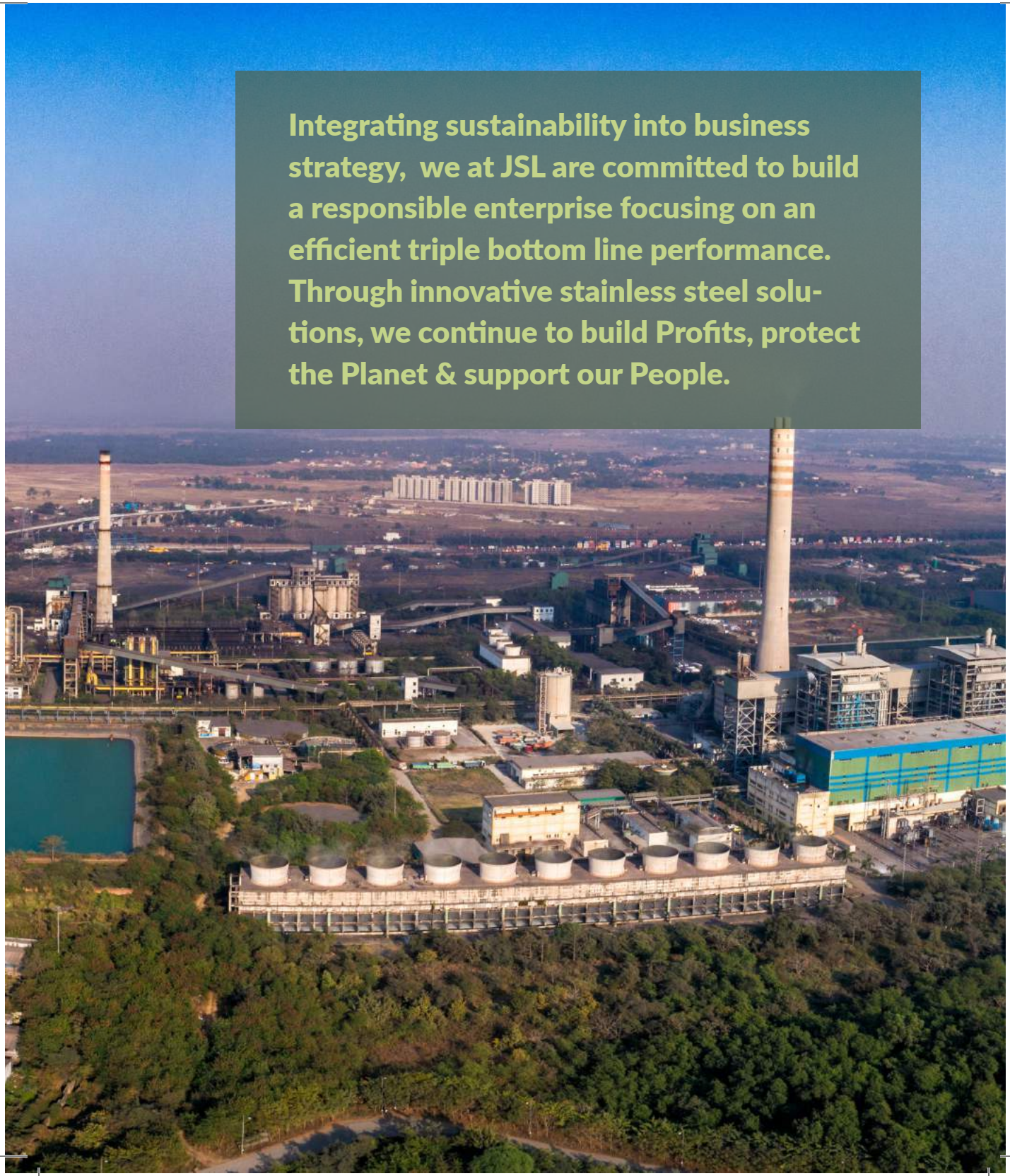
JINDAL STAINLESS

SUSTAINABILITY REPORT 2017-2018

JINDAL STAINLESS LIMITED

Shaping a Sustainable World



Integrating sustainability into business strategy, we at JSL are committed to build a responsible enterprise focusing on an efficient triple bottom line performance. Through innovative stainless steel solutions, we continue to build Profits, protect the Planet & support our People.

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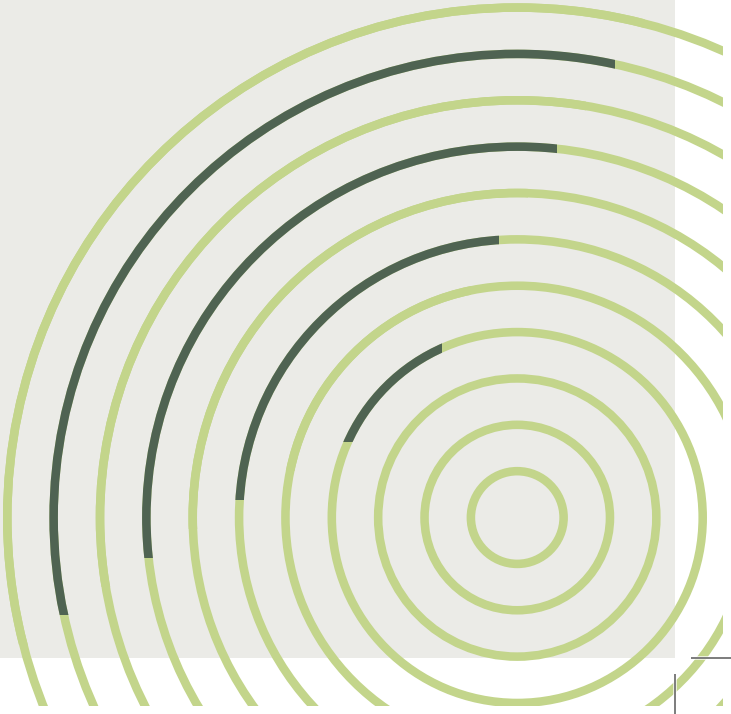


CHAIRMAN'S MESSAGE

Dear Stakeholders,

I am delighted to present to you our second Sustainability Report for the financial year 2017-18. From everything we have witnessed in this past year, we at JSL have laid special emphasis on sustainable growth by digitizing various operations while continually adding value to the lives of all our stakeholders. We have made significant progress since our inception, adopting extraordinary initiatives showcasing our commitment to economic growth, environmental responsibility & social development. Aligning with our vision & mission statements, our business model is built to focus on enhancing technical capabilities, operational excellence and technical innovation.

Our decades of hard work have helped us reach a plethora of business milestones. Our achievements have helped us uphold our position of being the market leader in the stainless steel industry; our robust business management system continually maps our R&D capabilities to meet with evolving market needs. Keeping sustainability and the triple bottom line at the heart of JSL's vision, we have built robust policies and strategies and implemented them across all functions of the company. I take pride in knowing that in order to enhance our

competitive advantage, our company endlessly works in addressing present challenges, while keeping an eye on critical long-term aspects.

Our Stakeholder Relationship....
We believe that stakeholders are our topmost priority while making key business decisions. We constantly engage with them through various communication channels and take their suggestions as we construct new product lines and develop sustainability strategies. Establishing cordial relationship with them helps us identify what their priorities are and make improvements to meet their aspirations and needs. I owe all our success to our key stakeholders who have played a major role in JSL's progress in the journey of sustainable development.

Accomplishments....
In the financial year 2017-18, we overcame challenges pertaining to capacity optimization by undertaking various internal initiatives. Currently, JSL has been able to meet the growing stainless steel demand by ramping up its production levels. This zeal to enhance operational efficiency translated into customer satisfaction across various industries. Despite challenges, our company was truly able to flourish and ultimately capture emerging opportunities in both domestic and international markets.

We also won several awards this past year such as 18th Annual Greentech Environment Gold award for outstanding achievement in Environmental Protection and Management, Supplier excellence award, Fame excellence award in Health and Safety and more. Through these recognitions and accolades, we are strategically positioned as the go-to Stainless steel manufacturer and ready to meet the evolving demands in the market.

Our Sustainable Journey....
On our pursuit of Sustainability excellence, we demonstrated our social and environmental commitment by building a responsible business. We deployed both internal and external initiatives to transform the way we conduct our business. Robust Environmental policies were formulated to mitigate environmental footprint across our operations. Our relentless efforts towards emissions management, energy management, water and waste management helped us to meet the environmental aspect of our triple bottom line effectively. Some of our breakthrough systems like health monitoring system, implementation of paperless business transactions, adoption of Zero discharge facility for wastewater treatment and cloud interface interactions for customers have enhanced the future business for JSL. Investments made on such digital transformation activities were significant and is critical to JSL's long-term success. Furthermore, we also initiated CSR activities to promote women empowerment, organic farming, enhancing vocational skills and more. Owing to our dedicated focus on learning and development, we increased our CSR contribution considerably to Rs. 3.34 crore in 2018 from Rs.1.07 crore in the previous year.

I thank you for all your cooperation and support dear stakeholders. We look forward to building the future with you.

Ratan Jindal
Chairman & Managing Director

MD's MESSAGE

Dear Stakeholders,

We at Jindal Stainless Ltd are pleased to present our second Sustainability Report 2017-18 to you. We take pride in saying that over the past year, we relentlessly worked towards Sustainable Growth by undertaking ambitious initiatives. I would like to take this opportunity to express our sincere gratitude to all our stakeholders for showcasing tremendous support and cooperation for JSL's business activities. We promise to add more value to all of you by adopting environmentally responsible, financially stable and ethically driven best business practices in the future as well.

Having Customer-centricity as the major focus area, JSL has been providing different grades of high-quality Stainless Steel that brings customer satisfaction worldwide. Through dedicated research efforts and in-depth understanding of market needs, our company demonstrated its versatility and agility by serving customers from different industry verticals. This Financial year 2017-18, we further extended our product portfolio by adding new grades and finishes of stainless steel products to cater to niche applications in coal, marine and waste industries.

Embracing Innovation
As we step into the era of digitization, we at JSL understand the need to transform the industrial structure through technological advancements. Keeping abreast with the latest developments like the Internet of Things and Artificial intelligence, we placed ourselves on the sustainable growth trajectory by leveraging Industry 4.0. We took a plethora of digital initiatives such as developing Energy management systems, Digitization of HR practices, Occupational health monitoring system, Cloud platform for customer relationship management, to transform the way we conduct our business. The sheer dedication and perseverance by our IT team helped us perform exceptionally well in our digital transformation journey.

High-Performance
I am delighted to say that Financial year 2017-18 saw an exceptional revenue growth of 30% achieving many benchmarks. Our company achieved a net revenue of Rs. 10,785 crores with a 22% jump in sales volume. Our performance further strengthened of our EBITDA with a growth rate of 16 % reaching Rs.1281 crore. We are very hopeful that our consistent volume ramp-up can meet the growing stainless steel demand from various industrial segments.

Environmental and Social Dedication
Over the last year, our company has been setting high standards in carrying out environmentally and socially responsible business. World-class environmental management systems are in place to mitigate environmental impacts across our operations. Some of the notable achievements include implementation of ZLD system for wastewater recycling, encouraging energy conservation activities, environmental surveillance monitoring to analyse air and water quality and a lot more. Showcasing our commitment towards community development, we initiated myriad CSR activities emphasizing Women Empowerment and Livelihood Promotion. These efforts have paved the way for all our stakeholders to establish increased participation.

I would like to thank all our dedicated employees, business partners and valuable customers for playing the key role on our journey towards sustainability. We promise to strive hard in improving our sustainability performance year after year. I sincerely appreciate your continued cooperation.

Abhyuday Jindal
Managing Director

ABOUT JSL

Jindal Stainless Limited (JSL) has established themselves as one of the top stainless steel companies in India. It has a dominant presence among the steel industries and a major part of diversified Jindal Group conglomerate. We work relentlessly to bring about innovations while showcasing excellence, entreprise and success.

Headquartered at New Delhi, we manufacture Stainless Steel Slabs, HR Coils, CR Coils, Plates, and Ferro alloys in our state-of-the-art production facility located in Odisha. Even though we focus on domestic operations, our main goal is to develop a superior brand for our high-quality stainless steel expertise and solutions globally. We have developed different products and services that satisfies both domestic and international clients across industries like construction, automobile, railway, process engineering and consumer durables.

Driven by technological leadership in its business, the company focuses on strengthening its operations and expand its product portfolio ranging from custom-made stainless steel grades to high-value stainless steel. Combining an experience of over four decades and a clear focus on customer needs, the company highlights the value given to its customers

JSL deliver diverse range of products in different stainless steel grades and dimensions. Odisha's plant has a melting capacity of 0.8 MTPA and has production facilities for 2,50,000 TPA Ferro Alloys. Based on demand, it manufactures cold rolled and hot rolled coils with a maximum width of 1650 mm in various grades. Apart from this, JSL has established its social commitment by stabilizing education, population and sanitation for the betterment of our nation.

BSE
OUTLET

VISION

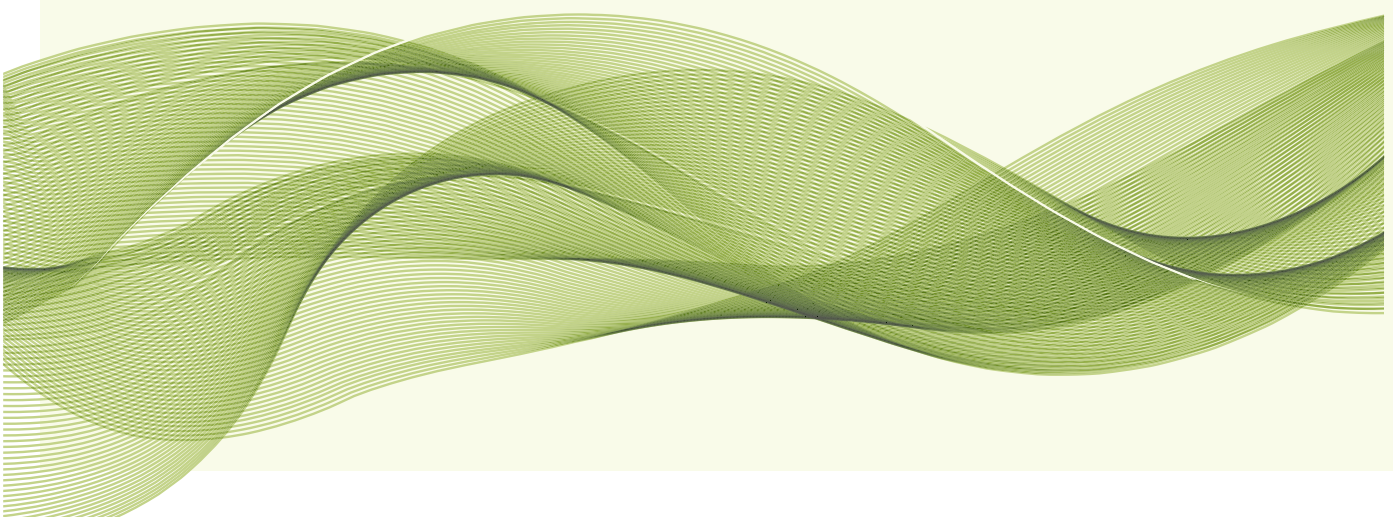
Enhancing lives through trustworthy and innovative stain-less solutions.

Improving Lives
We strive to enhance lives of all our key stakeholders (customers, suppliers, employees, shareholders and communities) and environment

Through Trustworthy
We make consistent efforts to be witnessed as the most trusted and respected organization in the way we connect ourselves with our employees, suppliers, shareholders, customers and communities and reflect our core of being truly stainless.

And Innovative
Innovation is the key to our success. We strive towards innovating for the betterment in terms of delivering value-added solutions and services to the world.

Stain-less Solutions
We will continue to stay determined and strive hard to offer complete solution to our customers with reliable value-added sale services and advisory. We also train and educate communities on the use of stainless steel and foster downstream industries.



