines on Sustainability Reporting. This report also serves as our Communication on Progress (COP) on the 10 principles of United Nations Global Compact. We continue to work with the World Steel Association as a signatory to its sustainability charter, along with 50 other global steel makers to meet the demand for steel in a safe, sustainable way; valuing the interdependence of environmental, social and economic aspects in all decision-making. This report also presents our performance on the sustainability KPIs specified by the WSA.

Starting this year, Securities Exchange Board of India introduced Clause 55 that mandates the top 100 listed companies (as per market capitalization) in India to publish a Business Responsibility Report. In

line with the requirements of Clause 55, we have mapped the contents of this Report to the nine principles of National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business published by Ministry of Corporate Affairs, Government of India.

This year has been one of the most critical in JSW Steel's journey towards sustainable development. We have made several structural changes in terms of how we manage our sustainability performance across operations. We created a Board level sub-committee on Business Responsibility Reporting. To support this committee and drive its agenda, we created an organization structure with appropriate representation from the corporate office and operations. Further, to streamline our sustainability agenda, we developed nine policies in line with each principle of the NVGs. We are now in the process of developing a roadmap that will define the way forward for our sustainability initiatives.

Our business vision is centred on sustainability. We realise that only by creating a sustainable future can

Our business vision is centred on sustainability. We realise that only by creating a sustainable future can we pave the way for our goal of a self-reliant India.

we pave the way for our goal of a self-reliant India. This belief has always stood us in good stead. With conviction in our values, we have grown from a single steel mill in 1982 to India's leading private sector steel manufacturer in terms of installed capacity. Our strategy of staying on the leading edge of technical advancement in a responsible manner, has led to partnerships with global sector leaders such as JFE Steel, Marubeni Itochu Steel, Praxair and Severfield Rowen Plc. This has helped our plants rank among the lowest-cost steel producers in the world.

At JSW, sustainability is the touchstone on which we have evolved our operational processes. Our systems for governance, manufacturing, supply chain management, human resource management, community engagement, mitigation of our carbon footprint and customer engagement, among others, are benchmarked against global best-in-class standards. Climate change and energy, intellectual capital management, health and safety, product responsibility and innovation, environmental excellence and community development continue to be the material issues that define scope of initiatives and

programmes. Further, we also retain 'availability of raw material' with a special focus on iron ore and coal as an additional material issue.

We investigate every incident that results in, or has the potential to cause, damage to our workforce or assets. We continue to give special focus to safety and health at workplace across locations and are working with external experts to build a world-class safety culture and introduce best-in-class safety practices and standards. We hope that our efforts towards managing safety and health at the workplace will improve our performance in the years to come.

Our deeply held beliefs on doing business the sustainable way have led to strong partnerships among the communities where we operate. The success of our models for land acquisition and community engagement make them torchbearers for Indian industry. The canopy of our corporate social responsibility initiatives covers micro-level engagements as well as macro development programmes that leave a measurable positive impact in every location where we have a presence. Our investments towards community development initiatives are based on the objective of creating a tangible difference in the lives of the people in the areas surrounding our operations and in line with our belief in the policy of 'People First'. We continue to align our community development initiatives to relevant "Millennium Development Goals" primarily focusing on universalizing primary education, mitigating infant mortality and improving maternal health.

This report is our sincere attempt to transparently present the aspects of our sustainability performance for the benefit of our stakeholders. Your constructive feedback on these aspects will help us to better our systems and processes and in turn our performance.

Paresh Tewary
Chief Sustainability Officer
JSW Steel

For any additional information or to provide feedback on this report, please write to us at paresh.tewary@jsw.in

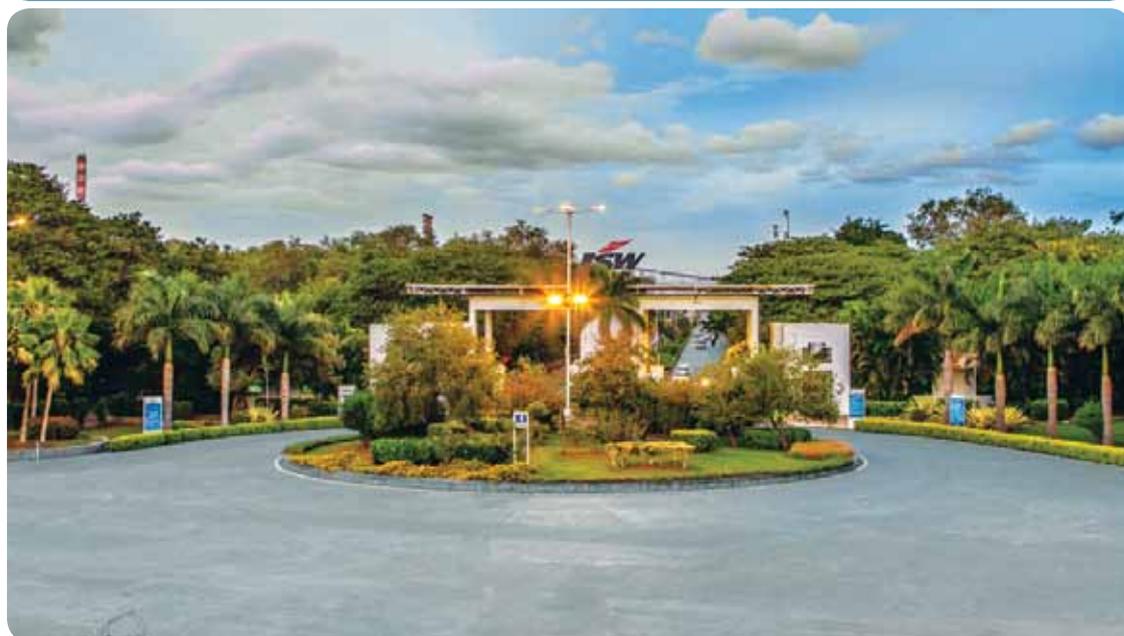
Managing Stakeholder Expectations

We conduct surveys, organize public hearings and schedule site-visits to gain feedback from them. At the shopfloor, we have created initiatives such as 'Soundboard' and 'Voice of the People' to facilitate greater employee interaction so as to enhance our Human Resource systems and policies. In the past year, we have adopted a more systematic approach to our dialogue with stakeholders.



Regular engagement with different stakeholder groups forms an integral part of our business strategy. Their feedback helps us to update our risk identification, prioritization and management processes. Employees, customers, suppliers, local communities, NGOs, shareholders, regulators and financial institutions are our critical stakeholders with whom we engage through a wide range of communication channels. We conduct surveys, organize public hearings and schedule site-visits to gain feedback from them. At the shop floor, we have created initiatives such as 'Soundboard' and 'Voice of the People' to facilitate greater employee interaction so as to enhance our Human Resource systems and policies. In the past year, we have adopted a more systematic approach to our dialogue with stakeholders. With best of our efforts, we strive towards making our stakeholder engagement into an active stakeholder dialogue. Further details on our stakeholder engagement can be accessed through our previous sustainability reports at http://www.jsw.in/Corporate/Corporate_Sustainability_Reports.html#jswcsr

Corporate Governance



Our governing policies are based on the ideology of maintaining transparency and openness in Management and Board dealings. Our top executives contribute to our ideologies and work towards embedding robust corporate governance principles in their practices. As on 31 March 2013, the Board of Directors comprises of 14 Directors, of which 10 are non-executive. The Chairperson is Executive and a promoter of the Company. Eight Directors are Independent Directors and bring a wide range of expertise and experience to the Board. All the Directors are appointed by the shareholders at Annual General Meetings and are subject to retirement by rotation. The Board is ultimately responsible for the appointment of Directors. Any appointment made by the Board is subject to approval by shareholders at the next General Meeting.

The Board has constituted 12 Standing Committees, namely Audit Committee, Project Review Committee, Shareholders/ Investors Grievance Committee, Remuneration Committee, Finance Committee, Nomination Committee, Risk Management Committee, Business Responsibility Reporting Committee, ESOP Committee, Share Allotment Committee, Share/ Debenture Transfer Committee and JSWSL Code of Conduct Implementation Committee. The Board constitutes additional functional committees, from time to time, depending on the business needs. We have formulated a policy for selection, appointment and re-selection of Non-Executive Directors.

Governance of sustainability performance



On 13 August 2012, the Securities and Exchange Board of India mandated inclusion of Business Responsibility Reports (“BR Reports”) as part of the Annual Reports for top 100 listed entities based on market capitalisation as on 31 March 2012. To address the requirements of Clause 55, the Board of Directors in its meeting held on 28 October 2012 constituted a Sub-Committee of the Board known as the ‘Committee for Business Responsibility Reporting’ to assess the framework for Business Responsibility Reporting and the subsequent performance of the Company. The committee comprises the following persons as its Members, the quorum for any meeting being two:

- **Dr. S. K. Gupta** – Chairman
- **Mr. Seshagiri Rao MVS** – Member
- **Dr. Vinod Nowal** – Member
- **Mr. Jayant Acharya** – Member
- **Mr. Uday Chitale** – Member
- **Mr. K. Vijayaraghavan** – Member

The Head of Sustainability / Corporate Sustainability Reporting is responsible for driving the committee meetings. The scope of the Committee is as under:

- Responsible for the adoption of ‘National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business’ (NVGs) in business practices of JSW Steel.
- Responsible for the policies created for or linked to the nine key principles of the ‘National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business’.

- Review the progress of initiatives under the purview of business responsibility (sustainability) policies mentioned above.
- Review business responsibility reporting disclosures on a pre-decided frequency (monthly, quarterly, bi-annually).
- Review the progress of business responsibility initiatives at JSW Steel.
- Review the annual business responsibility report and present it to the Board for approval.

Based on the recommendations of the Committee for Business Responsibility Reporting, the Board of Directors has approved the policies to address the nine principles of NVGs, which meet the clause 55 requirements.

As a responsible corporate citizen, we acknowledge our responsibility of being accountable to all our stakeholders and responding to their queries in an appropriate and timely manner. We are in the process of creating a stakeholder complaint redressal mechanism for addressing complaints related to Business Responsibility (BR) / Sustainability Policies in line with the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business. Our Chief Sustainability Officer will be the designated authority to address all the complaints and we plan to resolve the complaints within 21 days from the date of receipt.

Risk management

We follow the Committee of Sponsoring Organizations' (COSO) framework of Enterprise Risk Management to proactively anticipate and respond to risks and opportunities that have an impact on organizational objectives. The risks and opportunities are identified and rated as high, medium or low based on impact, probability of occurrence and velocity thereof. Responses are discussed at respective locations. Risks affecting the entire company are discussed at corporate meeting for cohesive view. The Risk committee of Directors consisting of all Executive Directors and three Independent Directors review the framework and risks from a macro perspective. Sustainability is achieved by timely and prudent decisions to maximize positive impacts of opportunities, minimize negative impacts of risks and convert risk into opportunity. We have identified the following risks in FY 2012-13:

- External macro economic uncertainties affecting demand
- Market volatilities (price/interest/exchange rates) affecting margins
- Global systemic risks affecting liquidity and credit
- Raw material security, logistics and other factors affecting operations
- Technology, products, services etcetera affecting technical capabilities, customer loyalty and competitive edge
- Environment
- Stakeholder management involving wholehearted engagement of all stakeholder groups
- Competencies, systems and processes affecting capability to meet needs of change and growth.

In the fast changing economic environment our risk management framework provides a platform to rise above present issues and functional priorities and ensure

- Risk ownership and communication to develop cohesive and balanced view on response
- Developing better visibility for timely anticipation of emerging scenario
- Embedding prudence in decision making through stress testing of assumptions
- Consideration of macro-economic linkages,

interdependencies and root causes

- Consideration of feedback of all stakeholders to align strategy with reality and needs
- Business continuity plans to manage disasters and other uncontrollable external risks
- Review of events and lessons learnt for more effective management in future
- Minimising vulnerability through proactive planning, insurance, due diligence, etc.

Our Enterprise Risk Management framework provides the platform to discuss the risk factors which have significant impact on business sustainability. We believe that for achieving growth and other business objectives on a sustainable basis, involvement of all stakeholders is essential. All risk factors that may affect business sustainability have been identified and are regularly tracked as explained hereunder:

- **Raw material security** – broadening the vendor base to avoid dependency on limited suppliers; exploring the option of acquiring coal and iron ore mines, domestically as well as abroad.
- **Infrastructure & logistics support** – interactions with rail authorities for guaranteed rakes availability, long term relations with shipping companies, truck operators; developing infrastructure like stock-yards at pan India level for better distribution network.
- **Environment** – we are taking proactive actions not only to meet present norms but also be prepared for future regulations.
- **Organizational development** – comprehensive talent management system to acquire, retain and motivate required talent.
- **Market development** – markets, market segments, product needs, customer perceptions etc. are ascertained through market analysis, direct consumer contact programmes and surveys. Loss of customers, if any, is analyzed to find causes and decide future strategy.
- **Reputation** – regular interaction with all the stakeholders to meet their expectations in terms of performance, quality of products and services, social responsibility & values and for aligning their perceptions with reality.

Management systems

We are conscious of our impacts and have implemented strict monitoring systems in order to identify areas of improvement. Our operations at Vijayanagar and Salem are ISO 9001 and ISO 14001 certified. Our senior management is responsible for monitoring and reporting on key performance indicators. We have a number of forums and systems by which we monitor our progress and receive feedback from various stakeholders. Some of these are customer feedback, activities identified under EMS, QMS and OHSMS, quality circles, cross-functional teams, six sigma, TPM and TQM.



Public policy advocacy



We pursue policy interventions and grievance redressal with Government agencies as permitted under various regulatory norms. We engage in policy interventions through various platforms made available to the industry. Through stakeholder consultation with industry bodies, independent policy research and other industry players, we support the Government in framing policies in the area of governance and administration, advancement of public good, economic reforms, sustainable business principles, energy, food, water and other natural resources, security and inclusive development policies. Following are the industry associations / organizations where JSW Steel has employee representation: World Steel, FICCI, CII, Assocham, GRI, UNGCN, Bangalore Chamber of Industry & Commerce, Karnataka Iron & Steel Manufacturing Association, Indian Institute of Metals, American Society of Metals, Association of Iron & Steel Technology (USA), Iron and Steel Institute of Japan, PMS (Metal Society of USA), Indian Chamber of Commerce, and the Bengal Chamber of Commerce & Industry.