MISSION

- To be a leading stainless steel company
- Forging reliable relationships with c
  stakeholders.
- Building strong capabilities driv
  solutions.

Leading Stainless Steel Com
We will take consistent ef
the tier 1 stainless stee
the world by boostin
utilization leading
net profit growth

Reliable Rela
Suppliers
We striv
relatio
stan
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INITIATIVES IN 2017-2018

1

Customer Engagement (From Transactional to Partnership)

2

Smoothening of Supply Chain & Internal Processes

3

Pre-Sales & Leveraging Technology

4

Customer Communication improvement

5 Analytics as backbone for all decisions

6 Implementation of value creating strategies like VMI to improve customer satisfaction

7 Increase sales team interactions with customer

AWARDS & ACCOLADES

- 18th Annual Greentech Environment GOLD Award in Metal & Mining Sector for the FY 2017-18 for Outstanding Achievement in Environmental Management
- Fame Excellence Award 2017 in Health & Safety Category Constituted by Foundation for Accelerated Mass Empowerment, New Delhi
- Apex India Environment Excellence Gold Award- 2017 for the FY 2017-18 towards excellence in Environment Protection, organized by Apex India Foundation, New Delhi
- Supplier Excellence Award by Whirlpool
- Supplier Excellence Award by Suzler

ABOUT THIS REPORT

At JSL, we deeply understand the importance of engaging with our stakeholders through different communication platforms. It is imperative to keep them updated about our sustainability performance, challenges and achievements. Depending on credible reporting systems and following transparent principles, we are presenting to you our second sustainability report, that highlights our performance, impacts and achievements across the value chain.

Report boundary

The scope of this report analyses and reports our performance at both our Corporate Office in New Delhi and manufacturing facility in Odisha. Within this boundary, the report covers all our operations that significantly affects our triple bottom line. However, the scope of this report does not include JSL's subsidiaries.

- PT JSI
- Iberjindal Spain
- Jindal Coke LTD.
- Jindal United Steel LTD.
- Jindal Stainless UK LTD.

Report data

This report includes data for the reporting period 1st April 2017 to 31st March 2018 and is an annual sustainability report.

Report content

To prepare this report, we worked on an extensive materiality exercise by consulting both our internal and external stakeholders. During this engagement, we identified critical issues that are high priority for our key stakeholder groups and focussed on only such topics for the report.

GRI Application Level

For our second sustainability report, we have resolved to report under the Global Reporting Initiative standards. Please refer to the GRI Index at the end of this report.

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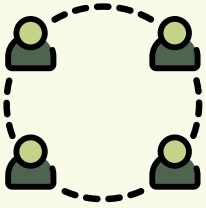
OUR STAKEHOLDERS

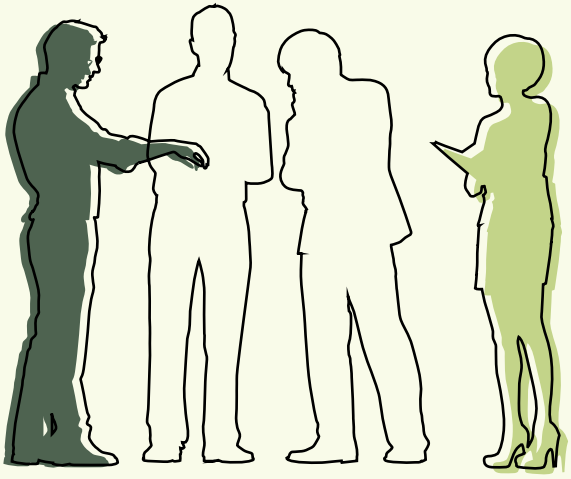
At JSL, we engage with stakeholders using various communication platforms and engagement channels to gain in-depth understanding of our stakeholder's expectations. Working together with our sustainability team, we carry out extensive materiality exercise to develop superior sustainability strategy incorporating our stakeholder's priorities. We believe that establishing strong relationship with all our stakeholders invokes transparency and builds trust.

In collaboration with the board members, our sustainability team also reviews the stakeholder map to ensure that it reflects the type of engagement we have with them individually.

This year, we have identified and prioritized our key stakeholders into five main categories. Prioritization has been done based on two main criteria- influence and impact. The following are the key stakeholders we have identified , type of engagement with each and frequency

Stakeholders	Type of engagement	Why?
Investors	• Annual General Meeting – Annual • Annual Report including inter alia the consolidated and standalone financial results and the Reports of the Directors and Auditors thereon. - Annual	We add value to our investors by being a sustainable business. We demonstrate leadership, transparency and commitment towards sustainability.
Suppliers	• Vendor Meets – Periodic basis • Vendor Satisfaction Surveys – Half yearly • Vendor Review Meets - Quarterly	We recognize our suppliers as our partners and they play a crucial role in delivering high quality products and services. This will further improve my sustainability performance.
 Communities	• Local Community Meets – Daily • Interview with Local NGOs – Need basis • Press Releases - Periodic • Due Diligence and Need based Assessments - periodic	We have taken several initiatives to satisfy local needs. Skill development centers were opened to improve their skills and enhance their employability.

Stakeholders	Type of engagement	Why?
Customers	• Conduct customer satisfaction survey – every two years. Eg; Voice of customer. • One-on-one meetings • Customer portal	We strive to add value to our customers by providing them with best in class services. We communicate with them to improve the quality of our products and services.
Employees	• Training and skill development • Global employee engagement programs	We offer equal opportunities to all our employees irrespective of the gender. Personal and career development programs are organized across multiple functions.

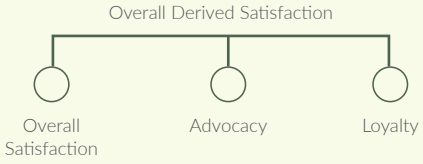


HIGHLIGHTS
Customer Satisfaction Study:

At JSL, we conduct customer satisfaction study every two years. The respondents are selected scientifically from the universe of all domestic customers. In 2017-18, 133 out of 450 active customers were interviewed, spread across geographies and segments. Based on the Jindal Stainless business model, the focus was on repeat customers to capture long-term views.

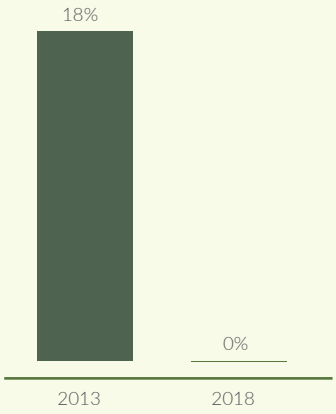
Customer Satisfaction score – 3 point scale

Computation of the cumulative score



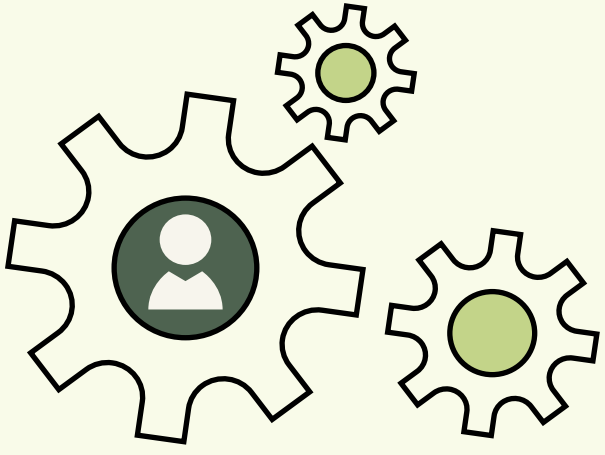
Clubbed under 4 hard factors, there were 25 different attributes that the customers had to rate on a scale of 1-10. Each attribute had a separate weightage attached to it, depending on its importance to customers. Jindal Stainless' competition was classified into three categories for benchmarking, namely Supplies from China, Supplies from sources other than China, and Supplies from the Salem Plant of SAIL.

Results:
The overall derived satisfaction index stood at 71% with an appreciable improvement compared to previous years.

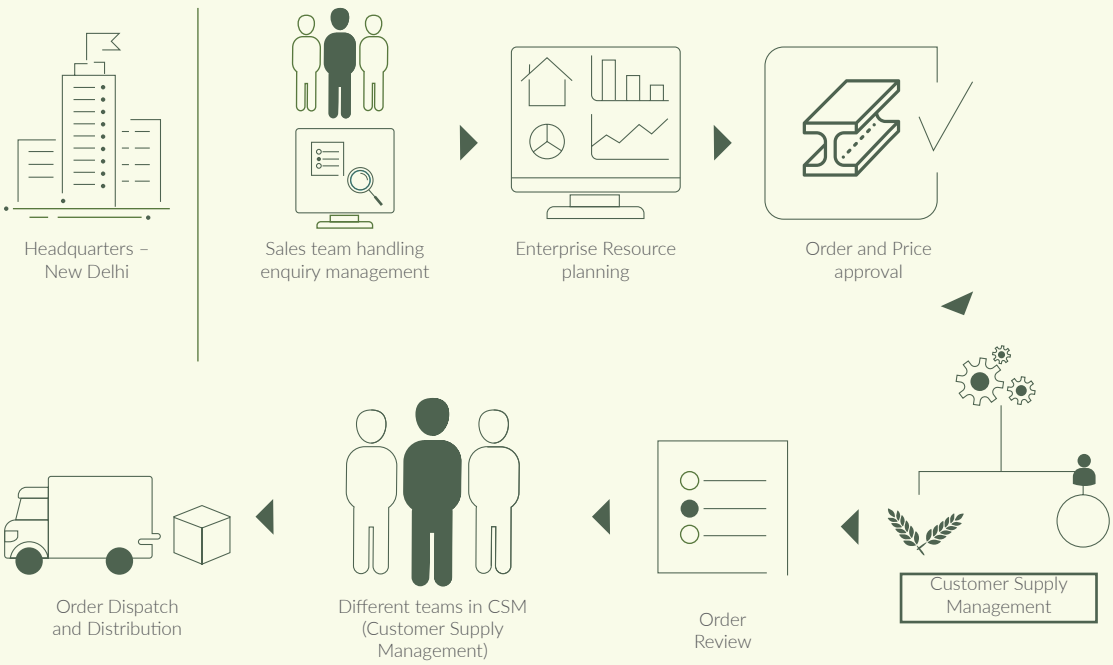


Customer Dissatisfaction

A round wise comparison of customer satisfaction reports from 2013 to 2018 showed that the percentage of dissatisfaction went down from 18% in 2013 to 0% in 2017-18. Although imports from China pose threat to the domestic stainless steel industry, Jindal Stainless fared better than imports from China under all pillars i.e. Overall satisfaction, Advocacy and Loyalty and eventually the Overall derived satisfaction. Our credibility, test certificates, product performance, and supplies as per the agreed technical conditions were the parameters on which we were highly rated by our customers.



Supply Chain:



Headquartered in New Delhi, the central sales team books the order and feeds in the ERP (Enterprise Resource Planning) system. They hold the responsibility of bringing in leads, managing customer requirements, managing invoice, sales order follow-ups and many more through “Enquiry Management System”. This is followed by “Approval procedure” where date of delivery and pricings are decided. Customer Supply Management holds “Production standard meetings” to ensure if the quality and quantity standards are met.

“Order review” forms the next stage of the process where the sales order is duly checked if it is matching with our production standards, delivery time of products of different grades, checked for certifications or testing requirements, tolerances etc. In case of any discrepancy between the type of order and our production standards, we do our best to match the two aspects. Our customers are also kept informed about the entire scenario. As soon as the order is released in the system, different teams in customer supply management take care of check stock, production procedures, allocation of stock to order, initiating stock from casting in case of stock shortage. Once all the parameters are met and the release production plan and material is ready, the order is dispatched to customers.

MATERIALITY

At JSL, we address all the key issues not just from corporate perspective but mainly from stakeholders viewpoint. We see them as a big step towards achieving our sustainability goal. Detailed materiality workshop was conducted where issues were identified through stakeholder engagement and categorizing those issues according their materiality. The materiality matrix will reflect issues that have high impact on JSL as well as a high level of stakeholder concern.

Social

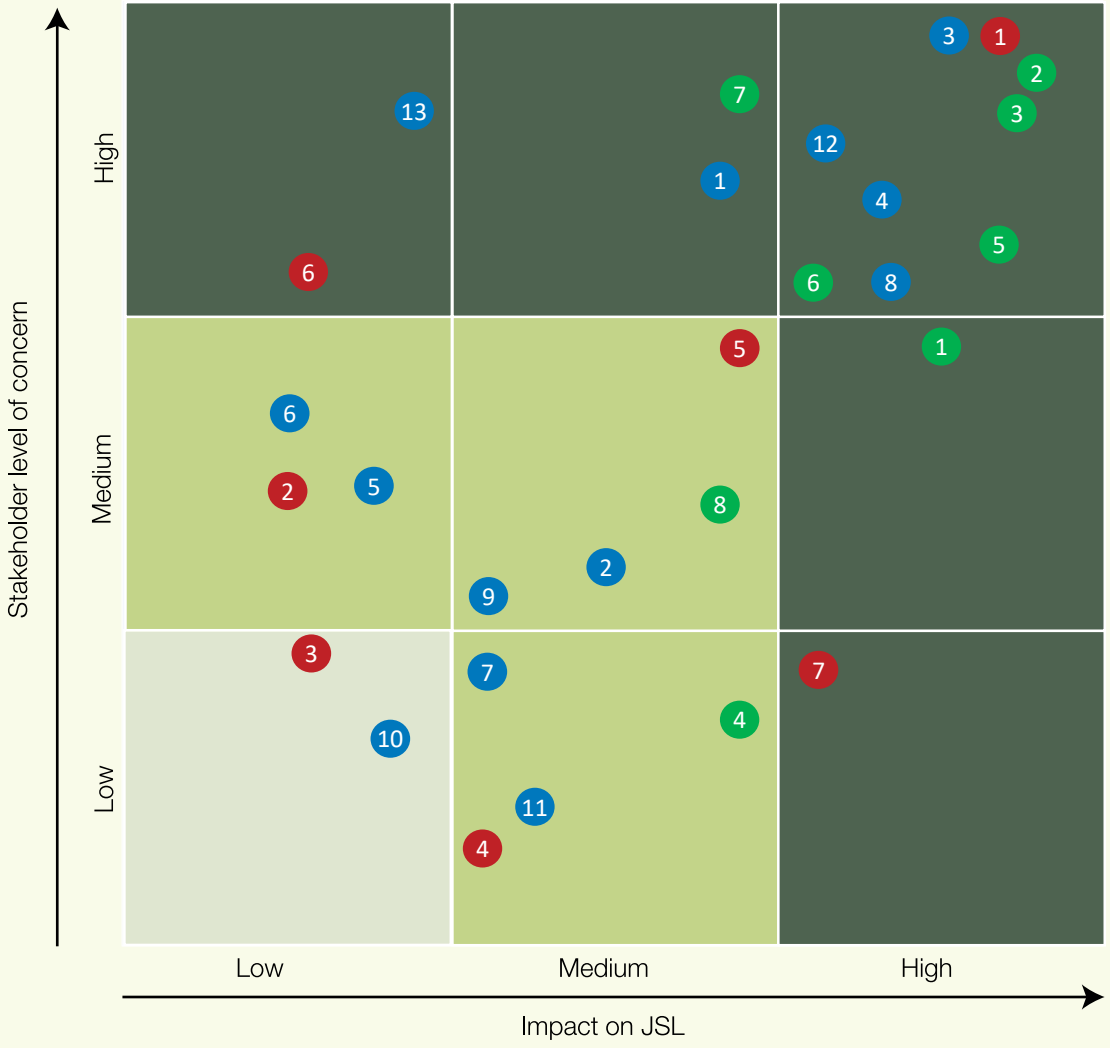
1. Employment
2. Labour Management Relationships
3. Occupational Health and Safety
4. Training and Education
5. Diversity and Equal opportunity
6. Non Discrimination
7. Human Rights Assessments
8. Local Communities
9. Supplier Social Assessment
10. Customer Health and Safety
11. Public Policy
12. Compliance
13. Grievance Mechanism

Economic

1. Economic Performance
2. Indirect Economic Impacts
3. Local Hiring
4. Anti Corruption
5. Anti Competitive
6. Systemic Risk Management
7. Customer Satisfaction

Environment

1. Materials
2. Energy
3. Water
4. Biodiversity
5. Emissions
6. Effluents and Waste
7. Environmental Compliance
8. Transport


Stakeholder level of concern
High
Medium
Low
Low
Medium
High
Impact on JSL
13
6
7
1
3
1
2
3
12
4
5
6
8
6
2
5
5
8
2
9
1
3
10
7
4
11
4
7

CORPORATE GOVERNANCE

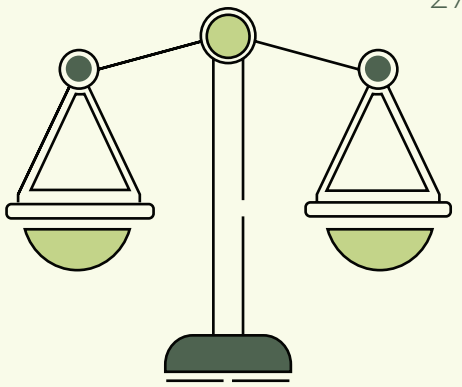
Governance overview:
We, at JSL, firmly believe that having an effective governance structure is the key in developing and improving sustainability strategies and targets for our key stakeholders by embracing best business practices. We make sure that all our transactions are taken care of in a transparent manner. We acknowledge that establishing strong relationship with the stakeholders is an essence of the overall corporate governance framework and hence, we work towards creating efficient and seamless flow of appropriate communication with them. Transparent and fair accounting policies, high ethical standards, relevant disclosure measures, robust board systems are some of the key elements that are crucial to attract more investors, retain their trust and also bring about sustainable growth.

Our Board of Directors constitute highly professional and competent directors and hold the responsibility of making key decisions of the issues relating risk management and sustainability by deploying well defined corporate governance structures, making it simpler for them to make high level decisions . Our strong and independent directors establish integrity, sincerity, and demonstrate ability to address conflicts proactively. Keeping abreast of the latest developments in steel industry, fluctuating market conditions, evolving legislations and sustainability, they make self-regulating judgements on critical issues of potential risks, operational efficiency, strategy and code of conduct.

Composition of our Board:

- Chairman and the Managing Director - **Mr. Ratan Jindal**
- Managing Director - **Mr. Abhyuday Jindal**
- Whole Time Director - **Mr. Subrata Bhattacharya**
- 4 are Independent Directors (Including a female independent director) **Ms. Bhaswati Mukherjee**
- Nominee Director (SBI) – **Mr. Gautam Kanjilal**

To create seamless business management, our Board has formed diverse committees for essential aspects. These Committees form the major part in JSL's governance pyramid. The composition of the committees and their responsibilities are approved by our Board and aligns with the requirement of the



Companies Act, 2013 Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR"). The Board meets at least once in a quarter to review the quarterly / half-yearly / yearly results, performance of the Company and other aspects on the agenda. In addition to these Board Meetings, extra Board Meetings are also convened whenever to address the specific needs of the Company by giving appropriate notice to the Directors. The board is also kept informed about the discussions held at the committee meetings.

Mr. Abhyuday Jindal was appointed as a Director and Non-executive Vice Chairman of the company w.e.f 9th Aug 2017 and subsequently appointed as the Managing Director w.e.f 25th April 2018.

Mr. Subrata Bhattacharya ceased to be the Whole Time Director w.e.f 15th May 2018, Mr Tarun Kumar Khulbe has been appointed as the Whole Time Director w.e.f 15th May 2018.

- Audit
- Nomination and Remuneration
- Stakeholders Relationship
- Risk Management Committee
- Corporate Social Responsibility
- Sub Committee of Directors
- Share Transfer Committee

The Committees constituted by the Board play a very important role in the governance structure of the Company. Currently, there are 7 committees of the board namely Audit Committee, Corporate Social Responsibility Committee, Stakeholder Relationship committee, Nomination and Remuneration committee, Risk Management Committee, Share Transfer Committee and Sub-Committee.

- **The Audit Committee** is inter-alia responsible for reviewing the financial statements and auditor's reporting process and its effectiveness before submitting it to the board for approval. It further ensures credibility and transparency of the financial information before its disclosure. Scrutinizing inter-corporate loans and investments and approval of transactions are also the key responsibilities.
- **The Nomination and Remuneration Committee:** The primary objective of this committee is to identify persons who are qualified to become directors and who may be appointed in Senior Management in accordance with the criteria laid down, recommend to the board their appointment and carry out evaluation of every director's performance.
- **The Corporate Social Responsibility Committee** is formed to promote a culture that supports social responsibilities like strategic philanthropy and community development. The CSR initiatives aim to address both social and environmental issues. It is responsible for formulating and recommending a robust CSR policy that explains the activities to be undertaken by the company.
- **The Stakeholders Relationship Committee** takes care of grievances of shareholders pertaining to transfer of shares, payment of dividend and non receipt of annual report and lays out measures for expeditious and effective investor service. The Company has duly appointed Registrar & Share Transfer Agent (R&T Agent) for servicing the shareholders holding shares in physical or dematerialized form.
- **The Sub-Committee** has been delegated with certain powers of the board of directors in accordance with the provisions of the Companies Act; 2013 and the rules framed thereunder. The committee meets from time to time on need base to transact the matters of urgency.
- **The Share Transfer Committee** approves the transfer/transmission/ split of shares/debentures and completion of other related formalities. The committee recommends the amount of CSR expenditure to be incurred and monitors the CSR policy of the company, from time to time.
- **The Risk Management committee** is inter-alia responsible for overseeing/ implementation/ monitoring of Risk Management Plan and Policy and reviewing risk mitigation strategies.

Acting with integrity

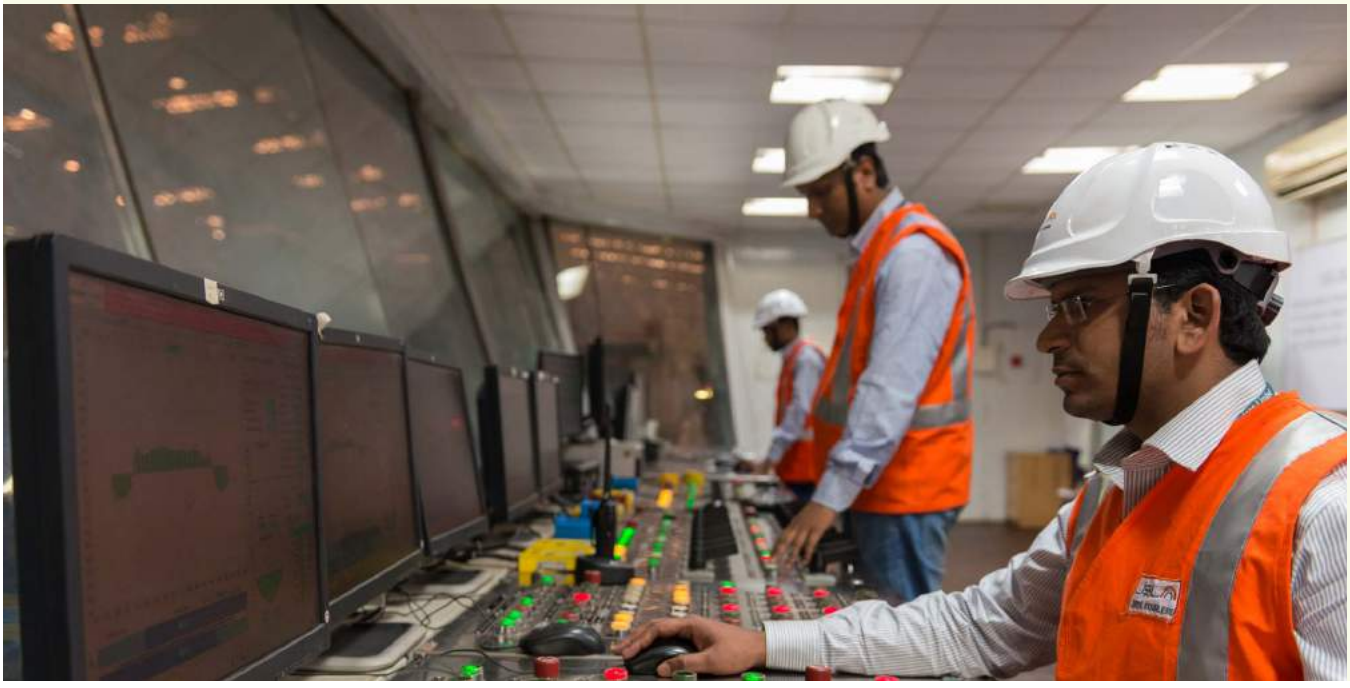
We have developed an in-depth Code of Conduct for all our board members and Senior Management and employees. It administers the conduct and behaviour of the management and handles other crucial aspects like Conflict of interests, Regulatory and Policy compliance, Community Services, Diversity, Harassment, Competition and Anti-trust and fraudulence. Apart from our conventional monitoring measures, we have developed an extensive vigil mechanism by formulating “Whistle blower policy”. This provides a platform for our employees, directors and business partners to raise genuine concerns to JSL. This Policy focuses on unethical behaviour, malpractice and any kind of misconduct such as corruption, abuse, financial misdeeds, fraudulence, violation of laws, breach of code of conduct and other harmful activities that are harmful to our organization. This policy further makes certain that the whistle-blower is not victimised by making arrangements for appropriate disciplinary action. This applicable to the directors, employees and business partners of JSL. They can have direct access to the chairperson of the Audit Committee in exceptional cases.

Equal Opportunity

JSL firmly believes that providing equal opportunity and practicing governance is the key towards sustainable business. For this purpose, our Board has formed a Nomination and Remuneration Committee to handle appointment and remuneration of Directors and Senior Management . The Committee has further devised a robust policy for appointing Directors and taking care of their remuneration, pursuant to Companies Act, 2013 and SEBI LODR. Appointment is completely dependent on the criteria as mentioned in SEBI LODR.

Our board's performance is evaluated annually and the policy framework is reviewed by the board of directors. However, with respect to independent directors, their performance is evaluated by the entire Board. Evaluation criteria inter-alia includes level of participation in Board meetings, understanding of their roles and responsibilities, business of the company along with the environment and effectiveness of their contribution.

On the basis of key factors like performance, competitiveness and equitableness, JSL has designed a remuneration policy to encourage, attract and retain qualified human resources to bring innovation and push JSL towards success. On the other hand, the remuneration of the Senior Management and Executive Directors depends on Company's position in the market and financial remuneration paid by competitors. Executive Directors receive remuneration pay in terms of both fixed pay and variable pay, perquisites and retirement benefits. This is on the basis of recommendation of Nomination and Remuneration Committee, by the Board and approved by the Shareholders. The non-executive directors are sitting fee for participating in board and committee meetings.



RISK MANAGEMENT

Risks Identification:

JSL is exposed to different types of risks arising from both internal and external environment. The nature and intensity of risks emerging from different phases of our operations differ from one another. These risks can affect JSL's operations and its ability to create value for stakeholders. Different types of initiatives, policies and strategies are formulated to assess those risks and mitigate them accordingly. Some of the risks include

- Regulatory risks like non-compliance to regulations, non-renewal of leases, regulatory and judicial actions.
- Operational risks like increasing complexity in operations, turnover of talents anticipated labour unrest, water and energy scarcity, volatility in raw material prices and inability to implement growth strategies and embrace digitalization.
- Market and Financial risks disruption from alternate materials, increasing debt, fluctuations in exchange and interest rates.
- Macroeconomic risks such changing scenarios in geographies where the plant is present, Excess production capacity, over supply and irregular destocking cycles.
- Environmental risks such increased energy consumption, GHG emissions, Wastewater production and non-compliance to regulations related to Climate Change.

Top Critical issues facing JSL:

Critical risks that are currently posing threat to our organization includes “Commodity, Competition and Currency risks”. We are exposed to the risk of movement in prices of key raw materials in domestic and international markets. For instance, Nickel which is one of the key ingredients fro making stainless steel are subjected to high prices. It constitutes more than 50% of the total cost of the product. Robust financial risk management policies are in place to manage exposure to fluctuations in the prices of the key raw materials used in operations. We have also signed contracts for procurement of materials, most of the transactions are short term fixed price contract and a few transactions are long term fixed price contracts. While we are proud to be the market leader, we borrow foreign currency for our working capital and other financing requirements. Such transactions involve the effect of adverse foreign currency fluctuations, risks related to fluctuations in interest rates on our borrowings. Robust financial risk management policies are put in place to monitor currency risks.

On the other hand, factors like flexible pricing, promotion, upgradation of technologies by peer companies have a significant impact on our organization. For managing competition risks, sound defensive strategy has been developed to retain valuable customers. We are relentlessly working towards expanding our customer base by increasing product awareness and enhancing our brand value and recognition.

Some of the other critical risks occurring throughout different operations are also identified and reviewed frequently to develop appropriate measures. Composite fibre is evolving as a disruptive material for Stainless Steel, which is a threat to our company. Stainless Steel is 100% recyclable and can meet project requirements without degradation. Furthermore, stainless steel is made of different raw materials such as iron, nickel, chromium, and molybdenum that are always in high demand. While other materials may eventually lose its properties and effectiveness, Stainless Steel can retain its appearance and characteristics for a lifetime. All of these factors makes it a very cost effective material. With risks and opportunities associated with our triple bottom line, we realize that the steel production is associated with environmental consequences such as high energy consumption & GHG emissions. It becomes our responsibility to satisfy the demand and needs of our customers in a safe and sustainable manner. Accordingly, we have taken numerous steps to make sure that our operation leaves minimal footprint thereby enhancing our environmental performance.

Yet another risk associated to this is the requirement of skilled fabricators. Stainless Steel requires specialized fabrication and welding techniques, hence there is a shortage of skilled fabricators. We have taken necessary steps to upgrade the skill levels of fabrication companies that we engage with. We have also done collaborations with our strategic partners through which we have conducted around 30 workshops till now. Furthermore, we have also trained over 400 fabricators on stainless steel with an intention to set up training and development centres at our key facilities.

To maintain
KWH
Liq FeCr compliance after first

Risk Management Initiatives :

Jindal has established itself as the market leader and given the exceptional growth potential in the Indian stainless steel market, it is open to immense growth opportunities. By deeply understanding the opportunities, we carefully lay down our growth strategies, develop robust risk management policies and mechanisms. Our risk management methodology aims at preserving triple bottom-line values by establishing integrated and robust Risk Management Framework for dealing with all potential risks. At JSL, "Risk management committee" handles all risk related activities and complies with Risk Management Policy. Members forming this committee includes Managing Director, a Whole Time Director, an Independent Director, Chief Financial officer and Company Secretary. The Committee meeting is held annually for analysing the past, current and planned Risk Management Strategies and targets. Amongst other responsibilities , the committee manages critical issues having significant impact on JSL and conducts advisory sessions relating to risk policies. Robust risk management plan, policies and strategies are formed and its effectiveness are also reviewed regularly.

Robust risk management strategies have been designed in all our business operations. We make all our key business decisions by proactively identifying the risks involved. Considering long term scenarios, our risk management policy involves preserving our triple bottom-line values on a consistent basis. All our employees are made aware of all the risks that can arise in their respective fields through knowledge sharing via intranet, providing training materials and by regularly conducting workshops etc. This will aid our employees to identify, monitor and report any occurrences, progress and status of all risks regularly.

Risk Management Initiatives 2017-18

Standard Operating Procedures
SOPs have also been documented properly for all SBUs (Strategic Business Units) that is frequently reviewed to integrate changes in line with the evolving market and business needs.