Awards and Accolades



- CII-ITC Sustainability Awards 2012: "Commendation Certificate for Strong Commitment".
 - CII-EXIM Award 2012: "Commendation Certificate for Significant Achievement".
 - CII-HR National Excellence Award 2012: "Strong Commitment to HR Excellence" Certificate for Consistent and unrelenting focus on continuous improvement of the Human Resource function.
 - National Sustainability Award 2012: 1st prize amongst the Integrated Steel Plants Category by Indian Institute of Metals.
 - IMC Ramkrishna Bajaj National Quality Award 2012: "Commendation Certificate in the Manufacturing Category" by Indian Merchant Chambers.
 - National Sustainability Award by IIM FY12: 1st prize in manufacturing.
 - JSW Steel has been ranked 4th amongst the best 34 operating steel plants in the world according to the World Steel Dynamics, World Class Steelmakers Ranking as of January 2013.
 - JSW Steel received recognition at Businessworld - FICCI CSR Award for the year 2011 - 12 for its commendable work in CSR.
- Individual & team recognitions:**
- ICCQC 2012 held at Kuala Lumpur, Malaysia in October 2012: The Moon Light Quality Circle, for being recognized in the Three Star (1st place) Award Category for presentation of their theme on "100 % Dispatch of Process Deviated Slabs (Hold/ Cold Slabs) to HSM within 55 Hours of Production /Inspection Time allotted" Team members: N Rajendra Prasad, Ramesh M Babu, Venkataramana G, Madhu Babu, BS Pradeep and Geeta.
 - R&D: 1st prize in paper presentation in Steel making area, at NMD – ATM in November, 2012 – "Optimization of Baffle Placement in Tundish through Physical Modelling", Authors: Ravishekhar Rao, Sujay Patil, Rameshwar Sah, A K Tiwari and Abhijit Sarkar.
 - R&D: 1st prize in Poster Presentation in Iron Making Area, at NMD – ATM in November, 2012 – "Application of advanced techniques for purification of waste water (ETP plant outlet) at coke oven", Participants: Suhasini Pimple, Mamatha D, Vijay Kumar, Rameshwar Sah and S.M.R. Prasad.

Performance Review



Project update

Vijayanagar Works

Projects commissioned during the year

- Completely revamped Corex-2 and Aerial Gas Distribution System (AGD) feature added to increase capacity from 0.8 MTPA to 0.85 MTPA.
- Top charging system of BF-2 was replaced with improved designed system for better distribution of its feed burden along with capacity enhancement from 1.3 MTPA to 1.4 MTPA.
- Commissioned the 4th stove in BF-3.
- Commissioned the 2nd phase (1.5MTPA) of HSM-2 increasing its capacity to 5 MTPA.
- Commissioned the 2nd phase of 20 MTPA Beneficiation Plant.
- Commissioned the 60 TPH BF gas boiler to minimize flaring of gases from furnaces.
- Installed a fume exhaust system at the finishing stand in HSM-1 to capture generated dust.
- Installed a waste heat recovery mechanism in the sinter cooling area of SP-1 to generate steam for use in the blast furnace and other shop-floor processes.

Projects under progress

- 10 MT balancing projects: revamping of Corex-1, addition of 4th stove in BF-4, augmenting the casting capacity of SMS-1 by adding a 1600 mm wide caster, augmenting secondary steelmaking capacity at SMS-1 by adding LHF-3 and addition of secondary mixers in sinter plants to utilise iron ore fines.
- Commissioning of 1st phase of new Cold Rolling Mill (CRM-2) consisting of 1.35 MTPA of Pickling Line coupled with Tandem Cold rolling Mill (PLTCM), Continuous Annealing Line (CAL) of 0.95 MTPA and Continuous Galvanising Line (CGL) of 0.4 MTPA.
- Waste Heat Recovery system for SP-2, 3 and 4 to produce 70 TPH of Steam.
- Waste Heat Recovery system for BF-3 and 4.
- Utilization of surplus BF gas for power generation – an initiative towards zero flaring.
- Micro pelletization of wastes like BOF sludge, fine dust fumes various bag filter of BF, RMHS for use in sinter plants.
- Mill scale briquetting to be used in the Steel Melt Shop (SMS) as scrap.

Salem Works

Projects commissioned during the year

- Commissioned ultrasonic testing machine and two roll straightening machines of Blooming Mill.
- Commissioned fugitive dust collection system for EOF-2 area and BF-2.
- Commissioned 75 TPH coke drier unit for reducing the coke moisture.
- Commissioned STATCON in April 2012 which has resulted in savings of more than INR 15 million per annum in MRSS.
- Commissioned a fugitive dust collecting system in EOF-1, 2 and BF-2 Cast house to collect secondary emission and minimize atmospheric emission levels of Suspended Particulate Matter (SPM) and Respirable Suspended Particulate Matter (RSPM).
- Connected online ambient air quality monitoring station to the air care centre of TNPCB.
- Initiated testing of usage of EOF Slag in dynamically loaded foundations, in place of stones.
- Eliminated high TDS waste water in CPP II by 100 % utilization of raw water as cooling water makeup.
- In-house incineration of used oil and oil soaked cotton waste.
- Stabilised use of EOF Slag in place of iron ore as coolant in EOF.

- Started utilisation of external waste – 50 kg/t and 20 kg/t of iron oxide waste in SP-1, 2 respectively.
- Started use of BF slag as ballast in the new railway siding.

Projects under progress

- Installation of reducing and sizing block for capacity and quality improvement of bar and rod mill.
- Commissioning of automatic inspection for Blooming Mill, debundling, deburring, Shot Blast Machine (SBM) and second straightner.
- Commissioning of 32 TPH Waste Heat Recovery Boiler (WHRB).
- Commissioning of new wagon tippler complex to reduce demurrage and handling loss for incoming raw materials.



Vasind Works

Projects commissioned during the year

- Major modification of CGL-1 line to achieve the DD/EDD grade Galvanised Iron (GI) and produce suppressed spangle GI substrate for new colour coating lines.
- Capacity enhancement of effluent treatment plant by 300 KL/day and improvement in technology to treat increased effluent load from Colour Coated Line (CCL) and galvanized lines.
- Installed new acid fumes scrubber system having capacity of 17,000 m³/hr to minimize the acid fumes discharge in atmosphere.
- Commissioned one of the two new state-of-the-art colour coating lines having a capacity of 0.175 MTPA and equipped with levellers for better shape correction, cold laminator, hot laminator and longest oven in India.

Projects under progress

- Commissioning of the second CCL having a capacity of 0.075 MTPA.

Tarapur Works

Projects commissioned during the year

- Enhanced production capacity of CCL-1, 2 through line speed increase from 80 to 120 metre per minute.
- Installed Colour Coating to enhance production capacity from 0.232 MTPA to 0.276 MTPA.
- Increased coal handling capacity of Captive Power Plant from 70 tonnes/hr to 120 tonnes/hr.
- Installed a Multi Effect Evaporator to achieve zero liquid discharge.

Projects under progress

- Commissioning the new Galvanizing Line (CSD5) with dual products of Galvanized and Galvalume Steel with an annual capacity of 0.20 MTPA.
- Upgradation of CRM-1 to enhance annual production capacity to 0.225 MTPA.
- Upgradation of CRM-2 to enhance production capacity from 650 to 1,200 ppm.
- Conversion of LPG heating system to Natural Gas system.
- Setting-up new slitter for coated product in wider width.
- Upgradation of Pickling Line for capacity enhancement from 0.30 MTPA to 0.48 MTPA.

Performance Update - Upstream Operations

	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08
Total Crude Steel Production (million tonnes)	8.52	7.43	6.43	5.99	3.27	3.22
Material consumption						
*Coal (million tonnes)	9.25	7.15	6.12	6.11	2.97	2.54
^Iron ore (million tonnes)	17.84	15.56	14.42	11.41	6.39	6.00
Fluxes (million tonnes)	6.28	4.50	3.35	3.30	2.04	2.03
Material recycled						
Material recycled ('000 tonnes)	1,224.87	1,256.60	708.29	609.20	306.27	310.91
Material recycled (%)	14.38	16.91	11.02	10.18	9.37	9.67
Direct energy consumption ('000 GJ)	262,695.00	277,325.00	203,093.00	177,694.00	108,786.00	99,204.00
Indirect energy consumption ('000 GJ)	1,877.78	2,275.34	2,747.69	6,073.02	--	--
Energy saved due to conservation ('000 GJ)	12,439.08	1,682.94	14,331.64	22,026.18	74,226.06	77,231.57
Total water consumption ('000 m ³)	41,489.80 ¹	34,635.31	28,114.50	24,512.40	11,618.57	12,470.90
Total water recycled ('000 m ³)	5,701.18	3,934.11	9,724.96	7,400.49	5,148.20	5,522.72
Greenhouse gas emissions						
Direct emissions ('000 tonnes of CO ₂ eq.)	28,086.50	21,354.80	15,417.69	14,528.50	10,085.50	9,392.09
Indirect emissions ('000 tonnes of CO ₂ eq.)	33.62	16.54	1,494.12	889.87	--	--
Emissions of ODS (tonnes of CFC-11 eq.)	0.027	0.028	0.030	0.002	0.088	0.086
Total air emissions						
SPM ('000 tonnes / year)	13.35	10.44	9.48	8.22	4.83	3.99
SOx ('000 tonnes / year)	6.12	7.04	7.17	6.49	4.29	2.54
NOx ('000 tonnes / year)	9.43	9.64	9.35	8.05	5.05	3.96
Total waste disposed						
Hazardous waste ('000 tonnes)	1.03	0.75	0.45	0.59	0.43	0.38
Non-hazardous waste ('000 tonnes)	6,142.80	5,181.00	1,952.20	749.20	499.20	449.30

¹ The total water consumption data includes water consumed for power generation in our captive power plant

* Coal consumption represented in MT is the material input only. Coal consumed as an energy input has been converted into GJ and represented under direct energy consumption

^ Iron ore consumption is a summation of the following forms of iron ore: iron ore fines, iron ore lumps and externally procured iron ore pellets

	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08
Workforce breakdown						
Management (nos)	3,607	4,234	2,532	2,447	2,197	1,959
Non-management (nos)	3,924	3,312	4,486	3,400	2,640	2,196
Contractual Labour (nos)	14,151	11,357	5,996	6,240	7,361	5,993
Workforce turnover						
Management (nos)	348	515	302	344	193	249
Non-management (nos)	216	163	260	622	107	188
Age-wise						
<30 Years	468	537	398	748	219	337
30-50 Years	73	121	114	190	71	88
>50 Years	23	20	50	28	10	12
Gender-wise						
Male	537	649	529	894	281	401
Female	27	29	33	72	19	36
Training performance						
Management (man-hours)	128,240	84,582	29,074	200,456	169,940	180,876
Non-management (man-hours)	78,976	60,826	37,622	112,566	229,080	183,284
Contract labour (man-hours)	323,836	158,584	110,808	36,824	267,588	230,712
Safety performance						
Injuries (nos)	83	64	58	97	46	46
Injury rate (per 100 workforce per year)	0.146	0.217	0.257	0.438	0.375	0.375
Lost days ² (nos)	1,295	3,140	4,531	3,546	1,315	2,515
Lost day rate (per 100 workforce per year)	2.27	10.63	20.09	16.01	9.86	20.50
Man hours worked (million hours)	110.20	59.07	45.10	44.31	24.54	24.54
Fatalities (nos)	6	11	4	4	2	0

² As per global reporting practice, we have reported the number of lost days sans fatalities. As per Indian regulation, each fatality is equivalent to 6,000 lost days.

Performance Update - Downstream Operations

	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08
Total Production ('000 tonnes)	1,265 ^	1,246 ^	1,182	1,329	1,058	1,863
Material consumption						
*Zinc & alloy ('000 tonnes)	48.70	46.73	41.18	40.86	31.98	32.63
*Hot rolled coils ('000 tonnes)	906.82	882.61	912.48	862.63	852.19	911.98
Slabs ('000 tonnes)	79.86	99.47	149.30	329.27	247.11	235.54
Cold rolled coils ('000 tonnes)	485.00	436.35	34.10	57.63	--	--
Material recycled						
Material recycled (tonnes)	0.00	0.00	390.18	280.65	385.69	345.22
Direct energy consumption ('000 GJ)	5,445.00	5,177.00	1,371.00	1,783.00	1,686.00	2,123.00
Indirect energy consumption ('000 GJ)	269.88	286.52	229.13	348.46	424.84	271.55
Energy saved due to conservation ('000 GJ)	0.00	8.96	3.02	3.66	13.07	19.78
Total water consumption ('000 m ³)	1,373.99	1,659.78	1,172.82	1,083.35	943.98	1,015.32
Total water recycled ('000 m ³)	232.61	162.24	84.52	22.35	13.17	23.55
Total water discharged ('000 m ³)	0.00	107.74	225.05	152.54	159.72	187.64
Greenhouse gas emissions						
Direct emissions ('000 tonnes of CO ₂ eq.)	527.98	501.54	124.29	138.92	121.54	154.39
Indirect emissions ('000 tonnes of CO ₂ eq.)	59.95	71.59	56.65	86.15	105.30	67.13
Emissions of ODS (tonnes of CFC-11 eq.)	0.010	0.003	0.011	0.015	0.132	0.163
Total air emissions						
SPM (tonnes / year)	112.87	114.68	157.06	313.31	143.12	73.90
SOx (tonnes / year)	298.33	332.53	468.56	831.77	1,101.23	1,245.38
NOx (tonnes / year)	24.84	32.87	18.31	28.05	12.78	7.94
Total waste disposed						
Hazardous waste ('000 tonnes)	25.67	25.36	29.54	29.76	30.19	32.33
Non-hazardous waste ('000 tonnes)	5.92	42.32	8.06	10.25	50.39	49.38
Workforce breakdown						
Management (nos)	486	440	411	390	396	404
Non-management (nos)	948	957	739	1,045	1,061	1,070
Contractual labour (nos)	1,461	870	1,133	1,142	1,091	891

* Values reported for Tarapur and Vasind plants

^ For calculating specific values (e.g. specific material, energy and water consumption etc.) the entire value of processed and produced products at the two downstream locations have been considered.

	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08
Workforce turnover						
Management (nos)	11	15	86	38	20	24
Non-management (nos)	11	23	15	21	12	11
Age-wise						
<30 years	8	15	23	20	15	37
30-50 years	12	13	25	11	10	12
>50 years	2	10	11	4	7	10
Gender-wise						
Male	22	38	57	35	30	58
Female	0	0	2	0	2	1
Training performance						
Management (man-hours)	2,486	4,181	4,894	4,339	10,246	7,691
Non-management (man-hours)	1,729	2,326	4,813	2,317	7,541	5,107
Contract labour (man-hours)	1,234	584	2,421	1,338	484	219
Safety performance						
Injuries (nos)	5	0	1	4	4	7
Injury rate (per 100 workforce per year)	0.234	0.000	0.039	0.104	0.107	0.191
Lost days* (nos)	0	0	95	58	86	101
Lost day rate (per 100 workforce per year)	0.00	0.00	3.66	1.51	2.30	7.75
Man hours worked (million hours)	4.27	5.83	5.19	7.68	5.74	5.56
Fatalities (nos)	0	2	1	0	1	0

World Steel Association's Performance Parameters

	Units	Industry Avg. 2010	2012-13	2011-12	2010-11	2009-10
Investment in new processes and products	% of revenue	8.30	0.62	7.90	0.17	0.06
Economic Value Distributed	Billion USD	617.90	6.79	6.09	4.79	3.69
Economic Value Distributed	% of revenue	93.10	94.45	89.28	73.75	74.25
Employee Training ³	Training days / Employee	7.70	9.42	7.17	4.42	6.75
Lost Time Injury Frequency Rate ⁴	Injuries / million hours worked	1.90	0.73	0.99	2.19	1.29

³ The reporting of average training days per employee has been expanded to cover all the four locations for the years 2009-10, 2010-11, 2011-12 and 2012-13.

⁴ As per global reporting practice, we have reported the number of lost days sans fatalities. As per Indian regulation, each fatality is equivalent to 6,000 lost days.

Economic Performance

During the FY 2012-13, we have managed to expand our sales by nearly 14% to 8.87 million tonnes. Our overall market share in the domestic market increased to 10%. Domestic sales grew by 9.4% and exports grew by 32%.

We have an all India presence and export our products to more than 140 countries. 25% of our total sales were carried out through our retail network branded as JSW Shoppe. There are 400 Shoppes located across the country.



Sr. No.	SEGMENTS	PRODUCT OFFERING
1	Automotive	HR, CR, GI, Special Steel
2	Auto parts	HR, CR, Wire Rods, Special Steel
3	Project & construction	HR, CR, GI, GL, Colouron, TMT Bars, Prepainted Products
4	Machinery	HR, CR, Special Steel GI, Wire Rods
5	Pressure vessels	HR, CR
6	Energy	HR, CR, GI, Colouron
7	General engineering	All Except TMT
8	White goods	HR, CR, GI, Prepainted Products
9	Cold rolling & galvanizing	HR, CR (FH)
10	Pipes & tubes	HR, CR, GI

Product	2012-13 (in MnT)	
	Domestic	Export
Semis	0.225	0.032
Rolled Products – flat	4.074	1.232
Rolled Products – long	1.648	0.061
Value added products	1.034	0.567
Total	6.981	1.892
Saleable Steel	8.873	

A. Economic Value Generated	391,284.70
Domestic turnover	311,664.00
Export turnover	75,970.10
Other income	3,650.60
B. Economic Value Distributed	373,272.50
Operating cost	307,428.90
Employee wages and benefits	6,709.70
Payments to providers of capital	17,244.80
Payments to Governments	37,967.80
Exchange loss	3,672.10
CSR initiatives	249.20
Economic Value Retained (A – B)	18,012.20

All figures in INR millions

Energy and Climate Change



Steel is not only an essential ingredient for generation as well as distribution of power, but also a major consumer of primary energy sources. Steel production is highly energy intensive and therefore also highly GHG intensive. However, effective energy management in the steel manufacturing process and recovery of energy for reuse can lead to significant reduction in energy wastage.

The biggest contributor to our energy consumption is coal which constituted nearly 66% of our total direct energy consumption during FY 2012-13. Coal being a highly scarce and non-renewable resource, our aim is to reduce its consumption to the maximum extent possible. For us, energy management comprises maximising the collection, recycling and reuse of hot air and process gases to reduce fossil fuel consumption and specific energy consumption across locations. At our downstream operations, the direct energy requirement is met through fuels such as LPG, FO, LDO and HSD. At Vijayanagar, we source electricity from JSW Energy Limited while at Salem it is sourced from the state electricity grid. At Tarapur, we have commissioned a 30 MW captive power plant that meets its electricity requirement. We are also exploring

the option of renewable energy. We are also working tirelessly to reduce our specific energy consumption to bring it at par with the global best.

Energy conservation initiatives at Vijayanagar

- Multiple activities to reduce the total solid fuel rate (i.e. Coal + Coke) in Corex by 2.20% as compared to last year.
- Commissioning the HP Booster and 60 TPH BF gas fired boiler to increase the BF gas utilization by 21.20% over last year.
- Enhanced power generation from 493 MW in 2011-12 to 775 MW (gross generation of CPP1, CPP2, CPP3, CPP4, TRT) in FY 2012-13 due to commissioning of CPP-4.
- Enhanced TRT power generation from 14.6 MW in FY 2011-12 to 21.8 MW in FY 2012-13.
- Installed total four 6.6 KV VFD drives for high pressure booster.
- Commissioned mixed gas line from HSM-2 to CRM-1 to act as a ring main, maintain network pressure and ensure continuous mixed gas supply resulting in to supply of additional 10 KNm³ of mixed gas to JSWEL.
- Commissioned two HP boosters of 30,000 Nm³/hr, due to which HP mixed gas is made available to HP consumer during Corex outage.

- Commissioned a 60 TPH BF gas fired process steam boiler to utilise 50 to 60 KNm³/hr of BF gas.
- Installed a dedicated LPG pipeline connected to SMS-1 CCP for providing an uninterrupted supply.
- Installed a Waste Heat Recovery system for SP-2, 3, 4 for producing 70 TPH of 15 bar steam from waste heat of hot sinter products.

Energy conservation initiatives at Salem

- Improved pulverized coal injection at BF from 125 kg/ton of hot metal to 132kg/ton of hot metal in this year.
- Installed Variable Frequency Drive (VFD) in primary air fan at CPP to save about 120 KW of electricity.
- Installed coke dryer using waste heat of the coke oven to reduce coke moisture by 3.5%.
- Installed a Static Var compensator at MRSS to improve utilization of utility demand.
- Improved yield by 0.5% at coke oven by reducing burning loss through a sacrificial barrier technique.



Total Direct Energy Consumption - Upstream



- Increased utilization of waste gas from coke oven in waste heat recovery boilers to produce additional 120 KW power.
- Introduced air preheating at ladle and installed tundish heater to reduce oil consumption (saving of 0.8 L/tonne of FO).

Total Direct Energy Consumption - Downstream

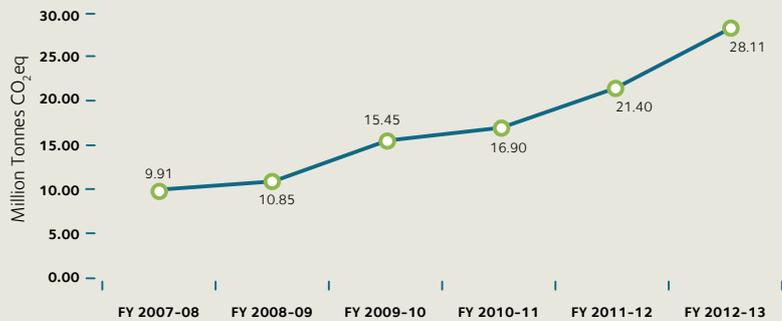


Energy conservation initiatives at Vasind and Tarapur

- Installed a VFD for running the combustion blower closed loop with pressure feedback.
- Optimised CAG blower to run in closed loop with pyrometer feedback.
- Optimised the induction oven power on the basis of width and thickness
- Installed VVVF drive in roll coolant pump and optimized the process.
- Optimised ARP exhaust blower to maintain pressure through motor RPM control through VFD.



Total GHG Emissions - Upstream



Total GHG Emissions - Downstream



- Commissioned CGL-1 soaking furnace pulse firing system to save fuel.
- Replaced halogen lamps with energy efficient metal halide lamp.
- Replaced “V” belt with flat belt in blowers to save electricity.

Globally, the steel industry has responded to the need of reducing the elements that contribute to climate change. Some of these measures are manufacturing light weight & high strength steel material which can be 100% recyclable, bringing energy efficiency through silicon steels, using the slag in construction and reducing the use of natural resources. Further, for CO₂ reduction, various initiatives are being taken up like improving coke strength through high performance additives and reducing iron ore by hydrogen in BF. Carbon capturing & sequestration is being achieved through scrubbing of CO₂ from BF and reusing it. Waste heat recovery of slag cooling and using it for

regeneration is also being carried out to reduce GHG emissions.

Our organization is conscious of the impact on climate due to our operations. Preventive measures for minimizing the adverse impacts on the environment are taken into account at the planning stage itself for any new projects. To reduce the impact of CO₂ emissions, we have undertaken a trial of CO₂ sequestration by tree plantation. National Research Centre for Agro-forestry, Jhansi has been engaged to study and advice on the matter. We are also undertaking various energy efficiency projects which will further lead to reduction in GHG emissions.

Our total direct GHG emissions during the FY 2012-13 were 28.61 million tCO₂eq. Our indirect GHG emissions related to purchased energy during the FY 2012-13 were 0.093 million tCO₂eq.

Environmental Excellence

We are cognizant of our operation's impact on the surrounding environment. It is our constant endeavour to reduce this impact to a level which is as low as reasonably practicable. During FY 2012-13, we invested a total of INR 1,624.54⁵ million towards environmental management.



Water management

Water is one of the most critical inputs in the steel manufacturing process. At Vijayanagar Works, due to frequent capacity expansions the annual water requirement increased, making the sourcing from the Tungabhadra river inadequate for plant operations at optimum capacity. To meet additional requirements, we tapped an alternative water source by laying a 172-km pipeline connecting Almatty dam to Vijayanagar Works. We continuously strive to improve our water consumption efficiency by adopting technologies requiring lower levels of water use and effectively recycling and reusing water.

We strive to reduce our withdrawal of fresh water on an ongoing basis. We strive to ensure a complete reutilization of the waste water generated as a result of our operations post treatment. For this, we have installed the most advanced technologies for water treatment.

Specific Water Consumption - Upstream ⁶



Specific Water Consumption - Downstream



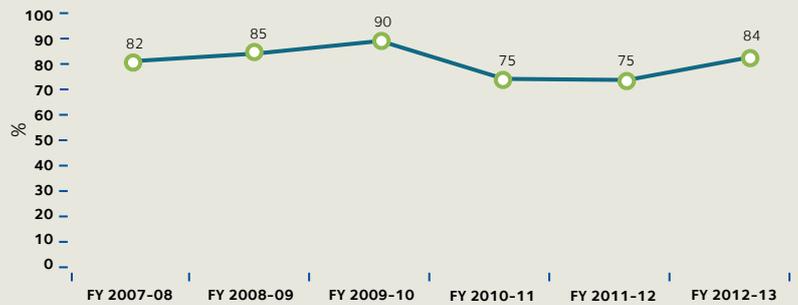
⁵ The value is for Vijayanagar, Salem & Vasind.

⁶ The water consumption value includes water used for power generation in our captive power plants.

Waste management

Our operations lead to the generation of various hazardous and non-hazardous wastes. Our goal is to reuse such waste to the maximum extent possible in our processes to reduce the consumption of fresh raw materials thereby decreasing our material intensity. We dispose the residual waste in a responsible manner.

Solid Waste Utilization - Upstream



Specific Waste Generation - Downstream



Air emissions

We monitor our air emissions from all the stacks on a periodic basis. We have put in various measures to reduce our air emissions. Special attempts have been made to reduce our SPM emissions. We maintain our air emissions well within the limits stipulated by the pollution control board at all times.

Biodiversity

Our Vijayanagar Works is located near a biodiversity sensitive zone. There are physical barriers to prevent the entry of animals into the plant area, lest they should be harmed. We are monitoring our emissions on a regular basis and they are well within the stipulated limits. The appraisal committee of the Ministry of Environment and Forests, Gol has visited the plant and has confirmed that the operations have had no negative effects on wildlife.

Specific Air Emissions - Upstream



Specific Air Emissions - Downstream



Product Responsibility and Innovation



The strong focus on innovation and R&D has led to JSW Steel being recognised worldwide as a manufacturer of high-end, value-added steel.

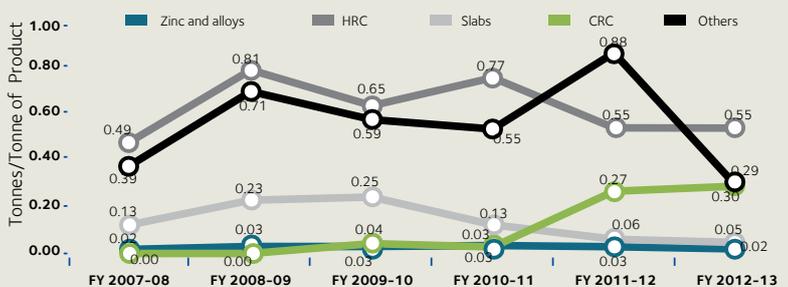
One of the most advantageous attributes of steel is its recyclability. From an environmental point of view, steel recycling has an enormous impact on the reduction of CO₂ emissions. At the same time, steel products are durable and strong thereby reducing the pressure on fresh raw material consumption. We at JSW are focussed towards reducing the amount of virgin iron ore consumption per unit of steel produced. We are the pioneers in use of innovative technology that keeps us ahead of the curve. Not only do we offer the widest product portfolio in India, we also further leverage our capability to customise offerings to match customer expectations.

Specific Raw Material Consumption - Upstream



The steel reject (scrap) generated during the processing of steel for final products is completely recycled. We also use steel scrap collected from other sources in steel making. Direct Reduced Iron (DRI) can be used as an alternative to steel scrap. Though we have not conducted a comprehensive life-cycle assessment (LCA) for our products, we support the development of LCA related studies and research through our participation in World Steel Association. Our upstream operations consume natural resources such as coal, iron ore, fluxes for producing steel while our downstream operations process huge volumes of intermediate steel products such as slabs and coils.