Regular Board meetings
Board meeting are held every quarter to discuss the performance of the organization. Board members discuss the issue pertaining to non-compliance, risks or incidences if any.

Internal Audits
Internal audits are carried out on a quarterly basis where strengths, weaknesses, actions and opportunities are discussed. Based on those parameters, internal controls and compliance are put in place.

Compliance Certificate
Certificates of compliance with laws applicable to the company are signed by the respective Heads of Department and placed before the board at every meeting.

Risk and Compliance Management
For an effective management of Compliance risks, we conduct risk assessment and define compliance requirements and design effective control measures. We further do company-wide implementation and update the compliance management system regularly.

Mitigating commodity price risks
Various measures are being taken for managing "Nickel Price Risk". It involves maintaining low inventory at the plant, maximizing domestic scrap booking, ordering 3 months of rolling plan for ordering nickel.

Strategic Operations Management
We strive to enhance the quality, effectiveness and efficiency of our business and leverage the diversity of our product portfolio while curbing complexities of operations by brining a balance between strategic supervision and accountability to stakeholders.

Responsible Advocacy for corporate reputation
We have a robust media engagement platform in place that facilitates effective engagement and responsible advocacy with our stakeholders on concerns pertaining to our products, services and business practices. We further leverage publicly available brand advocacy platforms to disseminate information about our products.

To retain talents and customers
Focusing on training and development interventions to retain talents in the company. We strive to create differentiation by expanding our products pipeline and accelerating our revenue by providing exceptional customer services.

Financial risk management
Effective market monitoring systems, centralization of treasury operations, continuous tracking of "Value at risks" against in-house manufacturing and approved limits are devised to manage financial risks.

Training:

Many of the small fabricators are upgrading themselves from mild steel to stainless steel fabrication without a formal training. Hence, Jindal Stainless initiated stainless steel fabrication training for small fabricators in 2015 and has given basic training to more than 7500 fabricators in more than 60 cities in India. In the FY 2017-18, we have trained 3400 fabricators in 22 Cities. Stainless steel characteristics and benefits are explained to the participants followed by practical demonstration of welding and finishing practices. Welding companies like ESAB, EWAC, Fronius, Modi electrodes, Ador Fontec etc and Finishing companies like 3M, Tyrolit etc together with our MOU partners joined this initiative training these fabricators.

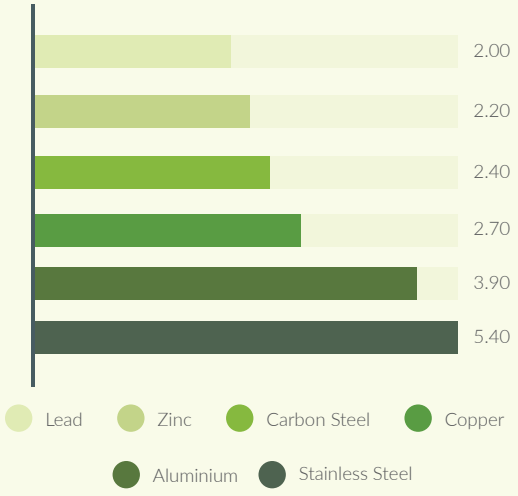
- Working together with Capital Goods Sector Skill Council to develop fabrication modules for training.
- Aims at improving fabrication quality and develop many more Stainless Steel products.
- Aims at developing skilled manpower for fabrication of different components.

- Two training and display vans showcasing various stainless steel products.
- Various fabrication tools to give hands-on training to the fabricators
- Covered more than 60000 Km in 40 different cities and training to around 1200 fabricators.

ECONOMIC

At JSL, We ensure to enhance the value we add to all our stakeholders by giving our best in all our business activities. With Steel an integral part of the Indian growth story, we at JSL, have carved a strong niche in this economic segment with our integrated operations and expanding steel capacities across the value chain – from Iron Making to Liquid Steel to Finished Steel. The Fiscal year 2017-18 proved to be a defining year for our Steel business, which witnessed a massive ramp-up in capacities and augmentation of our distinctive and high quality product portfolio, spanning the widest flat products to a diverse range of long products.

METALS CAGR% 1980 -2017



Global crude stainless steel production increased to 154.6 MT in 2018 and which is a 5.8% increase when compared to July 2017. A rise in demand for steel consumption is expected to grow at 5.7% year on year thereby leading to significant demand for value added steel. Steel producers are expected to gear up to cater to the growing demand. Major demand is expected from the Architecture, Building and Construction (ABC) segment and special steel will witness demand from sectors like power generation, fertilizers and petrochemicals.

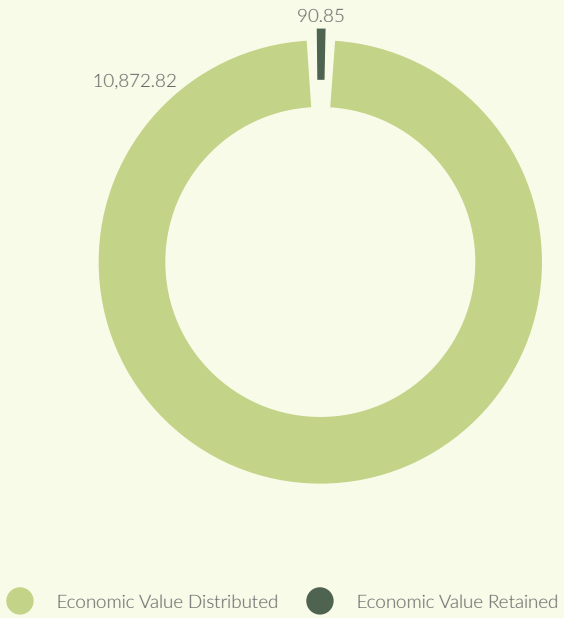
During the FY 2017-18 , the revenue of JSL has increased to ₹ 10,963.67 Crore from ₹ 8,957.40 Crore during previous FY 2016-17. The Profit before other income, Finance Cost, Depreciation, Exceptional Items, Tax & Amortisation (EBITDA) on standalone basis stood at ₹ 1,280.93 Crore from ₹ 1,106.70 in the year 2016-17. The Net profit on standalone basis reached ₹ 318.27 crore increasing from ₹ 58.34 Crore.

Even though it is not mandatory to spend on CSR as per provisions of Section 135 of the Companies Act, this year we willingly invested ₹1.52 crores on Corporate Social Responsibility in areas like Skill development, health, promoting gender equality and women empowerment, education, environment and animal welfare. We pay our employees equally irrespective of the gender as per the minimum wage regulations.

Revenue increased by
22.3%
from previous year

PAT increased by
447%
from last year

Debt – equity ratio
2.01

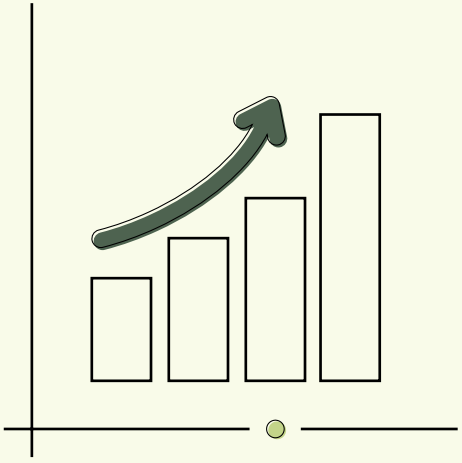


Economic performance

Our economic performance showed positive results during the year 2017-18. We aim to add more value every year to all our key stakeholders. The table below shows the economic value we generated and distributed.

Description	Amount in ₹ crores
Economic Value Generated	
Total revenues	10,963.67
Economic Value Distributed	
Manufacturing, construction and operating expenses	10,028.73
Employee wages and benefits	136.97
Interest	540.63
Dividend	
Payments to Government (taxes)	164.97
CSR Investments	1.52

Economic Value Retained	**₹ 90.85 Crores**



Climate change and the economy

Indian Stainless Steel industry is facing major risks post the Paris Agreement which is the possible "new emissions regulatory" regime. However, Steel industry is ready to tackle the Global Climate Change challenge by embracing eco –friendly technologies and reducing energy consumption. NDCs from 36 countries already have put forth plans to mitigate emissions from metals and/or iron and steel. Schemes and programmes like the Implementation of industry 4.0, smart or intelligent manufacturing for the most energy-intensive processes will be effective in reducing CO2 intensity in Steel production.

Steel industry is exposed to yet another climate change threat which is the limited availability of raw materials. Shortage of iron ore, pellet and scrap iron is the main impediment to the industries growth. Evolving regulations and restrictions on mining activities of these minerals is also expected to turn strong and such restrictions can hinder the sourcing of these minerals. Furthermore, natural disasters caused due to climate change can have a significant impact on productivity of the mines. We, at JSL, have emergency response plan to cope up with raw materials shortage and also have strategies and policies to curb the emissions considerably at source.

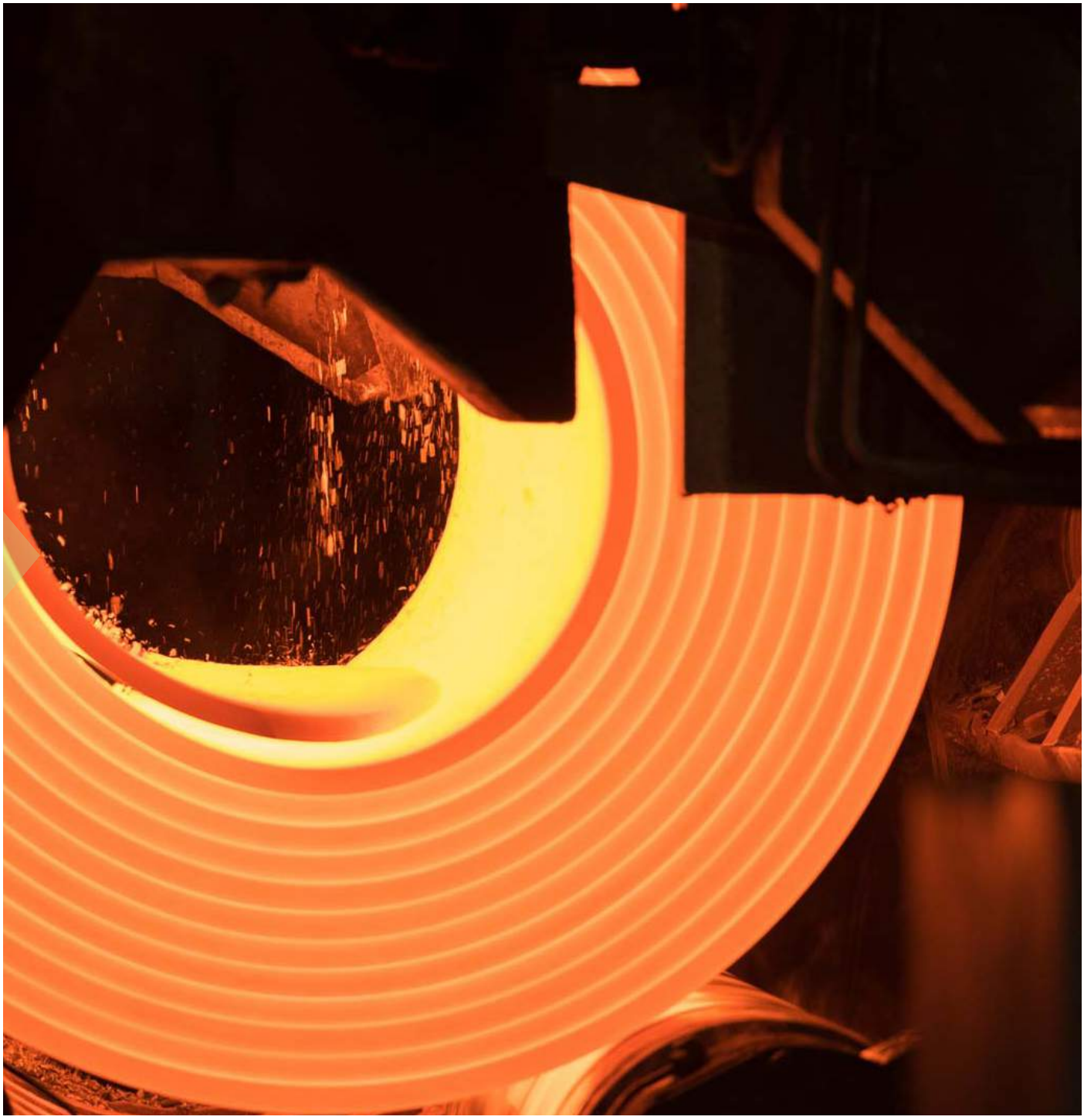
Adopting energy efficient technologies

Lay out emergency response plan in case of raw materials shortage

Incorporating robust sustainable policies and practices across the supply chain

Upgrading exisiting technologies

ENVIRONMENT



ENVIRONMENTAL MANAGEMENT

At JSL, we place environmental management at the forefront of our business. Having an effective environmental management system in place, we strive to conduct our business in a environmentally friendly manner. Some of the key environmental parameters we focus on includes waste management, emission reduction by embracing eco-friendly technologies, energy efficiency, water and Carbon efficiency. We also have ISO 14001:2015 certification to demonstrate our dedication towards environmental protection. We ensure compliance to all local and national regulations.

In the FY 2017-18, We have taken some key initiatives aligning with our environmental management framework.

- Strengthened the action plans to enhance our environmental compliance.
- Hazardous waste management audits are being carried out by third party consultants and the report is submitted to SPCB, Odisha as a part of statutory compliance.
- Conducted Environmental Surveillance monitoring of aspects such as air quality, water quality and noise monitoring at various locations within the plant. Real time online monitoring of ambient air quality is done and automatically transferred to SPCB and CPCB servers.
- Initiated water conservation and recycling processes, strictly abiding by zero discharge norms.
- Installation of water sprinklers at Ferro-Alloys area, CRMHS (Central Raw material handling area), COBP area, near material gate area are being operated regularly.
- Periodic sampling and analysis by third parties for effluent quality monitoring.
- Planted samplings to enhance green landscape both inside and outside the plant as per SPCB norms.

Awards:

Our relentless efforts towards environmental management helped us in receiving awards like “17th Annual Greentech Environment GOLD award” in Metal & Mining Sector for outstanding achievement in Environment Management and also received “Rashtra Vibushan Award” 2016-17 GOLD Award towards excellence in Environment Protection.

Energy

Stainless Steel production is an energy-intensive process. Hence, we at JSL ensure Efficient Energy management as an integral part of our entire business unit. We constantly strive hard to reach our ambitious targets with respect to energy reduction and optimization. JSL is certified with ISO 50001:2011 during FY 2017-18 which shows our commitment towards Energy Efficiency. In order to reduce our impact on climate and GHG emissions, we have taken various energy reduction initiatives by investing in reliable and environment friendly technologies. We regularly monitor & analyse energy consumption pattern of all processes & operations in order to identify areas for improvement. Energy Conservation initiatives have also been adopted to reduce consumption and increase energy efficiency. Some of these initiatives include modernization and optimization of existing equipment, machinery & Process.

Energy Conservation

Energy management is one of the top priorities for us to bring about sustainable business growth. In order to respond to the energy crisis, we at JSL follow the "Energy Hierarchy" to understand and manage our energy use. We adopt different options in the order of priorities. Some of the key options include:

- ENERGY CONSERVATION: Using simple methods such as switching off appliances & equipments when not in use, , preventing heat loss from buildings & processes and ensuring Waste Heat Recovery.

- ENERGY EFFICIENCY: Increase the efficiency of heat and power systems and other equipments by investing in latest Energy Efficient technologies. Some of the recent efforts include switching to LED lightings, Installation of VFD and Process optimization etc.

- ADOPTION OF RENEWABLE ENERGY: We have taken initiatives to use renewable energy such as solar power. The ultimate goal is to improve energy accessibility and affordability while reducing environmental impacts.

Taking such energy efficiency efforts led to GHG savings of about 9,077.07 TCO2e. During annual budgeting we assign a significant portion to address environmental issues.

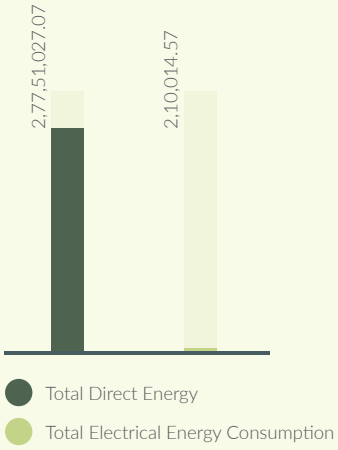
The total environmental expenditure for the FY 2017-18 was INR 207,818,725.00.

Energy consumption scenario

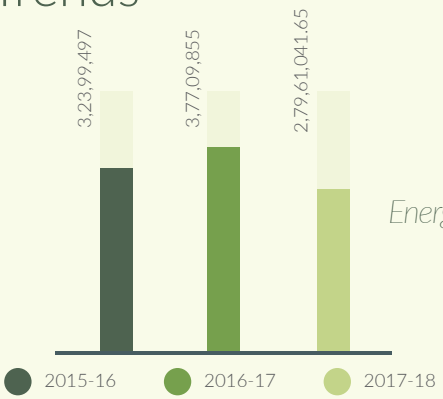
We keep track on our operational energy consumption patterns to improve efficiency and focus on technological investments. In the FY 2017-18, JSL consumed a total energy of 2,79,61,041.65 GJ of energy. This accounts to 99.25% energy consumed by direct energy sources and 0.75% energy consumed by indirect energy sources. The source of direct energy is primarily driven from coal whereas, the indirect energy consumption comprises of grid electricity.

Total Energy Consumption

2017-18 Energy Consumption (GJ)



Trends



Energy Consumption in GJ

Direct Energy Consumption

Total direct energy usage

for the year 2017-18 was

2,77,51,027.07 GJ,

Contributing to 99.25% of the total

energy consumption

Indirect Energy Consumption

Total indirect energy usage

for the year 2017-18 was

2,10,014.57 GJ,

Contributing to 0.75 % of the total

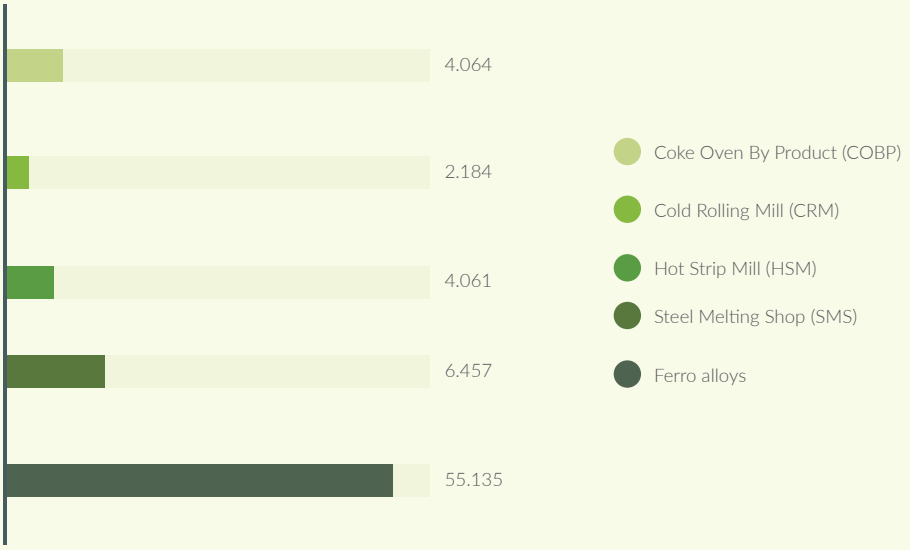
energy consumption

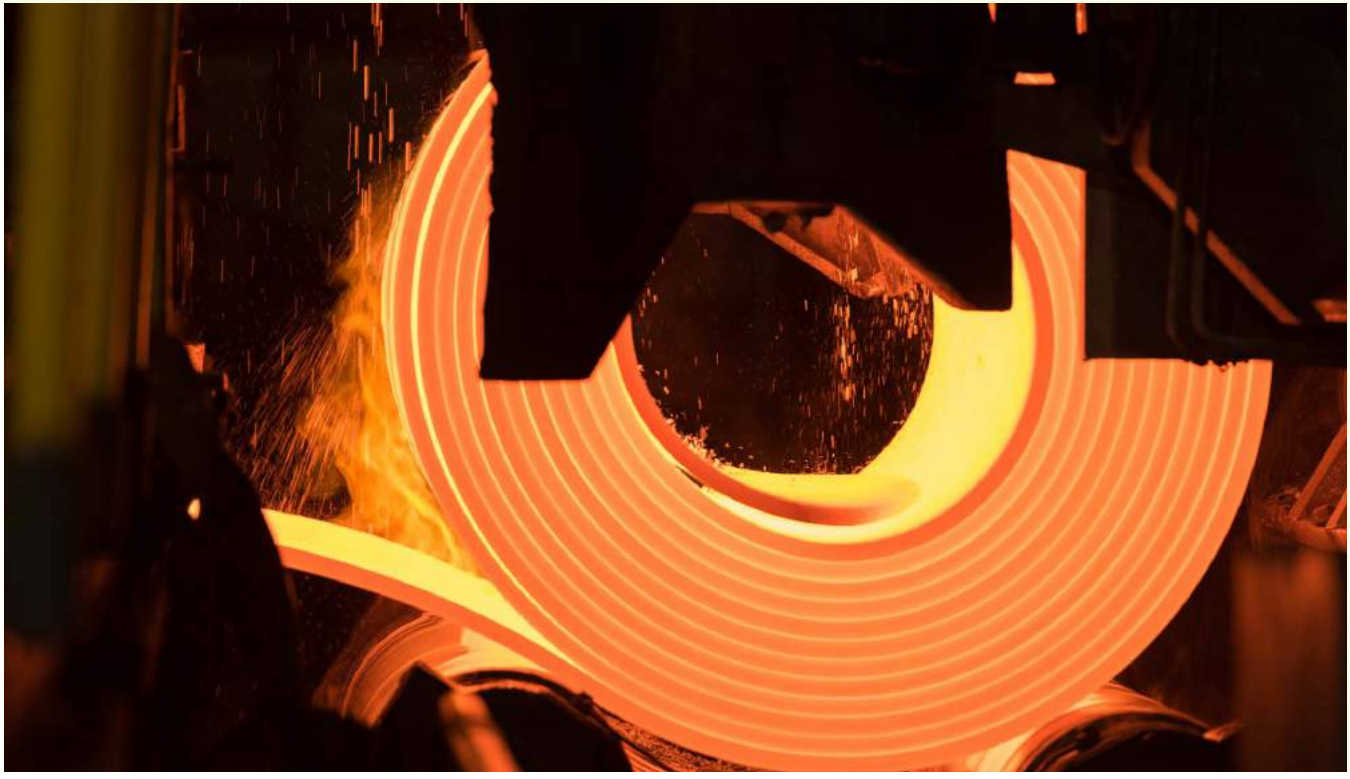
Total Energy Intensity

*14.38 GJ/Ton

**Average of plant wise energy intensity*

Plant wise energy intensity GJ/Ton





Emissions Management

As an energy intensive industry, the Steel industry has the potential of being one of the highest carbon emitters sectors. We understand that our business has a considerable impact on climate change, therefore, at each and every step of our operations, we work towards reducing our carbon footprint ensuring maximum efficiency. We strive to reduce and manage our GHG emissions (Scope 1,2 & 3) through process improvements that are less energy intensive. Some of the initiatives include continuous monitoring and adoption of appropriate energy efficiency strategies and low-carbon technologies. We use the international standard and the GHG Protocol to monitor and address emissions across our operations.

GHG emissions

In 2017-2018, total GHG emissions were found to be 25,52,967.98 tons of CO2e. Amongst the total GHG emissions, Scope 1 emissions contributes to about 98% of the total. Burning of fuels for the captive power generation primarily coal is the main contributor of carbon emission.

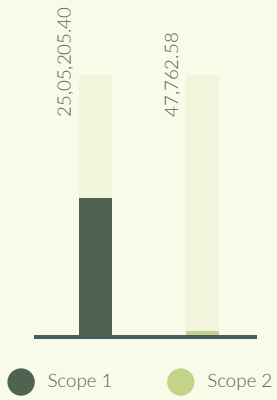
Total GHG Emissions

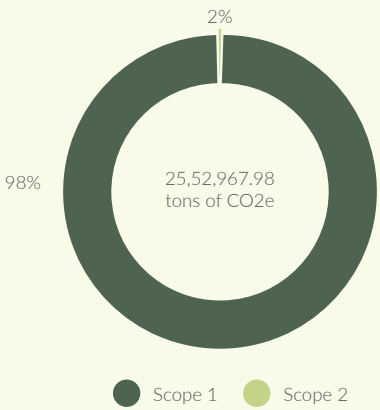
25,52,967.98 tons of CO2e

Total GHG Intensity

0.752 tCO2e/Ton Production

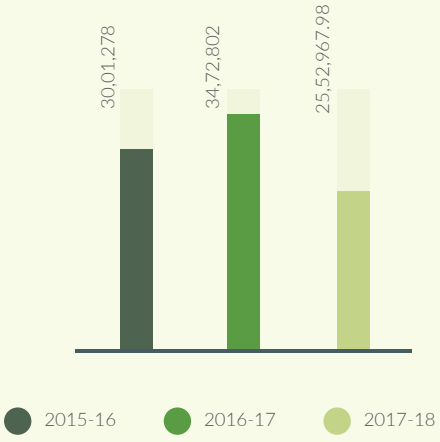
2017-18 GHG Emissions in Ton CO2e



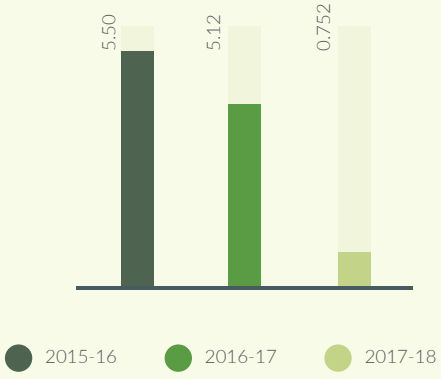


Trends

Carbon footprint in Tons CO2e



Carbon Intensity tCO2e/production

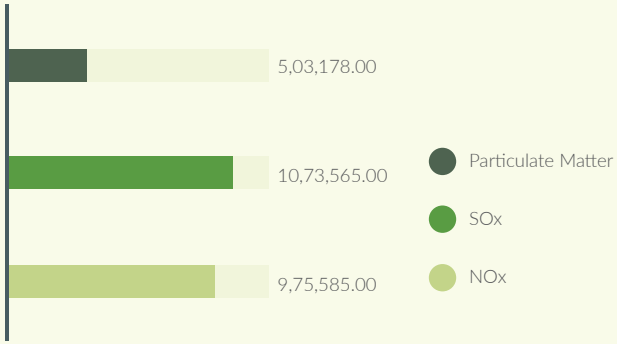


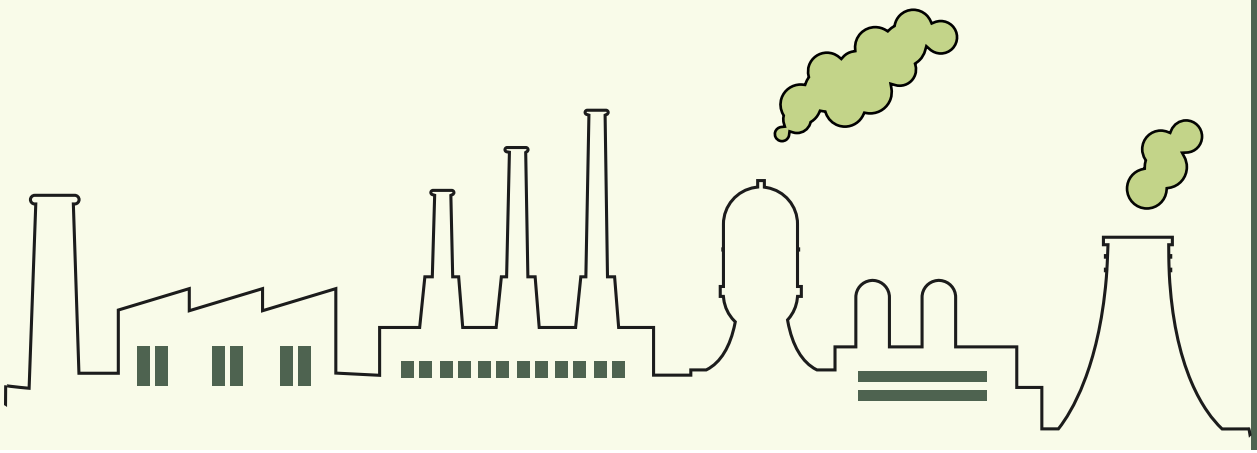
Other Emissions

We at JSL, promise to continue our efforts by conducting regular quality testing and develop air emissions strategies to ensure that particulate matter is within the statutory requirements. We also pledge to abide by all standards and compliances for air quality parameters set by different regulatory bodies across our operations. There have been no significant fines for non compliance with environmental laws and regulations.

This year 2017-18 air emissions including Nox,Sox and particulate matter (PM) recorded a value of 975,585.00 (kg/year), 1,073,565.00 (kg/year), and 503,178.00 (kg/year) respectively.

Emissions (Kg/year)





Waste Management

Solid wastes in steel plants are essential by-products generated during various processing steps involved in the production of steel. It causes environmental pollution and therefore must be discarded. Every year, waste management strategies are being designed and implemented periodically covering all our sites and strategies. We have installed waste treatment facilities at our operation sites. Waste after sorting and segregation is taken by authorized organization under the state pollution control board for treatment or landfill disposal. This year the total waste generated was 1,049,907.13 tones which constitutes 96 % of non hazardous waste. There have been no significant spills reported during this year.

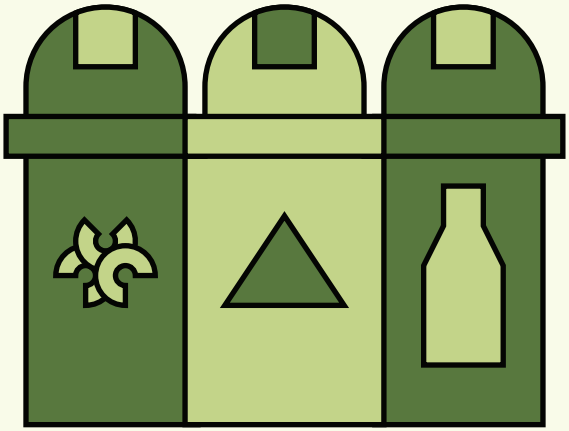
Non hazardous

1,006,438.60 (tons)

Hazardous

43,468.53 (tons)

Majority of the waste that is generated is recycled or reused, while the remaining is sent for disposal in a proper manner. Among the total waste generated, Coal ash makes up 56.81% of the total. The total amount of generated fly ash is directed for its use in a brick and sheet manufacturing industry. Additionally, 1,091,486.00 kilolitres of waste water was also generated in the reporting period.



Type of waste disposed	Method of disposal
Hazardous wastes	
Used Oil	Sold to authorized recycler
Waste containg oil	Sold to authorized recycler
CRM ETP Sludge from Acid Regenerating Plant (ARP)	Disposed at CHWTSDF of M/S Ramky Enviro Engineers Limited, Sukinda
Discarded Containers	Sold to authorized recycler
Flue Gas cleaning residue (Ferro Chrome Plant)	Reused in process
Non Hazardous wastes	
Fly Ash	Supplied to Brick manufacturing & Sheet manufacturing units at free of cost
Bottom Ash	Used for filling of abonded mine pit quarry & low lying area inside plant premises.
SMS Slag (EAF + AOD)	Sent to Metal Recovery Plant for metal recovery.
Fe-Cr slag	Sent to Jigging Plant for metal recovery.
Bag Filter Dust from SMS (EAF + AOD)	Reused in Ferro Alloy making.
Office	
Food waste	used in Organic Converter to manufacture manure for Horticulture use.