Specific Material Consumption - Downstream



During FY 2012-13, our specific raw material consumption in our upstream operations was 3.92 tonnes / tonne of crude steel production as compared to 3.66 tonnes / tonne of crude steel production during FY 2011-12.

The strong focus on innovation and R&D has led to JSW Steel being recognised worldwide as a manufacturer of high-end, value-added steel. Nearly 40% of our products today are high value steels; we intend to increase this value up to 50%. Nearly one fifth of our products are exported and we are India's largest exporter of coated products with a presence in over 100 countries.

Being ISO certified for quality, environment and safety, there are already certain defined processes and practices to keep a check on the product quality and environmental impact along with minimizing health and safety hazards related to the product use. However, in cases where there are critical applications of the product, stringent quality checks are made at our end. We also organize third party inspections to ensure the highest level of quality in our products. We observe narrow tolerance limits to ensure that the product does not fail during its use.

We consider sustainability and environment concerns as prime focus during product development. During development of new products, sustainability risks are considered through market mapping studies covering potential, applications and also profitability. In existing products the sustainability risks are considered through annual MOUs with customers, brand track, Customer Satisfaction Index studies along with other branding and public relations activities. We have also entered into several JVs with world leaders for developing new products like development of super critical steam

turbines and generators with Toshiba, fabrication of high rise steel structures with Severfield Rowen Plc and development of automotive and electrical steel with JFE Steel Inc.

Through various innovative products, we endeavour to create a positive impact on the environment specifically during end-use. We are focussing on creating durable products that will help to harness solar energy, develop low thickness and higher strength CRCA products to reduce vehicle weight thereby increasing fuel efficiency and contributing to creation of steel structures like Multi Level Parking and Public Transportation, thereby reducing traffic congestion and reducing pollution. In FY 2012-13, JSW Pragati was further introduced in various parts of Uttar Pradesh, Maharashtra, Gujarat, Rajasthan and Tamil Nadu. JSW Pragati is an affordable colour coated sheet for rural masses, having advantages of steel at an economical price range. It has a considerable positive impact on environment and health, in comparison to conventional roofing material like AC sheets.

Promoting stockyards



Infrastructure projects are mostly executed at undeveloped / underdeveloped areas which are generally away from the developed areas. Transporting material in damage-free condition and maintaining the quality as per specifications required by the customers is a challenge. To meet customer requirements in time, we ensure that the material is dispatched through rakes and unloaded at a nearest point from the customers' premises. Onward transportation is then arranged by road movement. This saves considerable quantity of fuel and air pollution to a large extent is restricted

to movement of goods through electrically operated engines. We have established such stockyards across India, ensuring bulk dispatch by rake movement resulting in saving of fossil fuels and reducing air pollution. Further, we have implemented strict standard operating procedures on stockyard operations to avoid any form of incidents, including use of right kind of illumination, creation of predefined bays for stocking and appropriate training of personnel on handling and maintenance of material.

Customer focus and responsible marketing

In the form of JSW Shoppe, we created a first-of-its-kind distribution network. It is an honest attempt to market quality steel products to steel consumers by educating them on appropriate methods of product usage – allowing them to make informed decisions. It is a one-stop shop showcasing all JSW products.

We conduct customer meets at our sites involving OEMs and Dealers. We have launched a loyalty programme for our channel partners called 'Sahyog'. We hold influencer meets for our indirect customers such as builders, developers, engineers, consultants and contractors and also provide training programmes to our supply chain partners. We spread awareness in rural areas through road shows, signages, participation in local markets etc.



Sahyog

Sahyog is an innovative relationship programme that celebrates our continuous collaboration with various channel partners. With the vision of 'growing together,' Shoppes, Retailers and Influencers are all included as participants in this programme. The programme is a ground-breaking, multi-layered initiative that ensures coverage across the retail chain. The aim is to benefit every JSW collaborator.

Following are some of the key activities under Sahyog:

- Dealers Meet**
 In an endeavor to strengthen the bond with dealers, we conducted dealer's meet in Delhi, Jaipur, Pune, Kolkata, Bengaluru, Vijayanagar and Chennai. These meets provided a platform for us to interact with the JSW Shoppes which form an integral part of the selling process. Certificates of appreciation were given to the Shoppes for their outstanding sales performance.
- MSME (Micro, Small and Medium Enterprises) Meet**
 As a key element of our customer care commitment to maintain a regular and direct contact with our customers, we hosted an exclusive customer meet for MSMEs. The meet was conducted specifically to get to know the customer requirements, suggestions and to facilitate more customer friendly services. We also focused on educating them to differentiate between an original and counterfeit sheet product.



- **Retailers Meet**

This year, we organized a retailer's meet covering more than 1,500 retailers, in order to apprise them about our new initiatives and products. These meets bring forth wider opportunities for retailers and make them aware of the current market scenario and possible future strategies.

- **Engineers, Builders and Contractors Meet**

We aim to reinforce our commitment to customers and strengthen business relationships by meeting with them. The objective of such meets is to understand their requirements followed by educating and engaging with them on usage of steel in construction through innovative initiatives. We showcase a technical presentation on JSW products that explains the state-of-art Morgan Technology used by us to improve product features like weldability, bendability, corrosion resistance, seismic resistance and giving customized services.

- **Fabricator/Mason Training Programmes**

In line with our efforts to promote best practices amongst the fabricators and contractors, during the year we organized Fabricator/ Mason training programmes across various locations. These sessions include a mix of theoretical and practical training along with informative presentations and films in regional / local languages. Regional ITI professors, Institute of Steel Development & Growth (INSDAG) and team members from BOSCH helped us in designing and executing these training programmes.

- **Plant Visit by JSW Retailers**

With the help of JSW Shoppes, we organized plant visits for our retailers. These plant tours provide an opportunity for the retailers to observe our state-of-art manufacturing processes, understand work flow management and use of charts and diagrams for problem solving. Such walkthroughs give them the opportunity to see the process of how raw material is transformed into quality products and enable them to answer customer queries and ensure customer satisfaction.

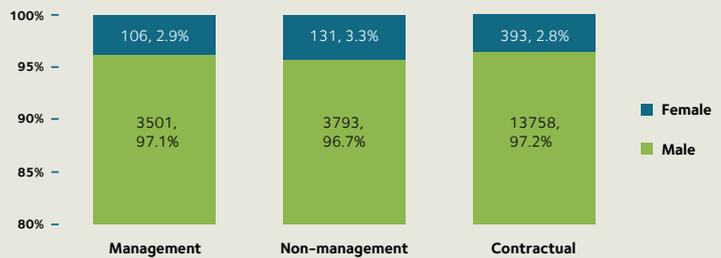
Intellectual Capital Management

By fostering an environment of individual goal setting, continuous improvement, awareness of health and safety, and corporate sustainability, we strive to be an “employer of choice” in the near future.



Employees are the biggest asset for any organization and we have a strong focus on ensuring their wellbeing. Our vision for Human Resources states - “Creating an exciting workplace which inspires superior people performance”. We believe in empowering our employees through effective inclusion and capacity development. We have established ourselves as the highest manpower productive team per tonne of steel manufactured in India’s growing steel sector. It has always been our endeavour to ensure employee satisfaction and promote welfare by providing a competitive environment wherein they realize their potential. By fostering an environment of individual goal setting, continuous improvement, awareness of health and safety, and corporate sustainability, we strive to be an “employer of choice” in the near future. Our plan of investing more than INR 100 billion in the next three years will reinforce our position among the largest employment opportunity generators in India.

Workforce Breakdown - Upstream



Workforce Breakdown - Downstream



Caring for the well-being of our employees



We firmly believe in investing towards the well-being of our employees. Insurance benefits have been extended to all employees. The Group Personal Accident Policy assists dependent family members of the employee in case of unfortunate death due to accident. All the employees and their family members (spouse, dependent parents and children up to 25 years of age) are covered comprehensively, under the Group Mediclaim Policy. For retirees too, the coverage is applicable for self and spouse. GPAP takes care of the financial needs of the family of the deceased employee to a large extent. This is further supported by the employee benevolence scheme.

We provide timely financial assistance to employees for special personal and family needs such as - marriage, medical / prolonged illnesses, death in the family, natural calamities, educational assistance for professional courses, etc. We also provide unscheduled long term "sabbatical leaves" to provide an opportunity to employees to pursue professional / technical studies or to serve an approved NGO or Social sector. Additionally, marriage gifts and free uniforms also form a part of the benefits extended towards our employees. During FY 2012-13 we paid INR 1,646.00 million in the form of benefits to our full time employees.

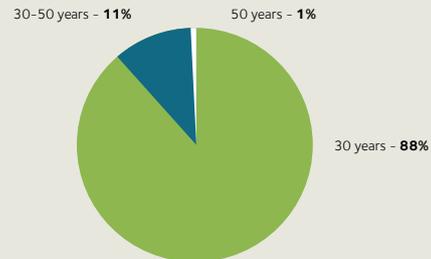
We are sensitive towards the needs of our employees hence their feedback is of prime importance which are obtained from surveys, team interactions and open end discussions which are held on a timely basis. We have structured our Human Resource policies, strategies and action plans on a framework that takes into account this employee feedback. We recognize and value the differences in employee "backgrounds and skills" and promote equal access to employment and supply opportunities without discrimination. Any alleged violation of the equal opportunity clauses in the recruitment policy, is investigated and if found valid, acted upon. All candidates are assessed based on merit, job related skills and competencies. The recruitment process makes it mandatory to define the job requirements clearly, in terms of role and responsibility, background, qualification and competencies, number of years of work experience, as well as industry background. There is no discrimination based on caste, creed, gender, race, religion, disability or sexual orientation. The levels of wages and salaries of all employees are well-defined and determined by periodic compensation benchmarking exercises. We comply strictly with rules and regulations stipulated by local governments on minimum wages paid to employees.

Talent management

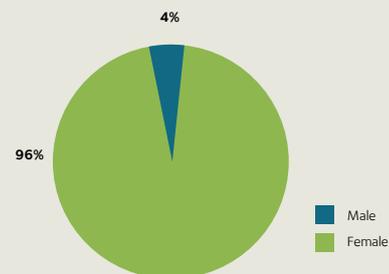
Since inception, we have consistently aggregated competencies from diverse cultures, educational backgrounds and domain experience with a singular objective: to accelerate growth. We reinforced this focus through institutionalized multi-hierarchical training extending from steel manufacturing to holistic personality development which commences from day one followed by specialized trainings at regular intervals. Targets with respect to aspects of Human Resource management are incorporated in our annual business plan and further these targets are used to define tasks and KRA's of employees for their performance evaluation. The annual incentive scheme is designed in accordance with the attainment of targets and also forms the basis for incentive payment.

Additionally, we consciously encourage talent mobility across locations to provide growth and exposure. The policy of internal job posting ensures that employees apply for vacancies in other locations through internal advertisements. During FY 2012-13, we recruited a total of 1,156 new joinees across our operations. Out of these 61 left within the same year.

New Joinees - Age wise



New Joinees - Gender wise



Leadership and succession management



To smoothen and enable the future leaders of JSW Steel to take additional responsibilities resulting from the growing business, second line successors are identified to run the business efficiently. We believe in nurturing our employees and give them opportunities of growth and leadership. We have constituted initiatives to instil development and leadership characteristics in our employees, such as

- Leadership competency framework: To define leadership competencies for organizational success; reinforce competencies through focused training, feedback and mentoring-coaching initiatives
- Succession management process: To identify key leadership positions - groom leaders from within the organization
- 360 degree feedback process: To enable leaders to get feedback on their leadership styles as perceived by others and enable individuals to develop leadership potential by helping them to capitalize on their strengths
- Horizontal integration: Responsibility delegated to top executives with an aim to make the organization leaner.

Training and development



We have created multiple learning opportunities through an institutionalized training calendar, technical and behavioural development as well as workshops, seminars and skill development programmes. We entered into engagements with premier institutes to facilitate higher education through e-learning solutions. We also created rich competence in project management, making it possible to commission several capex projects on schedule and within cost. We collaborated with BITS-Pilani to provide a process engineering programme to existing diploma holder employees, an opportunity for employees to enhance qualifications and keep in pace with evolving technology trends.

We have created managerial and functional training opportunities for all employees. Developing a fully competent workforce, capable of helping the company meet its goals effectively and efficiently is our motto. This is executed through various functional, technical and behavioral training programmes held across the year to cover everyone. The training programs

are organized / conducted based on training needs identified by the individual and his / her immediate superiors. The participants are nominated for both in-house and external, including overseas training programme. Specific competencies to be developed are identified for development during the annual performance appraisal process as well. Training calendars and programmes are organized to fulfill all the needs identified.

Average Training Hours



Performance management and reward system

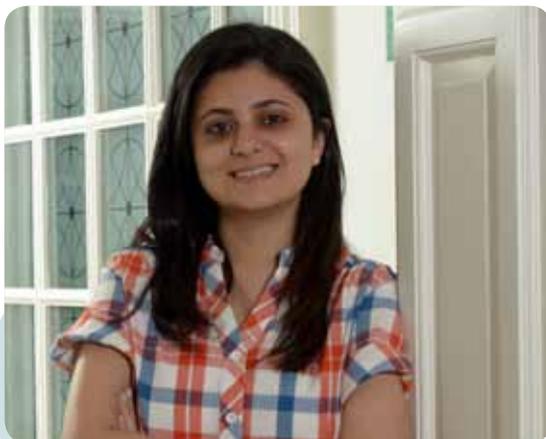
Our performance management and review system ensures that the individual's expectations and key result areas are formulated in alignment with the organization's business goal of sustaining a high performance culture. Our compensation package is linked to performance and benchmarked to better than industry standards.

Employee performance is further reinforced by various reward and recognition practices. The performance based reward system allows the organization to pursue its strategic goals and objectives and improve employee performance and retention.



Managing human rights

Respect for human rights is a part of our company's core values and is practiced across our operations. We ensure that all our operations are free from the scourge of discrimination. We have proper screening mechanisms in place to make sure that we do not employ child labour. All our investment agreements and procurement policies adhere to local legal requirements on aspects of human rights. Although we do not have any employee association we actively engage with our employees, whether permanent or contractual, to ensure their welfare. Our target is to ensure that all our security personnel and senior management personnel are oriented in human rights aspects.