Water Management

At JSL, we recognize the important role that water plays in our manufacturing operations. Although the industry consumes large quantities of water, majority of it is reused or returned to the source. We adopt best water management practices such as installing smart water meters for monitoring processes and comply to stringent regulations. Rainwater harvesting measures have been taken for ground water recharge across all units of the company. We are making conscious efforts to attain "Zero Discharge" status by adopting state-of-the art technology. Through this effective water conservation and reuse methods.

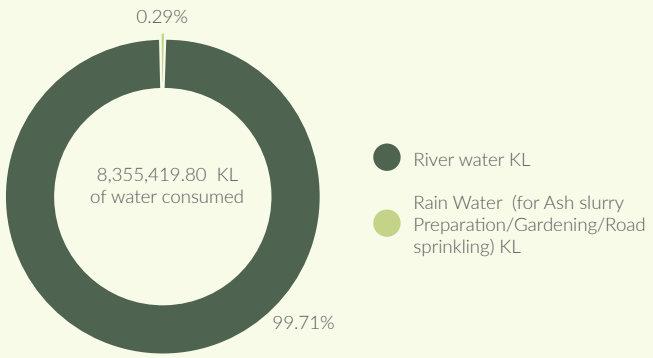
Water Management scenario

Total Volume of water consumed in 2017-18

8,355,419.80 KL

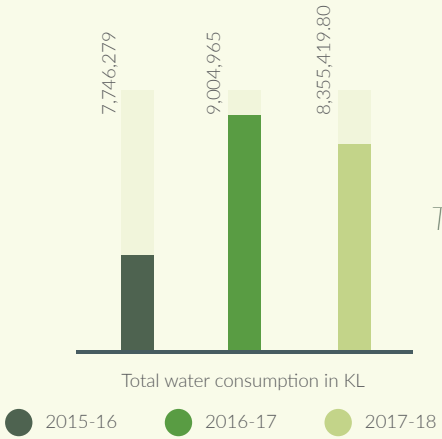
Total water intensity

6.09 KL/ton of crude stainless steel production

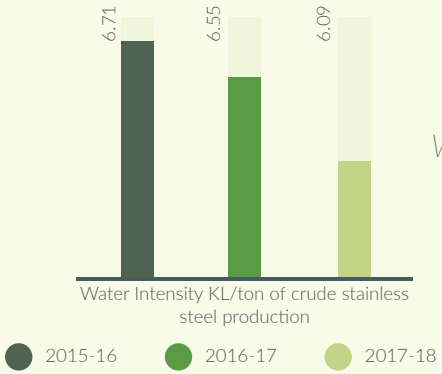


The main source of water comes from river water accounting to 99.71%. There was a 7% decrease in water consumption from last year.

Trends



Total water consumption in KL

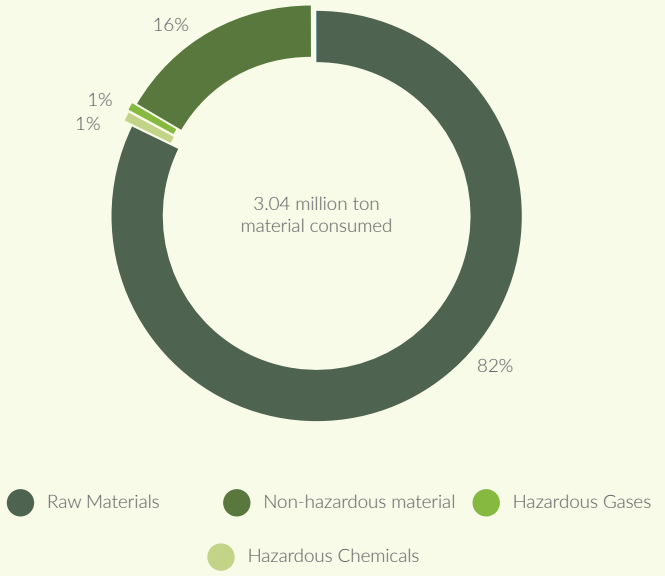


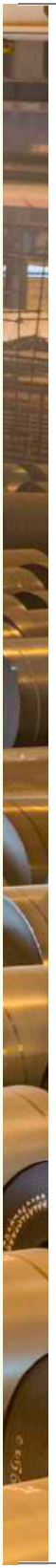
Water Intensity KL/ton

Materials Management

Materials management plays a huge role in the organization and operational efficiency of a supply chain. At JSL, Different types of process materials such as packaging materials, raw materials, hazardous and non-hazardous chemicals, oils and lubricants are being used across all units of operations. Although recycled raw materials are not used for the operation, JSL ensures that the waste materials are treated through recycling and reprocessing by authorized waste management companies.

The total amount of materials consumed in the year FY 2017-18 was 3.04 million tonnes. Raw materials shares the majority with 82 %.





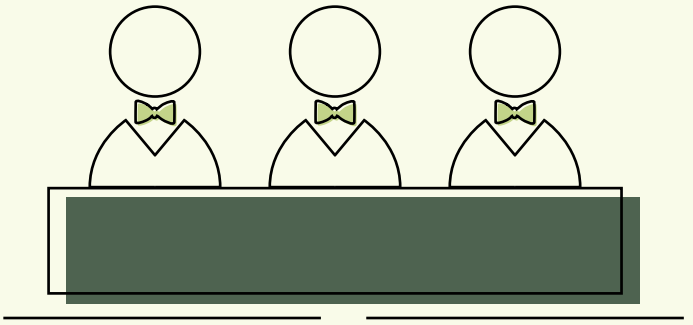
PEOPLE

PEOPLE MANAGEMENT

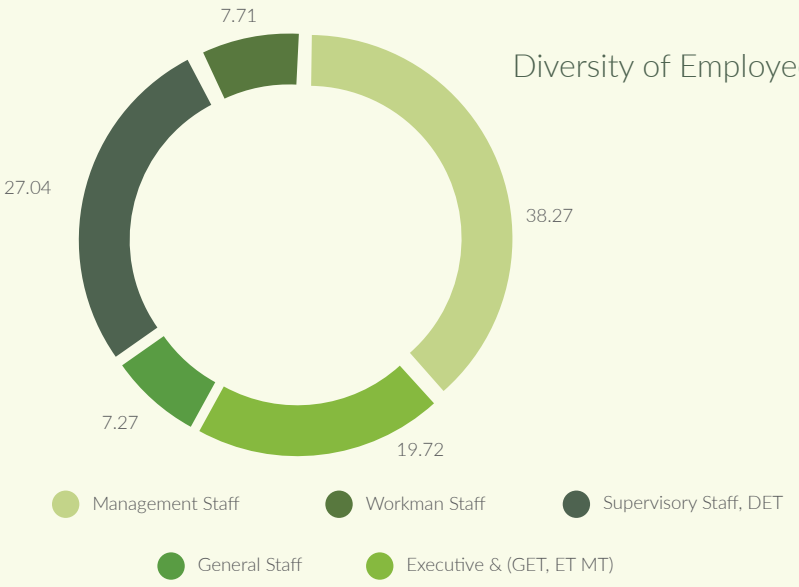
We at Jindal Stainless Ltd. (JSL), have been able to achieve continuous success because of all the contributions and accomplishments of our talented and diverse workforce. We firmly believe that our people management principles strategy puts our employees at the center of our business. We believe in investing in a focused manner to improve people's skills and further their personal development. We also ensure continuous improvement of our workspace conditions in order to foster strong and well-equipped workforce. Our workforce is one of our strongest assets and we are conscious of the efforts our employees have put to help the Organization in achieving its goals. Hence, we put our employees first, building a work environment that promotes employee as well as company growth in a simultaneous and sustainable manner.

Our main objective is to enhance employees' skills by organizing skill development programs and conducting regular training and feedback sessions. This gives them a chance to realize their potential. We have developed employee engagement initiatives to help employees become independent and creative, take ownership for the work assigned to them and help them reach their fullest potential.

Our Human Resources Policy handbook presents to you our vision, values and guiding principles. This includes the internal Code of Conduct which allows us to maintain our high standards of business and is applicable to all directors and employees of JSL.



Diversity of Employees by Cadre (%)



Employees by Age(%)

33.65% <30
62.69% 30-50
3.65% >50

Employees by Gender (%)

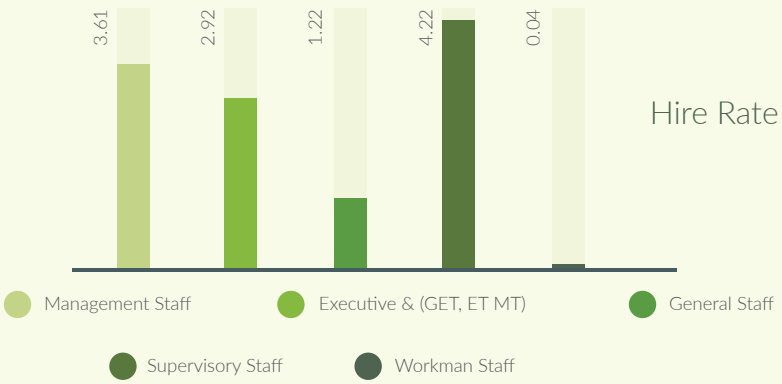
94.43% Male
5.57% Female

Keeping in mind that employees are an important asset to our organization, we put emphasis on hiring the right talent and base our decision on the competencies required to successfully deliver in a role. This process has been automated using a fully digitized human resource management system for the integration of processes, people and locations.

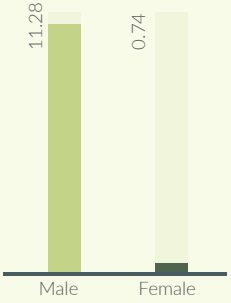
Besides, we have also designed a “Balanced Score Card” to assist employees interact and contribute to our business and to make employees aware of their role in the growth of the organization. This will elevate performance of the employees from existing to the desired level. This score card activity is carried out at all functional levels to facilitate our management process. It further ensures that diverse functions work unanimously in line with our company’s vision, mission that creates seamless operations.

This year, we hired 276 employees, achieving a hire rate of 12.01%

Hires and Turnover Dashboard 2017-2018

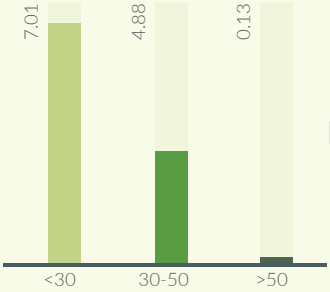


Hire Rate by Cadre

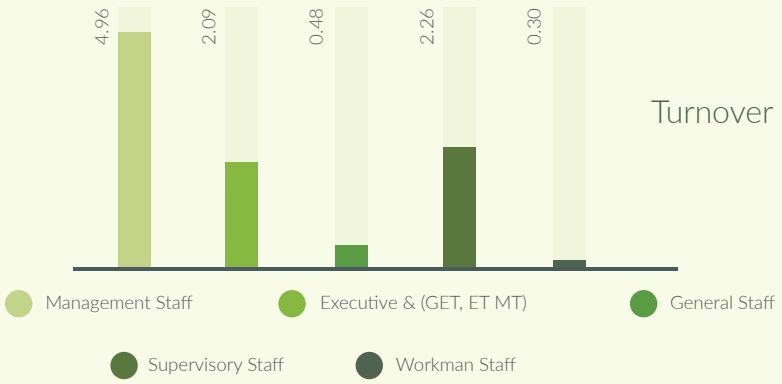


Hire Rate by Gender

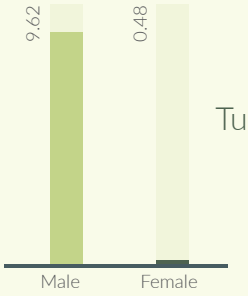
276 Total Hires
12.01% Hire Rate



Hire Rate by Age



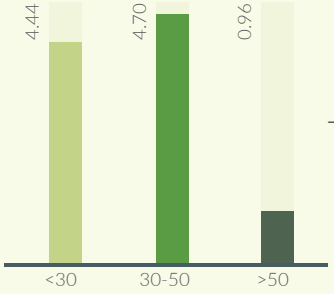
Turnover Rate by Cadre



Turnover Rate by Gender

232 Total Turnover

10.10% Turnover Rate



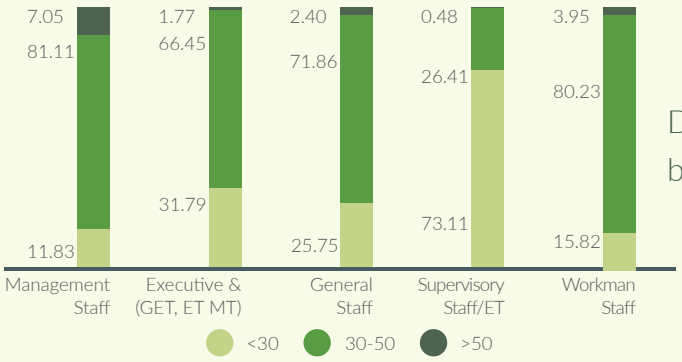
Turnover Rate by Age

Diversity and Inclusion

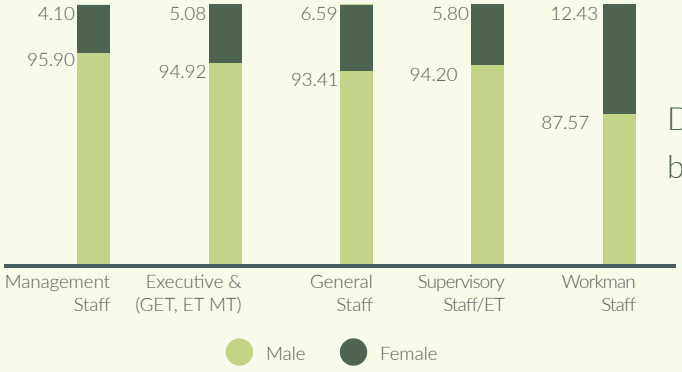
We strongly believe in providing equal opportunity to all our employees irrespective of gender and also abide by all regulations and policies. Our CMD, Mr. Ratan Jindal has signed the United Nations' "CEO Statement of Support on Women Empowerment Principles (WEP)" demonstrating our commitment to become an equal opportunity employer.

We are constantly looking at ways to increase the number of women hires every year. We are fostering women representation in the company by considering them for top level positions and providing them with various opportunities and paying them equally. We have also formulated policies against prevention of sexual harassment and set up an internal complaints committee that ensures women's safety.

Diversity Dashboard 2017-2018



Diversity of Employees by Cadre & Age



Diversity of Employees by Cadre & Gender

Diversity of Governance Bodies	Board of Directors	Audit Committee	Nomination & Remuneration Committee	Stakeholder Committee	CSR
Male	6	3	4	3	2
Female	2	1			1

Diversity of Governance Bodies

Ethics and Human Rights

We, at JSL, make sure to comply with appropriate laws and regulations across the value chain and follow high level ethical and human rights standards. We are against forced and child labor and have included human rights clauses in our supplier contracts. No human rights violations were reported during the FY 2017-18.

"Open Door Policy" is practiced to help employees raise their concerns with the unit head directly. All employee complaints are taken seriously and addressed using our informal grievance redressal system. Additionally, whistleblower policy is also in place to resolve legal grievances.

Employee Benefits

Competitive remuneration packages are offered to encourage employees perform better. Our compensation package comes with numerous benefits such as personal accident and health insurance, pension schemes, deposit linked insurance scheme, executive health check up, maternity leave, mobile reimbursement, educational support, relocation and resettlement allowances, car lease and performance related bonuses.