JSW Steel respects the right of employees to exercise freedom of association. We conduct "open house" sessions where employees and senior management come together to understand issues and plan actions to resolve them. An elaborate and effective grievance handling mechanism provides a platform on which employees are encouraged to discuss issues openly with those directly involved as well as with his / her immediate superior. Unresolved grievances are first submitted to the immediate superior and if required, get escalated to the concerned Head of Department / Head Human Resources and for further discussion at the CEO / Director level. Objective is to ensure that all grievances are addressed and resolved within a period of two weeks.

We aim to have a discrimination-free workplace and have adopted a "zero-tolerance" approach against sexual harassment. We acknowledge that it is our legal responsibility to provide a safe working environment for women, free from sexual harassment and discrimination. Sexual harassment can have a devastating effect upon the health, confidence, morale and performance of those affected by it. The conduct and discipline policy ensures that there is no discrimination or harassment against any person on the grounds of race, colour, religion, disability, age, sex or marital status.

Health and Safety

We strive to maintain the highest standards for the safety and wellbeing of our employees which minimize injuries and casualties during day-to-day operations. Our safety team conducts regular training programmes to instil the concept of maintaining safe operations among our employees and to educate them on the safety norms and procedures to be followed, in case an incident occurs.



Our safety framework is supported by several building blocks like process hazard analysis, operating procedures and related best practices, safety reviews, technology management, training, incident reporting and investigation, personnel management, contractor safety, on-site and off-site emergency response and planning, safety audits and linkage with quality.

Frequent trainings regarding occupational health and safety for employees, lorry drivers, contract workforce and supervisors are provided to ensure best safety practices.

All our units are governed by departmental safety committees which ensure compliance to the safety measures and create awareness to help employees abide by the organization's health, safety and environment policy. For all the identified emergencies, mock-drills are conducted periodically to assess the preparedness and response in case of any incidents.

Safety Performance - Upstream



Safety Performance - Downstream



We support our staff with variety of customized offerings for specific groups of employees across different health care aspects. These comprehensive programmes help us to raise awareness among employees and enhance the staff's personal accountability.

We constantly strive to achieve our goal of a "zero fatality rate" and continuously improve occupational health and safety performance to attain benchmarked global standards. To achieve this, we

- provide and maintain safe and healthy working environment for our workforce with adequate facilities and arrangements for their welfare
- maintain safe and healthy work places and safe systems and methods of work

- equip the staff with the information, instructions, training and supervision needed for safe working, periodically
- protect our workforce from foreseeable work hazards
- develop safety awareness amongst all those working for or on behalf of the company
- protect environment and conserve the natural resources by incorporating appropriate environmental safeguards
- ensure and facilitate a quality housekeeping programme that provides a clean, orderly and safe, healthy environment for the employees, which would eventually contribute to enhanced production and productivity
- maintain quality work environment free of unauthorized drugs, tobacco and alcohol use.

Encouraging work-life balance for employees



We encourage employees to participate in healthcare programmes for self and colleagues. To ensure that our employees remain fit, agile and alert, at all times, it is compulsory for them to take up a KRA on CSR/self-health development and maintenance, as a part of annual performance appraisal process. All employees above 40 years of age undergo mandatory comprehensive health check-ups in premier hospitals, at company cost, once every year. Further, to encourage a healthy lifestyle, all plant and most office locations have gymnasiums and sports facilities, for employees and their families as well. For women employees, maternity leave is granted as per the existing regulations, during both pre and post natal periods. Also, for the benefit of employee's children, dedicated schools are functional at all major plant locations.

Community Development



The JSW Foundation which is a social development division of the JSW Group, works closely with local stakeholders. Our CSR work has always taken a holistic development approach which is embedded in our corporate philosophy that our operations nurture local communities.

Interventions in education and health, are our strong entry point initiatives. The Foundation had adapted the Millennium Development Goal (MDG) approach in both these sectors through which it addresses concerns related to local primary education infrastructure and quality of education. In health, safe deliveries, nutrition and mitigating HIV take a larger share of our projects. Environmental sanitation is promoted through individual toilets and pilot projects in waste management. The concern for unemployment is addressed by the creation of vocational education facilities leading to employable skills among youth in the community and also promoting self employment.

CSR Vision

"Empowered communities with sustainable livelihoods."

CSR Mission

- Outreach of government programmes in health and employment generation through gap filling support
- Our townships and communities to move towards carbon efficient management systems
- In-situ conservation of at least one major monument at project locations and promote national cooperation for conservation of all monuments
- Collaborative earth care initiatives



The primary stakeholder in our activities is the local community. From FY 2013-2014, we will be expanding this scope to include local gram panchayats. The approach to engage with stakeholders is both through our own Foundation teams and collaborations with NGOs. There are periodic interactions with the community where we discuss various issues and accordingly develop our projects. There are few occasions where the local and district bureaucracy become our partners, and place their request for specific projects. The aggregated wish list from the community is further analysed to maintain a suitable balance between hardware and software requirements. There are instances where the 'wish list' presented through a community dialogue has left out softer interventions that might be critical for women and children. These left out projects are further incorporated and project proposals are developed for suitable initiatives and budgets are assigned for their implementation.

JSW Steel Limited ("JSW") is committed to enhance the quality of life of communities around its plant locations. JSW is conscious that the local community is not homogenous and varying layers of social deprivation and marginalisation need to be identified, understood and valued from an anthropological and sociological perspective. JSW endeavours to create long term value for its business and society and strives to assess impact of its operations on local agriculture, bio-diversity and health through periodic third-party impact studies and other research studies with special emphasis on benefits to women and the deprived sections of society. JSW acts to:

- Improve quality and delivery of preschool and primary education

- Reduce infant and maternal mortality rates
- Facilitate access to water and sanitation
- Promote skill development through vocational training and education
- Enlist indigenous communities and marginalised sections of the community around its operations and include them in various development initiatives
- Collaborate with government programmes and partner with civil society organisations for poverty alleviation and implementation of sustainable models, while ensuring effective outreach to the community
- Sensitise employees to the concept of 'equity' in development and its significance in the various sectoral initiatives, while encouraging and promoting their participation
- Create a process of participatory resettlement of displaced communities.

JSW shall measure and report progress against this policy and review performance on a periodic basis to ensure equity based growth and development. The content and implementation of this policy will be reviewed periodically and actions will be taken accordingly, including the sharing of good industry practices within JSW.

In Vijayanagar a community planned and managed water supply system is being developed. In Vasind, remedial education centres are organized in response to a need felt jointly by us and the local self government. In Salem, the demand for information and knowledge sharing has led to the establishment of a major project in collaboration with a leading NGO. The teams at respective locations follow a monthly interaction process schedule with the various stakeholders.

Following are some of the new initiatives taken during FY 2012-13:

- In local Government schools
 - installing solar facility at the existing computer aided learning centres and also distributing solar lanterns with charging facility
 - starting remedial classes for slow learners
 - infrastructure upgradation
- Proposing project tehsils to be cataract free
- Village knowledge centre initiative with MS Swaminathan Research Foundation
- Skill building for youth from other locations at the OPJ Centre, Vijayanagar
- Community based water supply scheme in village Talur, Vijayanagar.

	Millennium Development Goals	JSW's Key Focus Areas
<p>Achieve Universal Primary Education</p> 	<ul style="list-style-type: none"> • Building school infrastructure • Mid-day meal schemes • Training of teachers • Aid for science, mathematics, english and computer education • Scholarships to rural youth to enable them to continue higher education • Mentoring of students 	<p>Education:</p> <p>We work on the premise that every young boy or girl not attending school is either engaged in child labour or is facing social exploitation. We are very emphatic about ensuring Primary, Secondary and Vocational Education for all with a special focus on girl children. We support the governmental programmes like the Right to Education. We have also assisted in other programmes and projects depending on the needs expressed by those in the areas in which we operate.</p>
<p>Promote Gender Equality and Empower Women</p> 	<ul style="list-style-type: none"> • Formation of Self Help Groups (SHG) • Enterprise promotion • Training in non-conventional operations 	<p>Building Livelihoods:</p> <p>We believe that one of the prerequisites of a dignified living is a dignified source of income. The Foundation is keen to provide basic training to women in order to help them start livelihood generation activities. In Vasind and Vijayanagar, a sustained effort is underway to involve women to acquire requisite skills to earn their livelihood.</p>
<p>Ensure Environmental Sustainability</p> 	<ul style="list-style-type: none"> • Adaptation and mitigation of climate change • Water conservation • Conversion to renewable energy sources • Conservation of biodiversity 	<p>Environment:</p> <p>JSW's focus on environmental issues includes emphasis on emission reduction and initiating a broad dialogue on climate change management.</p>
<p>Reduce Child Mortality Improve Maternal Health Combat HIV / AIDS / Malaria and other diseases</p> 	<ul style="list-style-type: none"> • Child mortality • Maternal health • Malnutrition • HIV – AIDS 	<p>Health:</p> <p>Our focus is to strengthen public health system of the Government in surrounding villages by enhancing infrastructure and encouraging medical and para-medical staff to perform better.</p>

Our commitments



- Advocate the cause of women's empowerment, the marginalized and those with disabilities.
- Adhere to the Millennium Development Goals framework with special emphasis on:
 - Universalizing primary education
 - Mitigating infant mortality
 - Nurturing maternal health
- Safeguarding the environment through water conservation, renewable energy and sanitation activities.
- Address the specific needs of the community and create viable working models through engaged social processes and infrastructure-oriented development.
- Support arts, sports and conserve cultural heritage.
- Promote the culture of social responsibility through employee volunteerism.

JSW employee volunteering initiatives

The Foundation encourages employees of JSW to volunteer their time and resources for its projects. This initiative is supported through JSW Steel in the following ways:

- Employees are encouraged to contribute upto 40 hours towards community development activities per employee per year
- JSW Steel also accepts pay slip deductions

towards contributions for its approved projects

- JSW Steel organizes the collection of materials on a periodic basis that can then be utilized by the Foundation for its various charitable activities.

The total CSR budget for JSW Steel in FY 2012-13 was INR 260 million and the utilisation was INR 249.20 million.



A snapshot of the social development initiatives is given below

Initiative/activity	Institutional/Outreach		Beneficiaries	
	Cumulative	2012-13	Cumulative	2012-13
Education				
Computers donated	203	7	-	-
CAL centers	45	4	-	-
CALC beneficiaries	-	-	16,622	1,050
Total number of rural libraries	39	-	-	-
Rural libraries beneficiaries	-	-	5,432	602
Total balwadis created	16	-	-	-
Balwadi beneficiaries	-	-	2,321	245
Total anganwadis supported	35	35	-	-
Anganwadi beneficiaries	-	-	3,300	1,500
Life skills education sessions	133	19	-	-
Life skills beneficiaries	-	-	8,369	1,048
Community scholarship for standard X students	-	-	145	70
Mid day meals (Children)*	-	-	105,000	14,800
Mid day meal supplements (Children)	-	-	371,000	53,000
Number of VLCs / remedial classes	45	8	-	-
Children benefited through VLCs / remedial classes	-	-	4,011	1,252
School dropouts back to school	-	-	449	46
Career guidance beneficiaries	-	-	27,000	-
School upgradation	22	22	-	-
JVM school students	-	5,698	-	-
Livelihood				
OPJC beneficiaries	-	-	4,142	853
ITI's	9	Ongoing	-	-
Number of SHG groups	90	Ongoing	-	-
Number of enterprises (Individual)	-	-	1,202	135
Number of enterprises (Group)	1	Ongoing	-	-
Environment				
Garbage collected (in tonnes)	7,148	1,580	-	-
Number of summer camps	-	17	-	-
Children provided exposure to plant	-	-	1,933	1,000
Health				
Number of health camps	480	113	-	-
Health camps beneficiaries	-	-	58,837	9,842
Eye camp beneficiaries	-	-	4,506	Ongoing
Cataract operation beneficiaries	-	-	1,985	782
HIV / Aids counselling beneficiaries	-	-	17,167	267
Sanitation individual units	2,000	300	-	-
Tamanna students	-	-	44	14
Hole in the heart initiative	-	-	16	-
Sports Development				
Young sportsman supported	-	-	17	17
Sponsorship to youngsters for international exposure	-	-	3	3

* NGO share per meal. '-' Represents Not Applicable

Education

In adherence with the MDG for primary education, we have assessed the infrastructure situation and quality of education in 96 schools in the operational area. In some of these we have identified issues related to hardware (school infrastructure, water, toilets) while in others, we have updated the software (teacher training, mid day meal, health check up) in order to provide a basic level of facilities to children. Some of the activities mentioned below have progressed over the years and are in continuation.

Computer Aided Learning Centres: We propose to strengthen the capability of the local school development and management committees to self manage and maintain these units. We have trained teachers and provided them with a stipend to help in the dissemination of knowledge to rural children. At Vasind, Vijayanagar and Tarapur, we have trained 16,622 children through our centres in 45 schools. School managements have informed us that the programme has sustained attendance and moreover added significantly to the leadership capability in children. Considering a favourable response in the first phase, we are now installing solar panels at the centres to increase the duration of the access to the facility. We are also collaborating with agencies such as Pearson Education Services to build upon the availability of 203 computers by introducing teacher training modules.

Rural Libraries: Although no new libraries were set up in FY 2012-13 the total number of libraries created so far is 39. We have identified formally educated girl volunteers from these villages to partner with us in this initiative. Over 2,500 children's books and other material have been provided so far. Performance of the 'librarians' is monitored on the basis of how many children are reading and understanding the material given to them. 5,432 children have access to the books and this initiative is also a source of small earning for the 'librarians'. In some villages of Vasind, we have created such libraries in government schools and have provided them with almira's for their maintenance.



Pre-school Centres: In FY 2012-13 we have supported 35 anganwadis taking the total involvement so far to 16 balwadis and 35 anganwadis. In our balwadis more than 2,321 economically underprivileged children have benefited and 13 local women have got a chance to earn a living. At Vasind and in the municipal school we have adopted in Mumbai, we have beautified the anganwadis and provided training to the sevikas.

Adolescent Health Education: In FY 2012-13, we conducted 19 sessions for boys and girls taking the total sessions so far to 133. These sessions are aimed at adolescent children to educate them on puberty and physical growth and anatomical changes. These sessions are carried out by trained professionals and feedback is sought from parents and teachers. This has shown a marked decrease in eve teasing and usage of obscene language among adolescent children. Over 8,369 children have benefitted and we have now included this programme in the Jindal Vidya Mandir and the Municipal school in Prabhadevi, Mumbai which we have adopted.

Education Support: We reward the first three meritorious students of 10th standard from the schools surrounding the areas in which we operate. In FY 2012-13, we rewarded 70 toppers. So far, we have rewarded 145 students.

Mid-day Meal: We have collaborated with two civil society organisations for mid-day meal programme. Around our Tarapur facility 53,000 children received midday meal supplements and around Vijayanagar, Bellary 14,800 children received mid-day meals during the year. In Vijayanagar, JSW leased land to Akshay Patra Foundation (2006) to set up a state-of-art kitchen which today has a reach of 133,000 children. This service has been appreciated by rural schools and reported an increase in attendance and an improvement in the health of the children.

Village Learning Centres/Remedial Education: In order to address the problem of school drop-outs and slow learners the Foundation has organised remedial education. These centres are essential in rural areas where many students are the first of their families to go to school and hence receive no parental support in their studies. These centres hold motivational activities and play the role of parents by encouraging students and assisting them in their learning. 449 students in Vijayanagar (46 in FY 2012-13) from an identified 602 drop outs have been readmitted into mainstream schools through this programme. In Vasind, 624 children in government schools have been identified as slow learners and we are working with this group. In FY 2012-13, eight such centres were created and so far 45 centres are running.

Career Guidance Programmes: JSW staff and career guidance experts visit rural schools through the Foundation and educate students on the various career options after passing standards 9th-12th. The Foundation also participates in career fairs at various institutions and has helped 27,000 students so far through 157 programmes. We undertook four such programmes in FY 2012-13. Students have also been mentored by JSW staff.

Other Support Activities:

- Jindal Vidya Mandir schools cater to over 5,500 children, with almost 70% of these coming from neighbouring villages
- Shoes have been distributed to nearly 8,000 children of surrounding schools in Vijayanagar
- We continue to provide support to the Khemka Foundation for higher studies of one of our collaborative scholars
- In the adopted municipal school in Mumbai, we continue to support five teachers and a series of activities to build the capacity of the students in elocution, scholarship, art, craft and sports
- In Salem, we have started two village knowledge centres that serve to provide context specific data as per the need of the villagers and, also double up to serve as educational centres.



Livelihood



The Foundation focuses on both farm based and non-farm based initiatives to secure the livelihood of its communities. Salem has collaborated on a major watershed management project with NABARD and Vijayanagar has partnered with ICRISAT on a crop, tree, water and livestock enhancement project that will cover 5,000 hectares of land. Implementation of both projects will begin in FY 2013-14.

Vocational Centres: The two vocational training centres in Vijayanagar and Vasind have till now trained 4,142 students. The OPJ Centre, Vasind previously known as the Shramsadhana Vocational Training Centre (SVTC) was started in 2003 with the initial aim to reach out to school dropouts and women. Many such students have found jobs in local small-scale industries. To facilitate their absorption, OPJC – Vasind now covers many areas, including soft skills and communication skills. Currently, the OPJC Vasind partners with Father Agnel Technical Institute, Bandra, Mumbai. For a nominal fee the students pursue diverse technical and non-technical courses covering Tailoring, Welding, Computer Hardware, Electrical maintenance. The Ministry of labour has allotted “Vocational Training Provider” status to OPJC Vasind under its MES (Modular Employable Scheme). In FY 2012-13, OPJC Vasind trained 221 students and so far 1,548 students have been trained at this facility. These students come from a radius of 50 kilometres around the Vasind plant.



The OPJ Centre, Vijayanagar manages the following activities:

- **NTTF-OP Jindal Vocational Training Centre:** JSW Foundation has collaborated with Nettur Technical Training Foundation since 2008, one of the best vocational training providers in the country, with the objective of training youth largely from surrounding villages to improve their employability. So far 2,594 students have passed out, of which 88 are land givers. Further, 124 are undergoing training in "One Year Certificate Programme in Plant Operation & Maintenance". So far the placement has been 100%. Further, in order to improve the market value of trained youth, in addition to NTTF-OPJC certificate, trainees also get MES certificate under the scheme of Government of India. OPJC Vijayanagar is recognized as 'Vocational Training Provider' by Government of India. From across JSW locations, 33 youth have been sent for training to OPJC – Vijayanagar.
- **Training Centre for Textile & Apparel:** The Centre started in the year 2000 with 6 trainees and from 2008 onwards, the Centre has transformed in to a modern tailoring centre with 50 industrial sewing machines and 10 domestic sewing machines. Centre has so far trained more than 729 girls and has provided regular job opportunities to more than 50 girls. Every year, a batch of 175 is added to this centre.
- **Skill Enhancement Programmes:** Based on the identified needs of youth of surrounding villages, short term programmes have been initiated in spoken English and basic computers skills. Till date, we have trained about 298 students.
- **O P Jindal IGNOU Study Centre:** Started in 2010 to help candidates in the age group of 18-70 years, who have not been privileged to go through regular school / college education but still would like to pursue higher education and improve their career profile. So far the beneficiaries have been more than 100 and the programmes are Bachelor Preparatory Programme, Bachelor Degree Programmes and MBA.
- **Rajiv Gandhi Institute for Steel Technology (RGIST):** Jointly promoted by Government of Karnataka for creating qualified manpower for steel sector. It is an excellent example of Public Private Partnership in higher education. Started in FY 2006-07, RGIST runs two programmes, Post Diploma in Industrial Safety (since FY 2006-07) and Diploma in Metallurgical Engineering (since FY2011-12).

Participation in Public Private Partnership for development of Industrial Training Institutes:

The JSW Group of Companies has adopted 23 ITI's (nine with JSW Steel) under the public private partnership opportunity provided by the central government. It has initiated training of faculty and students with exposure to modern technology and proposes to develop each of these ITI's into a centre for excellence in particular trades.

Self Help Groups: JSW Foundation forms SHG's with the sole objective of reaching out to the poor women in villages around plants through collateral free credit programmes aimed at income generation thereby promoting sustainable livelihood opportunities. This objective is achieved by organizing the women into Self Help Groups (SHGs), which assists them to build their capacities thus enabling them to identify and prioritize their needs and resources. 90 SHGs have been formed so far (seven in FY 2012-13) and a variety of village level enterprises have been started by these women. The sanitary napkin production unit in Vijayanagar run by the women has so far produced 7,000 packets and have earned INR 93,000.00.



Environment

Earth Care Awards: The 4th Earth Care Awards were given away in FY 2012-13. The awards are aimed at highlighting action of direct relevance to India to tackle challenges posed by climate change. So far, 32 Climate Crusaders have been recognised by Earth Care Awards.

Garbage Management: This is a pilot project in six villages in Vijayanagar. It promotes community involvement in collection, disposal and management of village waste. This has been established following a prolonged dialogue with the community. Village shops have been persuaded to purchase two used drums and every household is given two waste bins for segregating their waste (dry and wet). The community has nominated village men and women for daily collection of waste. In the coming year, we will process this garbage. In FY 2012-13, a total of 1,580 tonnes of garbage was collected taking the total collection so far to 7,148 tonnes. The Innovation Initiative created in FY 2012-13 is assisting in the management of this waste.



Summer Camps / Exposure Visits: The Foundation observed that young children around its plant locations are concerned about the smoke emerging from its chimneys and about the longevity of their river because of the plant effluents. This project enables children to see the plant, discuss their concerns and understand the operations. For the Foundation, this has proved to be an important ice breaking activity in subsequent work with the parents of these children. In FY 2012-13, we conducted 17 exposure visits in the plant premises. So far, 42 camps covering 1,933 students have been acquainted with the rigour followed in the plant premises.

Training of Employees on Environment: JSW has identified environment and climate change as strategic priority areas and wants to ensure the next generation of JSW employees are prepared for the changes ahead. To provide an overview of climate change issues and mitigation options workshops were conducted in partnership with Earth Watch Institute, Sirsi. 'JSW-Earthwatch Leadership Programme on Climate Change' has been organized for six batches. In FY 2012-13, a selected group of 12 employees underwent a week long orientation at Sirsi and the project developed by them will lead to process efficiency and savings. The Innovation Initiative is following up with these employees.

Community participation in Local Resource Management: A pilot project has been initiated in village Talur, Bellary to enable local community to plan and manage their own water supply system. The specially created village water committee was taken on a study tour to Bhavnagar, Gujarat. We anticipate this project will begin by December 2013.

Health

Our health related initiatives attempt to strengthen the public health system of the Government and this is achieved by improving the infrastructure as well as performance of medical and paramedical staff. We have focused our efforts on child mortality, maternal health, malnutrition and HIV/AIDS.

Rural Health Clinics: The clinics in rural areas are tasked with providing a mobile health clinic as well as organising periodic health camps for the local communities. These camps are programmed on a needs based assessment carried out by doctors and focus on maternal health, paediatric health, pregnancy related health issues, anaemia, malnutrition and other chronic prevalent diseases. We collaborate with hospitals and charitable organisations in some of these camps and initiatives. In FY 2012-13, the total participation in the 113 camps was 9,842. So far, we have screened 58,837 villagers.

Work on mitigating HIV-AIDS: We conduct awareness sessions and street plays in many villages in order to raise the subject with rural people and have identified plant personnel to be trained as peer educators. We have installed condom vending machines at truck terminals. The Foundation has established a drop-in counselling centre (DIC) at the truck terminus in Vijayanagar in association with Bhoruka Charitable Trust to raise awareness. Although it is challenging to track the outreach of this facility, it is estimated that 38,089 truckers / cleaners have been contacted and about 7,000 from these referred for further testing.

PHC Upgradation: In FY 2012-13, we have improved the infrastructure of the Gadiganoor Public Health Centre in Vijayanagar. We have so far upgraded this and the Vasind PHC earlier in 2009. Our contribution to PHCs include:

- Electrification of the PHC with ceiling fans and tube lights
- Improvement of the flooring of PHC and repair of delivery room, toilets and labour room
- Provision of incubator (for newborns) and a 1.5 KV generator
- Provision of mosquito repellent on regular basis and assistance in spraying throughout the villages covering more than 10,000 people.

Sanitation: Sanitation facilities are lacking in villages due to ignorance and costs associated with it. To counter these problems the Foundation partnered with



the 'Nirmal Gram Abhiyan' in Vijayanagar and Tarapur. Employees have been involved in rallies and NGOs have been commissioned to develop and perform street plays (in campus and villages) for awareness creation. In FY 2012-13 we have facilitated construction of individual toilets thus taking the total count to 2,000 units.

Disability Assessment and Intervention: Based on the survey of surrounding villages around Vijayanagar Works, many specially-abled children emerged. Keeping this in view, Tamanna school for specially-abled children was started in February 2009. Its vision is to provide skill development training to fulfill special children's potential to help them lead independent life with self respect and dignity. Started with four children, today there are 44 mentally challenged children. These children undergo special training and vocational training in making paper products, tailoring, book binding, screen printing, etc. and Centre has collaboration with Vocational Rehabilitation Centre for Handicapped, Government of India, Bengaluru. At the special games Olympics Bharat, Karnataka organized by the Ministry of Youth Affairs and Sports for the mentally challenged that we hosted in Vijayanagar in FY 2012-13, our children won 12 medals (Gold - 4, Silver - 5 & Bronze - 3).

Support to Young Girls for Cardiac surgeries: JSW Foundation, through its affiliate the 'Heal Foundation', supports the entire financial cost for under privileged young girls diagnosed with a hole in the heart. The Foundation has supported 16 girls.

Jindal Sanjeevani Hospital (JSH), Vijayanagar:

It provides the best level of health care to JSW employees, their dependents and to the families in and around the plant. Centrally air-conditioned, the seventy-five bed hospital is equipped with the latest amenities. Once a week, JSH runs a free OPD for the underprivileged. Health camps held in the surrounding villages are free of cost and the medical facilities from the JSH are used for the same.

Sports Development

The Jindal Squash Academy: This is the second biggest squash academy in the country and the predominant hub for the sport in Maharashtra. So far, the Academy has produced 7 International Squash players, 22 National players and 46 State players. The academy has also been providing exposure to the rural youth of the neighbouring villages. It has been a constant endeavour to create a squash culture by identifying talents from within the company and to foster competitive spirit amongst them. We encourage the aspiring squash players to play at international level.

Talent Hunt: It is important to source sporting talents from an early age and give them the requisite backing to excel in the future. To implement this, JSW Foundation & Thane District Sports Office has initiated a unique partnership to create national and international sportspersons through identifying sports aptitude in the age group of 8 to 14 years. A total of 6,000 schools are covered in the Thane district to source out talents. JSW has supported teachers training and publication of Information, Education and Communications (IEC) material. A boy from Shahpur has qualified this test and is now chosen for further training in Australia by the government of Maharashtra.



JSW Challengers Trophy: The interplant sports tournament named 'Challengers Trophy' is being coordinated by the Foundation for the past three years. Across locations there is increasing investment on sports infrastructure to enable employees to compete in this tournament.

Self Defence Training: JSW along with Thane district sports council has trained another batch of 100 rural women in self defence. This collaboration is now over two years old. Women are introduced to basic skills of karate, taekwondo, judo, lathi-kathi, yoga, fire fighting, swimming, first aid training and aerobics. Under public private partnership, such engagements with the Thane district sports council not only enables us to effectively disseminate these programmes but also provides adequate opportunity to our volunteers to serve the community.

Sponsorship to Talented Sportspersons: Two youngsters were sponsored for training in Sri Lanka and Australia. 17 young sportspersons are being supported with monthly stipend by the newly created JSW Sports Initiative.



Conservation of Arts and Cultural Heritage



The JSW Foundation believes in the beguiling power of art, and is attentive to the need of preserving the timeless cultural heritage of our country. Creating a platform to restore pride in our cultural heritage and promoting dialogue in contemporary and performing arts is an extension of the overall collective thrust that the Foundation lays on all its endeavours.

Restoration of the Krishna temple, UNESCO World Heritage site at Hampi, Karnataka: A national treasure, the temple was built under the royal patronage of the Vijayanagar Empire in 111 Century AD. Under the aegis of the JSW Foundation, world-renowned restorers undertook the painstaking work of restoring the complex and their untiring efforts have saved the temple from further deterioration.

Publications: The Foundation has brought out two publications. One, on the Sloth Bears of the Daroji Bear Sanctuary in Bellary and second, on the selected poems of the Chilean Nobel Laureate, Gabriella Mistral.