- Hospitalization benefit
- Personal Accident Insurance
- Pension Scheme
- Employee Deposit Linked Insurance Scheme
- Executive Health Check up
- Maternity Leave
- Mobile Handset Reimbursement
- Educational Assistance
- Relocation and Resettlement Allowance
- Performance Linked Bonus
- Subsidized canteen
- Education Assistance for Employee ward

a. Total number of employees that were entitled to parental leave.	All employees
b. Total number of employees that took parental leave.	6
c. Total number of employees that returned to work in the reporting period after parental leave ended.	5
d. Total number of employees that returned to work after parental leave ended that werestill employed 12 months after their return to work.	5
Return to work Rate	83.3%
Retention Rate	83.3%

Parental Leave 2017-2018

Employee Engagement

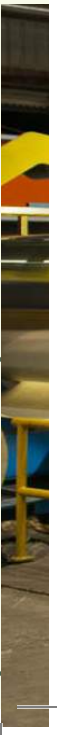
Satisfaction and Employee welfare are the key elements of our business. Numerous formal and informal methods are being used to evaluate employee satisfaction and wellness. Data is collected using surveys, feedback forms, exit interviews, diagnostics NJIP etc. We have made it mandatory for all the new employees to fill the feedback form at the end of first and third months. When they quit, formal exit interview is conducted to understand their experience. All the feedbacks collected through these activities are analyzed quarterly and annually and necessary steps are taken for further improvement.

Digitization of HR practices

The HR team at JSL is committed to leaving no stone unturned to transform JSL into one of the most innovative and sustainable stainless-steel manufacturers in the world. We demonstrated our excellence by digitizing all HR related processes to provide seamless resolution of issues and queries to all our employees. Such digitization initiatives have streamlined HR decision making through data and analytics-based model.

The HR digitization programs majorly focused on:

- Increasing collaboration among employees.
- Increased accessibility to cloud-based platforms (even from remote location using mobile devices)
- Increase in transparency by giving access to all relevant information.



Employee Training and Performance Management

We actively conduct several training programs at all different functional levels, throughout the year to keep all our employees updated about new processes and the latest technological offerings.

Employee evaluations are regularly conducted based on a four-point scale framework. Managers identify skill gaps and design customized training programs accordingly. Re-training programs are also conducted for employees who fail to score more than 60%.

Furthermore, we have also developed “DISHA” scheme, an organizational program that encourages skill development and attempts to improve aptitude of employees in order to enhance their employability both inside and outside our organization. The main aim of this program is to provide the guidance and support for the employees to make them the right fit for the Job. Employees are filtered based on their qualifications and requirements of the job. These Job applications are then directed to the respective recruitment zones. Subsequently, they further inculcate them with technical knowledge, skills and aptitude to push them up in the recruitment ladder.

Training Dashboard 2017-2018

Employee Category	Total Hours of Training		Average hours of training - Male	
	Male	Female	Male	Female
Management Staff	12,630	554	3	1
Executive & (GET,ET, MT)	13,397	587	2	1
General Staff	3755	165	1	3
Supervisory Staff	43,371	1901	1	1
Workman Staff	19,696	864	4	2

Training at Jajpur

Employee Category	Total Hours of Training		Average hours of training - Male	
	Male	Female	Male	Female
Management Staff	350	104	77	22.91
Executive & (GET,ET, MT)	78	42	65	35
General Staff	15	7	68	31.82
Supervisory Staff	37	8	82	17.78
Workman Staff	0	0	0	0

Training at Corporate Office

Maintenance Management	Change Management and Work Life Balance
3 Days First Aid Certificate Course	Creativity and Innovation
Electrical Drives & Motors	Reach your potential
Thermography & Other Condition Monitoring Techniques	Managerial Effectiveness
Industrial PLC	Winning Strategy For Good Health
Limit, Fits & Tolerance	Session on Posh
Hydraulics & Troubleshooting	Dealing With Emergencies
Electrical Drives & Their Maintenance	Uncovering The Leader In You
Bearing, Gear Box & Mechanical Drives	Art of Giving & Receiving Feedback
Advanced Excel	Creative Thinking Leading To Innovative Mind
Lubrication & Their Grades	24 Responses and self defense workshop
6 Months Certificate Course on Mechanical Fitter & Rigger	Personal Grooming and Image Management
7 Days Certificate course on Electrical & Electronics	Sustainability GRI Reporting
7 Days Certificate course on Pump & Maintenance	Communication and presentation skills

Top Training Programs

OCCUPATIONAL HEALTH AND SAFETY

At JSL, we practice successful occupational health and safety involving the collaboration and participation of both employers and workers in health and safety programs . These programs consider issues relating to occupational medicine, industrial hygiene, engineering safety and ergonomics.

To focus on this, we have formed a departmental safety sub-committee, that includes contribution from both workers management and workers. The sub-committee holds a meeting regularly which is atleast once in a month . Around 7 Safety sub-committee is in operation currently at JSL. Additionally, an Apex Safety Committee has also been formed that constitutes of sectional heads and Head of the departments who engage frequently to work on these areas.

Accidents and near misses are investigated regularly based on internal JSL controlled format and CAPA. With respect to reportable accidents, according to Section 88 of Factories Act and Rule 97 of Odisha Factories Rule, the reporting is done in line with Form 18 to the statutory body within the specified timeline. Employees working in dust prone areas and high decibel areas regularly go through Spirometry and Audiometry tests at our OHC center. Apart from that pre-employment and periodic medical tests are also frequently conducted for our new and existing employees. Such medical check-ups aids us in protecting our workers from occupational diseases.

Healthier lifestyle correlates with increased productivity. To promote this at the workplace, wellness Calendar has been designed consisting of different activities such as improving mental health, fitness and exercise, mindfulness and sleep, weight management to improve the lifestyle of our employees. Doctors from reputed hospitals promote well-being at workplace by conducting advisory sessions and setting health and well-being framework for our employees.

There were around 6 management, 6 non - management and 6 contractors in our Jajpur plant in the FY 2017-2018

Health and Safety Performance Parameter	Male
Fatal Accidents (Nos)	NIL
Reportable Incidents(injury) (Nos)	2
Non-reportable Incidents (injury) (Nos)	58
Near misses (Nos)	89
Date of last reportable incident (injury)	Nov-17
Total Man hours worked	158520
Accident FR	1.2

**None of the female workers were injured during the reporting period*

Employee safety performance 2017-2018

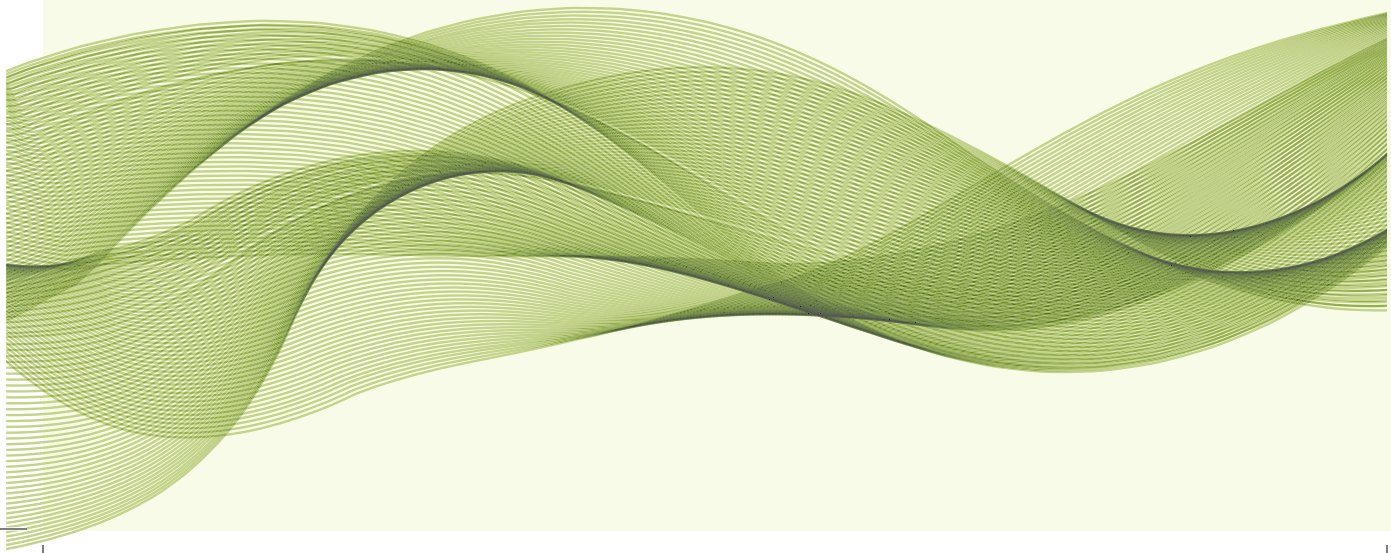
FY 2017-2018		
Type of safety related training	Training Hours	
	Male	Female
TOOL BOX TALK	32598	1800
JOB SPECIFIC TRAINING	30180	2792
SAFETY INDUCTION TRAINING	12720	2203

Training

Initiatives:

In order to demonstrate our dedication towards " Health and Safety" of our employers and ensure compliance, we received amended factory license from "Directorate of Factories and Boilers, Govt. Of Odisha. Some of the key initiatives taken on the safety front in the year 2017-18:

- Safety and Fire surveillance of the whole plant is being carried out to mitigate unsafe acts happening at various floors.
- Introduced monthly theme on fire and safety. For instance, safety theme was displayed at different locations across the factory premises and appropriate training sessions were organized for employees throughout the month for creating safety awareness.
- A week long "National Safety Day" is celebrated from 4th to 10th March to create safety awareness among the employees. Several safety competitions are held for both employees and contractors as a part of the closing ceremony.
- National road safety week was organized inside the plant premises for employees to create awareness about road safety in and outside the factory.
- Mandated the use of PPE's such as helmet, safety shoes, safety belts for employees, drivers and helpers entering the plant



AWARDS AND RECOGNITION

We at JSL, firmly believe in a High-Performance work culture and we sustained our efforts towards creating a good workplace for our employees . For this purpose, we participated in the Great Place to Work® Institute survey which included 81% our employees in the exercise. We achieved the outstanding milestone of bagging the “Great Place to Work” for the second time in a row. Creating a workplace with numerous opportunities have made JSL a great place to work. We were able to benchmark our employee views and further work on strengths and weaknesses through this feedback exercise.

Furthermore, we have bagged the prestigious “Golden Peacock National Training Award 2018” in the platinum category for HR excellence. demonstrating excellence in various training programs for the employees. Increasing the effectiveness of our training content and efficient tracking of the training cycle helped us achieve success in this area.

In collaboration with Central Tool Room and Training Centre, Bhubaneshwar, we completed a 6-months certificate course on “ Industrial Mechanical Filter and Rigger” and a week long certificate course on “Pump maintenance and Electrical and Electronics”.

We also initiated a up-skilling program called “Project Prathibha” to encourage female employees to take up tractor driving certificate course. These trained women are now driving light motor vehicles inside the premises. Owing to our dedicated focus on learning and development, the overall training human-days at JSL stood at 12,100.

These awards and certifications emphasizes our efforts towards employee engagement. We also conduct career development workshops and regular performance reviews for all our employees to maintain this high standard. Such exposure will prepare them for competitive career opportunities and challenges.

COMMUNITIES

NABARD
JSL
SOLAR PHOTOVOLATAIC IRRIGATION SYSTEM
ASANABAHALI VILLAGE
DEVELOPED BY : JINDAL STAINLESS FOUNDATION
IN COLLABORATION WITH NABARD

CSR HEAD's MESSAGE

Dear Stakeholders,
We greatly appreciate your continued interest in Jindal Stainless Limited, a function of Jindal Stainless Foundation. The JSL foundation is a registered society under the Registrar of Societies, established with the aim of implementing various social and environmental initiatives through a plethora of direct and indirect measures. Our CSR interventions are carried out by our experienced team of CSR professionals through collaborations with National and International Civic Societies, NGO's and Governmental Agencies.

At Jindal, we have streamlined our CSR framework with an aim of mainstreaming communities at the bottom of the pyramid. We continually work towards our CSR aim with a philosophy to address key social developmental issues. Our sustainability focused interventions help us in achieving our goal of improving lives through trustworthy and innovative stainless solutions. In 2017-2018, our CSR interventions were focused on Promoting Education and Enhancing Vocational Skills, Ensuring Environmental Sustainability & Ecological Balance, Promoting Gender Equality and Empowering Women, Promoting Preventive Healthcare & Rural Development Programs.

Agricultural interventions have been a prime focus of Jindal's CSR initiatives since our advent. We conducted a CSR baseline survey in Jajpur to understand the main

requirements of the communities around our operational regions. Water harvesting and Environmental Initiatives were found to be the core focus areas based on the surveys. Based on this, a follow up scoping survey was conducted focused exclusively on agricultural aspects- understanding crop types, soil types, problem areas etc. Currently, we are working relentlessly to put in place agricultural & water improvement interventions in Jajpur, Khurda and Cuttack. In Navranpur, we spoke to farmers and farmer organizations to understand strategies that could be put in place to enhance agricultural productivity and improve livelihoods.

Through our agricultural interventions, we hope to enter a domain that is not directly connected with stainless steel. Our long term vision is to collaborate with farmers to boost organic farming practises; helping farmers to stray away from the resource consuming, conventional multiple cropping practises. In line with this, we have trained farmers around our operational areas on major aspects related to organic farming, supporting them in entering organic farming markets. We educate farmers about climate resilient crops & best sustainable agricultural practises to follow to maximize their produce. Through collaborations and partnerships with foundations such as Gram Unnati foundation, we hope to break the nexus of the challenging agriculture sector, to reach out to farmers and help in community development.

Environmental Development being a key focus area of Jindal's CSR agenda, our environmental interventions are focused on provision of drinking water to rural communities. This is done in collaboration with local panchayats through the creation of water kiosks where the TDS is beyond 500mg/L.

Women Empowerment is yet another major focus area in Jindal's CSR framework. Through our "Asmita" Program, we support skill development & women entrepreneurship. We encourage women to take up basic and advanced courses in skill development to maximize the outcome of the program. Under the "Asmita" program, our women have made high end products (handicrafts, home linen, textiles & golden grass bags) that have found place in national and international markets. 75% to 80% of the revenues made from these products go back to the women.

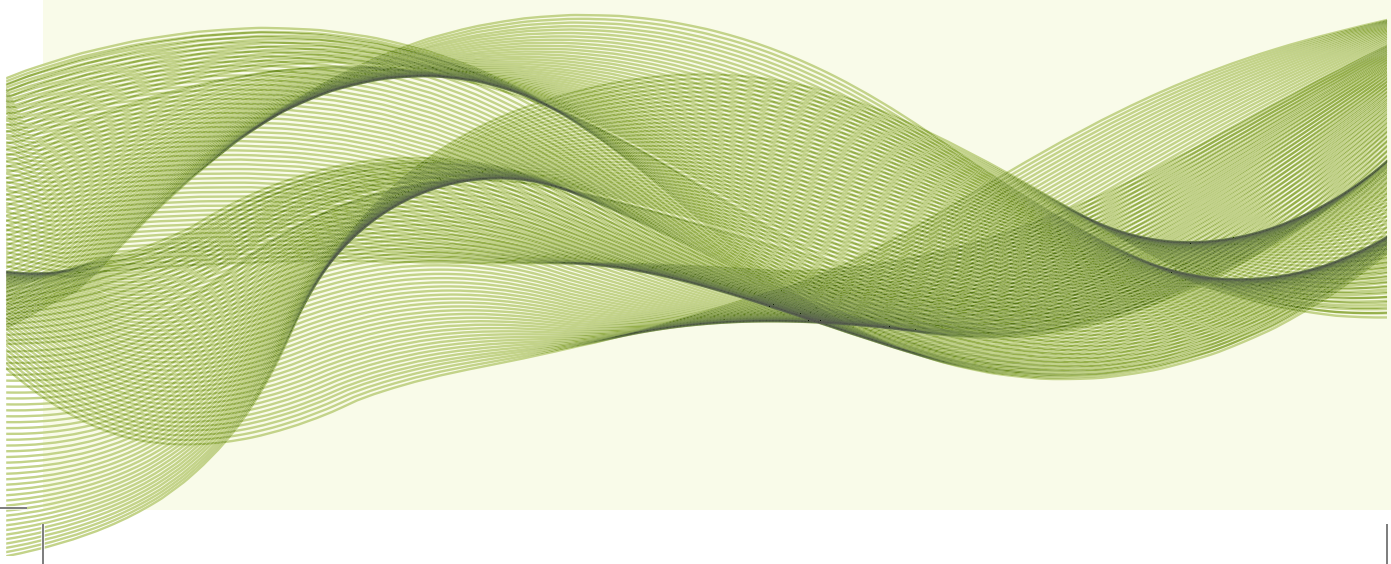
Promoting sports among rural communities, we have partnered with Sudeva Organization in working towards its 2030 World Cup Vision. Sudeva Organization provides football training to potential players from rural communities. Selected players are provided with opportunities to participate in the World Cup and other major football associations. Currently, 5 football camps have been conducted in Orissa.