Art India: The Foundation has been a front runner in disseminating critical ideas about contemporary art and initiating dialogue in contemporary culture. This has been achieved through Art India, India's premier art magazine. Over the last fifteen years, the magazine has been responsible for the promotion of a critical discourse around diverse art forms and disciplines. The magazine has won several national awards for printing and content and is recognized internationally as the most important independent voice on contemporary art from India.



Independent Assurance Statement

JSW Steel Limited (the Company) has requested KPMG to provide an independent assurance on its 2012-13 Corporate Sustainability Report.

The company's management is responsible for content of the report, identification of the key issues, engagement with stakeholders and its presentation.

KPMG's responsibility is to provide limited assurance on the report content as described in the scope of assurance. The assurance report should not be taken as a basis for interpreting the company's overall performance, except for the aspects mentioned in the scope below.

Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any dependence that any such third party may place on the Report is entirely at its own risk.

Scope of Assurance

The scope of assurance covers the following aspects of the Report:

- Data and information related to the Company's sustainability performance in the period 01 April 2012 to 31 March 2013
- The sustainability specific data and information covering the Company's downstream works at Vasind and Tarapur and upstream works at Vijayanagar and Salem.
- The Company's internal protocols, processes, and controls related to the collection, collation, and reporting of sustainability performance data.
- The Company's approach to identify material issues and engage with its stakeholders.

Exclusions

The assurance scope excludes;

- Aspects of the Report other than those mentioned above;
- Data and information outside the defined reporting period
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention provided by the Company;
- Issues related to Intellectual Property Rights and other competitive issues;

Methodology adopted for Assurance:

We conducted our review in accordance with International Standard on Assurance Engagements (ISAE 3000), "assurance engagements other than audits of review of historical information" issued by International Audit and Assurance Standards board. The process of assurance involved -

- Discussion with Senior Executives at upstream and downstream works and at corporate office to understand their perspectives on sustainability, their expectations, and future plans
- Site visits to the downstream and upstream works at Tarapur, Salem, Vasind and Vijayanagar for
 - Testing reliability and accuracy of data on a sample basis
 - Understanding assumptions / thumb rules considered
 - Assessment of the stakeholder engagement process through interviews with concerned personnel and review of relevant documentation
 - Review of the processes deployed for collection, compilation, and reporting of sustainability performance indicators at corporate and works level.

Appropriate documentary evidence was obtained to support our conclusions on the information and data verified. Where such documentary evidence could not be collected on account of confidential information our team physically verified the documents.

Observations

Our observations are as follows:

- JSW Steel has demonstrated serious efforts towards creating a sustainability governance framework by creating the position of a Chief Sustainability Officer, to drive the Corporate Sustainability Cell.
- Key sustainability risks have been included in JSW Steel's updated risk management framework.
- The sustainability performance of JSW Steel's operations is subjected to external audits on a bi-annual basis.
- IT systems have been successfully deployed across operations to measure and monitor its GHG emissions.
- JSW Steel is in the process of upgrading its safety management systems across all operations through dedicated safety teams and reputed external consultants.
- Though internal processes have been established to ensure that performance indicators are checked for completeness and accuracy, the data management systems have scope for improvement in terms of integrating sustainability KPIs in to mainstream MIS.

Conclusions

On the basis of our assurance methodology, nothing has come to our attention that would cause us not to believe that:

- The Report presents JSW Steel's sustainability performance covering its operations as mentioned in the scope.
- Material issues that have impact on JSW Steel and are of interest to its stakeholders have been highlighted in the Report.
- The Report meets the requirements of A+ application level of GRI G3.1 Guidelines on Sustainability Reporting.

Independence

Our work was performed in compliance with the requirements of the IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance

team (practitioners) as well as the assurance firm (assurance provider) be independent of the assurance client, including not being involved in writing the Report. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence and due care, confidentiality and professional behavior. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence.

Responsibilities

Our responsibility is to express our conclusions in relation to the assurance scope listed above. We conducted our engagement with a multidisciplinary team including specialists in ISAE 3000, stakeholder engagement, auditing environmental, social and economic information and with experience in similar engagements. JSW Steel is responsible for developing the Report contents. JSW Steel is also responsible for identification of material sustainability issues, establishing and maintaining appropriate performance management and internal control systems and derivation of performance data reported.

This assurance statement is made solely to JSW Steel in accordance with the terms of our engagement. Our work has been undertaken so that we might state to JSW Steel those matters we have been engaged for. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than JSW Steel for our work, for this statement, or for the conclusions we have reached. By reading this statement, stakeholders agree and accept and agree to the limitations and disclaimers mentioned above.



Santhosh Jayaram
KPMG India

GRI Application Level



G3.1 APPLICATION LEVEL TABLE		C	C+	B	B+	A	A+
STANDARD DISCLOSURES	G3 Profile Disclosures OUTPUT	Report 1:1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	REPORT EXTERNALLY ASSURED	Report on all criteria listed for Level C plus: 1:2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	REPORT EXTERNALLY ASSURED	Same as requirement for Level B	REPORT EXTERNALLY ASSURED
	G3 Management Approach Disclosures OUTPUT	Not Required		Management Approach Disclosures for each Indicators Category		Management Approach Disclosures for each Indicator Category	
	G3 Performance Indicators & Sector Supplement Performance Indicators OUTPUT	Report on a minimum of 10 Performance Indicators, including at least one from each of Economic, Social and Environmental.		Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human Rights, Labour, Society, Product Responsibility.		Report on each core G3 and Sector Supplement* Indicator with due regards to the Materiality Principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	





Statement GRI Application Level Check

GRI hereby states that **JSW Steel Limited** has presented its report "Corporate Sustainability Report 2012-13" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level A+.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines. For methodology, see www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 18 July 2013

A handwritten signature in blue ink, appearing to read "Nelmara Arbex".

Nelmara Arbex
Deputy Chief Executive
Global Reporting Initiative



The "+" has been added to this Application Level because JSW Steel Limited has submitted (part of) this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 15 July 2013. GRI explicitly excludes the statement being applied to any later changes to such material.

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World Steel Association Indicator's Content Index

Contents	Page	World Steel Association Reference
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Economic value distributed	25	Indicator 4
Employee training	25	Indicator 10
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Additional Information Sources:

JSW Steel Limited Annual Report 2010-2011: JSW Steel Annual Report 2011-12 is available at http://www.jsw.in/investor_zone/pdf/Annual_Results/JSW_Steel_Annual_Report_2011-12.pdf

JSW Steel Limited Corporate Sustainability Report 2007-09: JSW Corporate Sustainability Report 2009-11 available at http://www.jsw.in/companies/JSWSteel_Sustainability_Report0911.pdf

NVG Mapping Index

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Principle 4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized.	14, 68
Principle 5 Businesses should respect and promote human rights	40, 69
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Clause 55 Content

Section A: General Information about the Company

Disclosure item	Response
1 Corporate Identity Number (CIN) of the Company	L27102MH1994PLC152925
2 Name of the Company	JSW Steel Limited
3 Registered address	JSW Steel Limited, Jindal Mansion, 5A, Dr. G. Deshmukh Marg, Mumbai – 400 026, Maharashtra, India. Tel: +91 - 22 - 2351 3000 Fax: +91 - 22 - 2352 6400
4 Website	www.jsw.in
5 Email Id	paresh.tewary@jsw.in
6 Financial Year reported	2012-13
7 Sector(s) that the Company is engaged in (industrial activity code-wise)	Metals
8 List three key products/services that the Company manufactures/provides (as in balance sheet)	HRC CRC Galvanised Steel
9 Total number of locations where business activity is undertaken by the Company	
i. Number of International Locations (Provide details of major 5)	a) JSW Steel USA in Texas near Houston. b) Bella Vista and Vinita mines located in the Atacama region of northern Chile. c) Development of a cape size port in North Caldera in Chile to support mining operations. d) Coking coal mines in West Virginia. e) Mining operations in Mozambique. f) Setting up a steel plant at Rustavi in Georgia.
ii. Number of National Locations	In India, JSW has four main operational locations at Vijayanagar, Salem, Tarapur and Vasind.
10 Markets served by the Company – Local/State/ National/International/	JSW Steel has all India presence and exports its products to more than 140 countries. 25% of JSW Steel's total sales are carried out through retail network branded as JSW Shoppe. There are 400 Shoppe located across the country. The focus geographic areas of the company are south and west but it surveys variety of customers which are classified in market segments.

Clause 55 Content

Section B: Financial Details of the Company

Disclosure item	Response
1 Paid up Equity Capital (INR)	223.12 crores
2 Total Turnover – Gross (INR)	38,763.41 crores
3 Total PAT (INR)	1,801.22 crores
4 Total Spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	1.38%
5 List of activities in which expenditure in 4 above has been incurred, includes	
a.	Education
b.	Livelihood
c.	Environment
d.	Health

Section C: Other Details

Disclosure item	Response
1 Does the Company have any Subsidiary Company/ Companies?	Yes
2 Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	No
3 Do any other entity/entities (e.g. suppliers, distributors etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	No

Section D: BR Information

Disclosure item	Response			
1A. Details of Director/Directors Responsible for BR				
SL. No.	Name	Din No.	Telephone No	email id
1	Dr. S.K. Gupta (Chairman) Independent Director	11138	(91) 80 - 25599074 (91) 80 - 55559869 (91) 80 - 25559870	saibal.gupta@jsw.in
2	Mr. Seshagiri Rao M.V.S. Executive Director	29136	(91) 22 - 23513000	seshagiri.rao@jsw.in
3	Dr. Vinod Nowal Executive Director	46144	(91) 8395 - 283416	vinod.nowal@jsw.in
4	Mr. Jayant Acharya Executive Director	106543	(91) 22 - 23513000	jayant.acharya@jsw.in
5	Mr. Uday M. Chitale Independent Director	43268	(91) 22 - 56375630	uday@mpchitale.com
6	Mr. K. Vijayaraghavan Independent Director	544730	(91) 40 - 23350586 (91) 40 - 23356507	vijay@sathguru.com

1B. Details of the BR Head

Sr. No.	Name	Designation	Telephone No	email id
1	Mr. Paresh Tewary	Chief Sustainability Officer	(91) 22-43437910	paresh.tewary@jsw.in

Disclosure item		Response								
2 Principle-wise (as per NVGs) BR Policy/policies (Reply in Y/N)										
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	
1	Do you have a policy/policies for.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2	Has the policy been formulated in consultation with the relevant stakeholders?	No	No	No	Yes	No	No	Yes	Yes	No
3	Does the policy conform to any national /international standards? If yes, specify? (50 words)	Yes ref.	Yes ref.	Yes ref.	Yes ref.	Yes ref.	Yes ref.	Yes ref.	Yes ref.	Yes ref.
	A: National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business									
	B: ILO Convention on Human Rights									
	C: Affirmative Action									
	D: National Action Plan on Climate Change, National Environmental Policy									
	E: Millennium Development Goals									
4	Has the policy been approved by the Board?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	If yes, has it been signed by MD/owner/CEO/appropriate Board Director? By JMD	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
5	Does the company have a specified committee of the Board/ Director/ Official to oversee the implementation of the policy?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
6	Indicate the link for the policy to be viewed online?	http://www.jsw.in/Corporate/downloadReport.html#jswcsr								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	No	No	No	No	No	No	No	No	No
		The policies have been communicated to all employees, JVs, subsidiaries and published on company website.								
8	Does the company have in-house structure to implement the policy/policies.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
9	Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policy/policies?	No	No	No	No	No	No	No	No	No
10	Has the company carried out independent audit/evaluation of the working of this policy by an internal or external agency?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Clause 55 Content

Disclosure item	Response
2A. If answer to S.No. 1 against any principle, is 'No', please explain why: (Tick up to 2 options)	
Questions	P1 P2 P3 P4 P5 P6 P7 P8 P9
1 The company has not understood the Principles	NA
2 The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles	NA
3 The company does not have financial or manpower resources available for the task	NA
4 It is planned to be done within next 6 months	NA
5 It is planned to be done within the next 1 year	NA
6 Any other reason (please specify)	NA
3 Governance related to BR	
Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assess the BR performance of the Company. Within 3 months, 3-6 months, Annually, More than 1 year	Every 3 months
Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	Annual sustainability reports. Following is the hyperlink to access our previous reports. http://www.jsw.in/Corporate/Corporate_Sustainability_Reports.html#jswcsr

Section E: Principle-wise performance

Disclosure item	Response
Principle 1	
1 Does the policy relating to ethics, bribery and corruption cover only the company? Yes/ No. Does it extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs /Others?	Yes. The policy covers the company and is extended to its entire value chain.
2 How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.	JSW Steel is in the process of setting up a mechanism for receiving and handling stakeholder complaints.

Disclosure item	Response
Principle 2	
1	List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.
i.	Low Thickness, Higher Strength CRCA (cold rolled close annealed)
ii.	Products for the solar energy segment
iii.	JSW Pragati
2	For each such product, provide the following details in respect of resource use (energy, water, raw material etc.) per unit of product (optional):
	CRCA
i.	Reduction during sourcing/production/distribution achieved since the previous year throughout the value chain?
	The CRCA product does not contribute to any reduction in resource use during sourcing/production/distribution.
ii.	Reduction during usage by consumers (energy, water) has been achieved since the previous year?
	Low Thickness, Higher Strength CRCA product developed through technology tie-up with JFE to reduce vehicle weight thereby increasing fuel efficiency and reducing pollution
	Products for solar energy segment
i.	Reduction during sourcing / production / distribution achieved since the previous year throughout the value chain?
	The solar energy related products do not contribute to any reduction in resources used during sourcing / production / distribution
ii.	Reduction during usage by consumers (energy, water) has been achieved since the previous year?
	Development of products for the solar energy segment thereby contributing to generation of clean renewable energy.
	JSW Pragati
i.	Reduction during sourcing/production/distribution achieved since the previous year throughout the value chain?
	The JSW Pragati product does not contribute to any reduction in resource use during sourcing/production/distribution.
ii.	Reduction during usage by consumers (energy, water) has been achieved since the previous year?
	This affordable steel product has considerable positive impacts on health and environment compared with conventional products such as AC sheets.
3	Does the company have procedures in place for sustainable sourcing (including transportation)?
	No
i.	If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so.
	NA
4	Has the company taken any steps to procure goods and services from local & small producers, including communities surrounding their place of work?
	No
	If yes, what steps have been taken to improve their capacity and capability of local and small vendors?
	NA
5	Does the company have a mechanism to recycle products and waste? If yes what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.
	Yes. The recycling percentage is more than 10% of the total waste/by product generation. Our upstream operations recycle large quantities of scrap steel back into the process. This includes both internally generated scrap as well as that purchased from outside.

Clause 55 Content

Disclosure item		Response	
Principle 3			
1	Please indicate the Total number of employees.		9,574*
2	Please indicate the Total number of employees hired on temporary/contractual/casual basis.		15,612
3	Please indicate the Number of permanent women employees.		378
4	Please indicate the Number of permanent employees with disabilities.		21
5	Do you have an employee association that is recognized by management.	No	
6	What percentage of your permanent employees is members of this recognized employee association?	NA	
7	Please indicate the Number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year		
	Category	No of complaints filed during the financial year	No of complaints pending as on end of the financial year
	Child labour/ forced labour/ involuntary labour	Nil	Nil
	Sexual harassment	Nil	Nil
	Discriminatory employment	Nil	Nil
8	What percentage of your under mentioned employees were given safety & skill up-gradation training in the last year?		
	Permanent Employees	82.6%	
	Permanent Women Employees	68.4%	
	Casual/Temporary/Contractual Employees	91.4%	
	Employees with Disabilities	61.9%	
* Including Corporate Office			
Principle 4			
1	Has the company mapped its internal and external stakeholders? Yes/No	Yes	
2	Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders.	No	JSW Steel has however, started a school for specially abled children in areas with heavy incidence of such cases.
3	Are there any special initiatives taken by the company to engage with the disadvantaged, vulnerable and marginalized stakeholders. If so, provide details thereof, in about 50 words or so.		Based on the survey of surrounding villages, heavy incidence of specially abled children had emerged. Keeping this in view, Tamanna school for specially abled children was started in February, 2009. Tamanna's vision is that all the special children will have the opportunity to fulfill their potential and lead independent lives with self respect and dignity. Started with four children, today there are 44 children, mostly mentally challenged. Children undergo special training and vocational training in making paper products, tailoring, book binding, screen printing, etc. and Centre has collaboration with Vocational Rehabilitation Centre for Handicapped, Government of India, Bengaluru.

Disclosure item	Response
Principle 5	
1 Does the policy of the company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers/Contractors/NGOs/Others?	The policy covers the company and is extended to its entire value chain.
2 How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	JSW Steel is in the process of setting up a mechanism for receiving and handling stakeholder complaints.
Principle 6	
1 Does the policy related to Principle 6 cover only the company or extends to the Group/Joint Ventures/Suppliers/Contractors/NGOs/others.	The policy covers the company and is extended to its entire value chain.
2 Does the company have strategies/ initiatives to address global environmental issues such as climate change, global warming, etc? Y/N. If yes, please give hyperlink for webpage etc.	Yes http://www.jsw.in/Foundation/environment.html#areaofopera
3 Does the company identify and assess potential environmental risks? Y/N	Yes
4 Does the company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	Yes Till date, JSW Steel has been issued 9,386,722 CERs, out of which during the FY 2012-13, JSW steel sold a total of 1,261,029 CERs. At the Vijayanagar plant, one project has been registered with UNFCCC as a CDM project. This project utilizes waste gases from blast furnace and Corex units to generate electricity. There are two projects which are under request for registration as CDM projects. These include installation of top pressure recovery turbine over the blast furnace and waste energy recovery project through coke dry quenching.
5 Has the company undertaken any other initiatives on – clean technology, energy efficiency, renewable energy, etc. Y/N. If yes, please give hyperlink for web page etc.	Yes JSW Steel's Vijayanagar plant has implemented the Corex technology which is one of the cleanest steel manufacturing processes in India. At Salem, a fugitive dust collection system has been installed which minimizes the emission of SPM and RSPM to the atmosphere. At Tarapur, a Reduced Thermal Oxidizer has been installed which has significantly reduced LPG consumption and thereby GHG emissions.
6 Are the Emissions/Waste generated by the company within the permissible limits given by CPCB/SPCB for the financial year being reported?	Yes
7 Number of show cause/ legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.	There are no pending legal notices received from the CPCB or SPCB at any of our operations.

Clause 55 Content

Disclosure item	Response
Principle 7	
1 Is your company a member of any trade and chamber or association? If Yes, Name only those major ones that your business deals with:	Yes
a.	World Steel Association
b.	Indian Institute of Metals
c.	UNGCN
d.	CII, FICCI, Karnataka Iron & Steel Manufacturing Association
2 Have you advocated/lobbied through above associations for the advancement or improvement of public good? Yes/No; if yes specify the broad areas (drop box: Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy security, Water, Food Security, Sustainable Business Principles, Others)	Yes Sustainable development, promotion of human rights, social development, transparency in public disclosure.
Principle 8	
1 Does the company have specified programmes/initiatives/projects in pursuit of the policy related to Principle 8? If yes details thereof.	<p data-bbox="916 1081 1501 1294">Yes. JSW Steel Limited (“JSW”) is committed to enhance the quality of life of communities around its plant locations. JSW is conscious that the local community is not homogenous and varying layers of social deprivation and marginalisation need to be identified, understood and valued from an anthropological and sociological perspective. JSW acts to:</p> <ul data-bbox="916 1301 1501 1953" style="list-style-type: none"> <li data-bbox="916 1301 1501 1361">• Improve quality and delivery of preschool and primary education <li data-bbox="916 1368 1501 1400">• Reduce infant and maternal mortality rates <li data-bbox="916 1406 1501 1438">• Facilitate access to water and sanitation <li data-bbox="916 1444 1501 1505">• Promote skill development through vocational training and education <li data-bbox="916 1512 1501 1617">• Enlist indigenous communities and marginalised sections of the community around its operations and include them in various development initiatives <li data-bbox="916 1624 1501 1751">• Collaborate with government programmes and partner with civil society organisations for poverty alleviation and implementation of sustainable models, while ensuring effective outreach to the community <li data-bbox="916 1758 1501 1886">• Sensitise employees to the concept of ‘equity’ in development and its significance in the various sectoral initiatives, while encouraging and promoting their participation <li data-bbox="916 1892 1501 1953">• Create a process of participatory resettlement of displaced communities.



Disclosure item	Response
2 Are the programmes/projects undertaken through in-house team/own foundation/ external NGO/government structures/any other organization?	Our CSR work has always taken a holistic development approach which is embedded in our corporate philosophy that our operations nurture local communities. The JSW Foundation which is a social development division of the JSW Group, works closely with local stakeholders to reach out to the local communities.
3 Have you done any impact assessment of your initiative?	We have conducted impact assessment studies for the initiatives taken at our Vijayanagar plant.
4 What is your company's direct contribution to community development projects- Amount in INR and the details of the projects undertaken.	<p>INR 24,92,00,000</p> <p>The initiatives include:</p> <p>Education - Computer aided learning, computers, anganwadis, balwadis, rural libraries, schooling, remedial education, infrastructure, sports, mid-day meals.</p> <p>Livelihood - Self help groups, vocational training, metallurgy/lab equipments, masala grinding units.</p> <p>Environment - Garbage management, water supply, roads, toilets, mortuary.</p> <p>Health - Sanjeevani Hospital, nursing college, health camps, eye-care equipments, eye-camps, cataract, HIV/ AIDS counselling, specially abled children.</p>
5 Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.	The primary stakeholder in our activities is the local population. The approach to engage with stakeholders is both through our own Foundation teams and collaborations with NGOs. There are periodic interactions with the community where we discuss various issues and accordingly develop our projects. There are few occasions where the local and district bureaucracy become our partners, and place their request for specific projects.

Clause 55 Content

Disclosure item	Response
Principle 9	
1 What percentage of customer complaints/ consumer cases are pending as on the end of financial year.	22.63%
2 Does the company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A. /Remarks(additional information)	The company displays product information on labels as mandated by the law.
3 Is there any case filed by any stakeholder against the company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on end of financial year. If so, provide details thereof, in about 50 words or so.	Based on certain news reports, the erstwhile Monopolies and Restrictive Trade Practices Commission had initiated an inquiry against Indian Steel makers, including JSW Steel Limited for alleged cartelization during April 2007 to February 2008. In June 2009, once the Competition Act 2002 became operational the case was transferred to the Competition Commission of India (CCI). The CCI decided to enquire further and the investigation is currently in progress. The investigation has been broadened to include JSW Ispat Steel Limited as well.
4 Did your company carry out any consumer survey/ consumer satisfaction trends?	Customer satisfaction surveys are conducted regularly at JSW Steel. The latest customer satisfaction survey was conducted during November 2011 to January 2012.

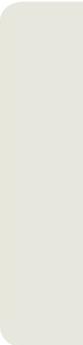
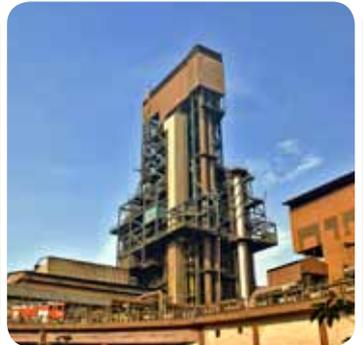
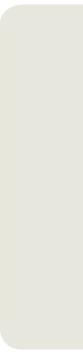


Glossary

AC Sheets	Asbestos Cement Sheets	EDD	Extra Deep Drawing
AGD	Aerial Gas Distribution	EOF	Energy Optimizing Furnace
ARP	Acid Regeneration Plant	EMS	Environment Management System
BF	Blast Furnace	ESOP	Equity Stock Option
BOF	Basic Oxygen Furnace	FICCI	Federation of Indian Chambers of Commerce and Industry
BR	Business Responsibility	GC	Galvanised Coil
CAGR	Compound Annual Growth Rate	GDP	Gross Domestic Product
CAG	Column Address Generator	GP	Galvanised Plain
CCI	Competition Commission of India	GRI	Global Reporting Initiative
CAL	Continuous Annealing Line	GJ	Giga Joule
CALC	Computer Aided Learning Centre	GHG	Greenhouse Gas
CCL	Colour Coated Line	Gol	Government of India
CCP	Concrete Cylinder Pipe	HIV	Human Immuno Deficiency Virus
CDM	Clean Development Mechanism	HR	Hot Rolled
CEO	Chief Executive Officer	HRPO	Hot Rolled Pickled and Oiled
CER	Certified Emission Reduction	HRSP0	Hot Rolled Skin Pickled and Oiled
CFC	Chlorofluorocarbon	HSD	High Speed Diesel
CGL	Continuous Galvanising Line	HSM	Hot Strip Mill
CII	Confederation of Indian Industries	ICRISAT	International Crops Research Institute for Semi-Arid Tropics
CIN	Corporate Identity Number	IF	Interstitial Free
CO₂	Carbon dioxide	IFAC	International Federation of Accountants
COSO	Committee of Sponsoring Organizations	IFHS	Interstitial Free High Strength Steel
CPCB	Central Pollution Control Board	IGNOU	Indira Gandhi National Open University
CPP	Captive Power Plant	INR	Indian Rupee
CR	Cold Rolled	INSDAG	Institute for Steel Development & Growth
CRC	Cold Rolled Close	ISAE	International Standard on Assurance Engagements
CRCA	Cold Rolled Close Annealed	ISO	International Organisation for Standardization
CRM	Cold Rolling Mill	IT	Information Technology
CSR	Corporate Social Responsibility	ITI	Industrial Training Institute
CuM	Cubic Metre	JSH	Jindal Sanjeevani Hospital
DD	Deep Drawing		
DRI	Direct Reduced Iron		
EAF	Electric Arc Furnace		

Glossary

JVM	Jindal Vidya Mandir	PMS	Precious Metal Sector
KPI	Key Performance Indicator	QMS	Quality Management System
KRAs	Key Result Areas	R&D	Research and Development
KV	Kilovolt	RMHS	Raw Material Handling System
LCA	Life Cycle Assessment	RSPM	Respirable Suspended Particulate Matter
LDO	Light Diesel Oil	RPM	Revolutions Per Minute
LHF	Ladle Heating Furnace	SBM	Shot Blast Machine
LPG	Liquified Petroleum Gas	SHG	Self Help Group
MDG	Millennium Development Goals	SMS	Steel Melt Shop
MES	Modular Employable Scheme	SO_x	Sulphur Oxide
MIS	Management Information System	SP	Sinter Plant
MM	Millimeter	SPCB	State Pollution Control Board
MOU	Memorandum Of Understanding	SPM	Suspended Particulate Matter
MRSS	Main Receiving Sub-station	STATCON	Static Synchronous Condenser
MSME	Micro Small and Medium Enterprise	tCO₂.eq.	Metric Ton of Carbon Dioxide Equivalent
MT	Metric Tonne	TDS	Totally Dissolved Solids
MTPA	Million Tonnes Per Annum	TMT	Thermo Mechanically Treated
MW	Megawatt	TNPCB	Tamil Nadu Pollution Control Board
NABARD	National Bank for Agriculture and Rural Development	TPM	Total Particulate Matter
NGO	Non Government Organisation	Tph	Tonnes per hour
NM³	Normal Cubic Meter	TRT	Top-pressure Recovery Turbine
NO_x	Nitrogen Oxide	TQM	Total Quality Management
NVG	National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business	UNESCO	United Nations Educational, Scientific and Cultural Organisation
ODS	Ozone Depleting Substances	UNFCCC	United Nations Framework Convention on Climate Change
OEMs	Original Equipment Manufacturers	UNGCN	United Nations Global Compact Network
OHSAS	Occupation Health Safety Systems	USD	United States Dollar
OHSMS	Occupation Health Safety Management Systems	VFD	Variable Frequency Drive
OPD	Out Patient Department	VVVF	Variable Voltage Variable Frequency
PAT	Profit After Tax	WHRB	Waste Heat Recovery Boiler
PHC	Public Health Centre	WSA	World Steel Association
PLTCM	Pickling Line and Tandem Cold Rolling Mill		
PPG	Pre-Painted Galvanised		



Jindal Mansion, 5A, Dr. G.Deshmukh Marg, Mumbai – 400 026, Maharashtra, India.

Tel: +91 - 22 - 2351 3000 / +91 - 22 - 4343 7199 | Fax: +91 - 22 - 2352 6400 | Website: www.jsw.in