Going forward, we will continually work towards resolving community issues; improving our year on year CSR performance. Through effective CSR management, we hope to contribute to a sustainable society through our business activities.

Rajiv Williams
Corporate Head – CSR
Jindal Stainless Limited Group

COMMUNITIES

At JSL, Corporate Social Responsibility is at the core of our business strategy. We understand our responsibility towards the communities around our operational areas, working relentlessly to improve their livelihoods. In our journey to achieve inclusive growth, we have built a CSR framework that meets with various community needs and requirements. We have aligned our CSR vision with the company's vision of improving lives through trustworthy and innovative stainless solutions. Through the Jindal Foundation, we have strategized various community development programs covering our corporate offices, plants and factories. Prior to implementation of CSR programs, we conduct scoping exercises through one on one surveys, focus group discussions, panchayat level discussions etc. to understand community requirements. To further strengthen our community projects, we actively promote stakeholder volunteering for CSR activities; thus providing opportunities for individuals to give back to the community. In order to reach our vision of holistic community growth, we partner with various governmental and private organizations at a national and international level. We continually stress on participatory approaches of program development and design to increase effectiveness of CSR programs.



Aim

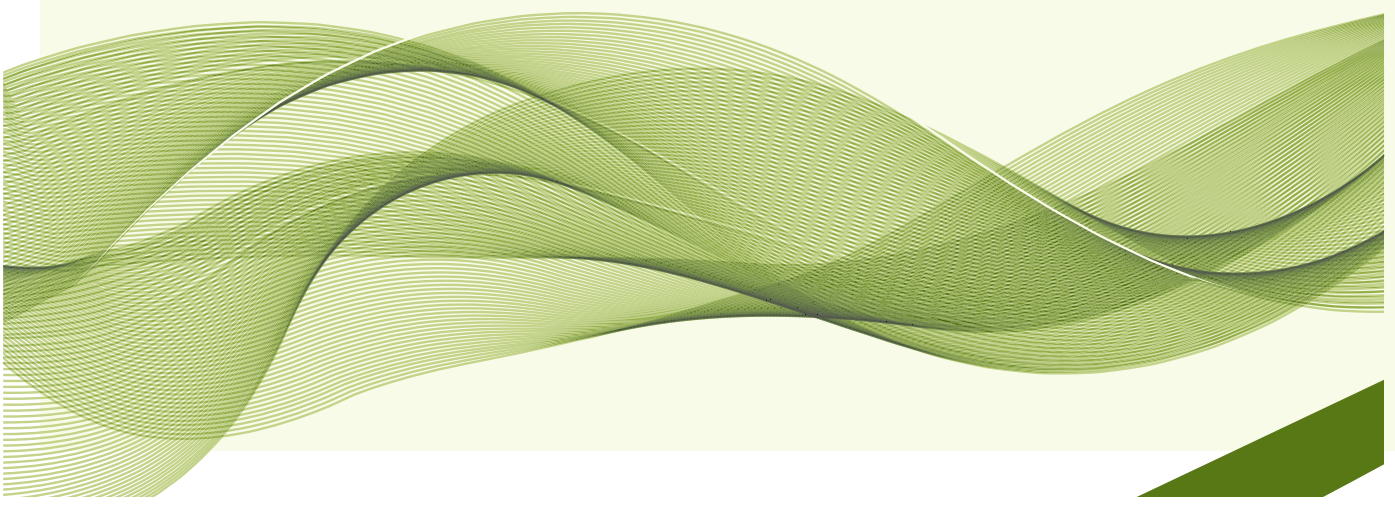
Mainstreaming communities at the bottom of the pyramid

Philosophy

To address key social developmental issues and encourage all stakeholders to get engaged through Focused Sustainable Interventions with the aim of achieving the overall vision of JSL of improving lives through trustworthy and innovative stain-less solutions

Objectives

- To work towards Social advancement of all stakeholders to include i.e. communities and their families
- To work with farming communities toward doubling their incomes through technology based solutions and promoting climate adaptation practices
- Empower Rural Youth and Women through skill enhancement and promoting entrepreneurship
- Provide basic amenities to rural communities living around our areas of operations i.e. Primary Health, Basic Education etc
- To work towards Environmental Protection
- To provide an enabling environment and promote best practices
- To ensure a proper reporting structure



Improving Livelihoods through Skill Training

Initiative
Providing skill training at the Jindal Institute of Industrial Training.

Locations
Jajpur

Summary

- *The program is designed to provide specialized skill training to enrolled individuals. Skill training has been provided in the Jindal Institute of Industrial Training since 2008.*
- *Skill development centres cover various topics including Computer Applications, Information Technology, Beauty and Wellness, Advanced Electrical Applications, Tailoring and Sewing Courses.*

Women Empowerment and Livelihood Promotion

Empowering Status of Women through Promotion of Self Help Groups (SHGs)

Initiative
Supporting Women Self Help Groups through financial interventions.

Locations
Jajpur

Summary

- *Through this initiative, a total cumulative credit linkage of INR 1.61 crores was provided to SHGS's via collaboration with local banks.*
- *2344 women belonging to 200 SHG's across 27 operational villages were impacted by this intervention.*

Improved Poultry Farming

Initiative
Supporting poultry farming initiatives by SHG's.

Locations
Jajpur

Summary

Through this initiative, we support women SHG's in poultry farming activities, thus supporting livelihood improvement.

- *72 women have adopted such practises as a part of this initiative.*
- *2000 improved poultry birds such as rainbow rooster, having the capacity to lay 180 eggs per day are a part of such poultry farming activities.*

Tailoring Training Centers

Initiative
Providing specialized tailoring training to empower women.

Locations
Jagadih
Kaitha
Chakua
Manpur

Summary

Women empowerment being a paramount focus point in our CSR agenda, this initiative has been strategized to improve livelihoods and support women entrepreneurship among underprivileged girls.

- *6 months of basic and advanced training is provided in the training centres across five villages.*
- *Training centres running in Jagadih and Kaitha are now closed due to 100% success of all the girls trained at these centers.*
- *Two new centres have been opened in their place- Chakua and Manpur.*
- *2 experienced trainers have been deployed to train the girls.*
- *New motorized sewing machines have been provided to the training centers.*
- *260 girls have been trained in the training centers in 2017-2018.*

Sanjivanee Programme (Micro-entrepreneurship Development)

Initiative
Promoting micro-enterprises and livelihoods through supporting Agarbatti Making Units.

Locations
Kalinganagar

Summary

- *The program is strategized to promote and support micro-enterprises and livelihood development of poor and underprivileged women of Kalinganagar. The program provides an excellent opportunity for women to contribute to household income, helping them inch towards financial independence.*
- *200 women have been taught to make and sell agarbattis in local shops.*

Supporting Community Healthcare

Malaria Control Program

Initiative
Organizing a Malaria Mass Awareness program

Locations
Champajhar and Kansa Gram Panchayats of Jajpur district

Summary

The initiative was conducted in partnership with Synergie & in cooperation with the District Health Department, at Champajhar and Kansa Gram Panchayats of Jajpur District. A series of IEC activities for generating mass awareness and sensitisation for control of malaria were organised, such as rallies by school children, wall writing, message to masses through organising cultural programmes, leaflet and booklet distribution etc.

- *In Champajhar, the program was conducted at Raighati Primary School.*
- *An active participation from school students and community members was observed.*
- *468 mosquito nets were distributed to the tribal households of Raighati Village and Kansa village of Sukinda Block.*
- *3 dental clinics are functioning for the communities of Danagadi and Sukinda Blocks*
- *Awareness and support were provided on aspects of eradication of vector borne diseases.*

Health Clinics at Jajpur

Initiative
Providing access to healthcare through provision facilities such as health camps in and around Jajpur .

Locations
Jajpur

Summary

The initiative is aligned with JSL's business philosophy of giving back to communities and caring for community health. Spearheading a robust healthcare mechanism involving our communities, we organize health camps in and around the periphery of the Jajpur plant.

16 *villages are impacted by this intervention, with health camps being facilitated on a weekly basis as per the health camp schedule.*

3130 *patients have visited the static clinic at Trijanga rehabilitation colony.*

21,047 *patients have visited the outreach mobile health camps*

24,177 *patients treated in FY 2017-2018.*

Supporting Rural Development Projects

Soil Testing of Farmers' Fields

Initiative
Supporting farmers by analysing farm soil to understand agricultural requirements.

Locations
Villages in and around the vicinity of Jajpur.

Summary

The program involves the analysis of farm soil to determine soil type, quality, pH, micronutrient content, NPK requirement and various other parameters. This helps in understanding the best types of crops suitable for the soil, thus maximizing farmer productivity. The initiative has been carried out in collaboration with Gram Unnati Foundation.

12 *villages covered on aspects relating to plant protection, organic farming and moisture retention.*

165 *soil samples collected from farmer fields collected and sent to soil testing laboratories of Pradeep Phosphates Ltd., in Bhubaneshwar. JSL has helped in providing market for vegetables grown by farmers through setting up of vegetable collection centre, aligning vegetable production as per buyers need etc.*

Promotion of Biofuel Efficient Stoves

Promoting Sustainable Biofuel efficient stoves in village households

Initiative
Replacement of traditional mud chulhas and fuel wood with biofuel efficient stoves.

Locations
Kalinganagar

Summary

Generally, households in villages use traditional mud chulhas and fuel wood for cooking purposes. Such traditional methods have an adverse impact on not only the health and hygiene of individuals but also severely effect the environment. This intervention was put in place with a goal of eliminating such hazards. Households were introduced to Envirofit biofuel efficient stoves; a high performance cook stove customized to meet with the requirements of women.

100 *biofuel efficient stoves were distributed to 100 households in Kalinganagar areas.*

Stories from our Interventions

Trijanga Rehabilitation Colony

The Trijanga Rehabilitation Colony, Danagadi, Jajpur, a prime JSL healthcare unit plays a paramount role in promoting healthcare among villages in and around Jajpur. Up to 3 health camps are conducted on a daily basis, close to 17 villages being covered in a week, touching the lives of over 2000 people every month. The health camps provided include Blood Pressure, Diabetes, Eye camps, Blood Donation camps and many more. The healthcare unit also provides free basic medicine to individuals in the community. Special awareness camps are also conducted to sensitize people on aspects of health and hygiene.

Community Centres and Youth Clubs

At JSL, we have launched a community center to serve as a common area to meet with community entertainment requirements. The community centre has newspaper facilities, library facilities and TV facilities. The library consists of over 10,000 books- fictional, non fictional, as well as educational books. The centre also acts as a tuition space for students.

Provision of Infrastructure in Schools

"Smart Classes" interventions were initiated showcasing our efforts in providing virtual infrastructure requirements in Budhraj High School. 3 such smart classes were set up in the school. Students were given the opportunity to learn various subjects through catchy visuals, thus helping them learn and understand various subjects in an effective and speedy manner. Apart from digital infrastructure provision, we at JSL have also provided a clean drinking water RO system through partnership with Sarvajal and Stainless Steel Toilets to the school.

Skill Training Centres

Our Skill Training Centre at Jindal Institute of Training offers skill training in various aspects including tailoring, beauty culture, computer training and electrical training.

- 6 months basic and advanced tailoring trainings are provided to individuals enrolled in the centre. Support and encouragement is provided to graduates of the centre in setting up their own business, sometimes even through provision of sewing machines. Many of the centre graduates have in fact opened their own boutiques in various locations.
- 9 months certification courses are provided in computer training, providing students with basic and advanced levels of computer training; thus enriching students with both theoretical as well as practical knowledge.
- 6 months basic and advanced beauty culture training provided to students. Support is provided to graduate students in career aspects.
- 7 months electrical training provided to students. Graduate students have various income earning opportunities, many of them even landing job opportunities to work at Jindal plants.
- Under the “Asmita” program, safety jacket stitching activities also take place at the center, creating safety jackets for not only Jindal, but for various other industries. This serves as another income earning activity for individuals.

The success story of Premalatha

"I was a graduate of the Jindal Training Center, being an active part of the tailoring training program. Even after graduating, I still received a lot of support from Jindal. Currently, I not only tutor 10 students in stitching and tailoring, but I have also set up my own tailoring centre and fancy shop. I can stitch various types of clothes- baby frocks, blouses, party clothes, saris etc. These both serve to be excellent income earning opportunities, helping me earn enough income not only to run my business, but also build up on my savings. My experience has earned me a space as a "Cluster Resource Person" in Orissa Livelihood Mission. I was even awarded on women's day due to my accomplishments. Even through disability, all this was possible thanks to Jindal's incessant support."

Sahaja- Supporting Clean and Chemical Free Menstruation

At JSL, we support Sahaja, a self help group inclined to providing chemical free, sustainable sanitary napkins in villages. Sahaja is involved in developing, stitching and sterilizing sanitary napkins. Each packet of napkins is priced at 20 rupees, comprising of 8 napkins.

GRI INDEX

Disclosure	Description	Disclosure Level	Page No.	Comments
102-1	Name of the organization	Complete	10	
102-2	Activities, brands, products, and services	Complete	10	
102-3	Location of headquarters	Complete	10	
102-4	Location of operations	Complete	10	
102-5	Ownership and legal form	Complete		Private company
102-6	Markets served	Complete	10	
102-7	Scale of the organization	Complete	36, 40, 64	
102-8	Information on employees and other workers	Complete	65	
102-9	Supply chain	Complete	23	
102-10	Significant changes to the organization and its supply chain	Complete		No such changes
102-11	Precautionary Principle or approach	Complete	34	
102-12	External initiatives	Complete	34	
102-13	Membership of associations	Complete	36	
102-14	Statement from senior decision-maker	Complete	6, 8	
102-15	Key impacts, risks, and opportunities	Complete	31 - 35	

Disclosure	Description	Disclosure Level	Page No.	Comments
102-16	Values, principles, standards, and norms of behaviour	Complete	70	
102-17	Mechanisms for advice and concerns about ethics	Complete	70	
102-18	Governance structure	Complete	26 - 30	
102-21	Consulting stakeholders on economic, environmental, and social topics	Complete	24	
102-22	Composition of the highest governance body and its committees	Complete	28	
102-40	List of stakeholder groups	Complete	24	
102-41	Collective bargaining agreements	Complete		There are no employee unions.
102-42	Identifying and selecting stakeholders	Complete	19 - 20	
102-43	Approach to stakeholder engagement	Complete	19 - 20	
102-44	Key topics and concerns raised	Complete	24	
102-45	Entities included in the consolidated financial statements	Complete	42	
102-46	Defining report content and topic Boundaries	Complete	16	
102-47	List of material topics	Complete	24	
102-48	Restatements of information	Complete		No such restatements
102-49	Changes in reporting	Complete	16	GRI Standards Reporting is followed in 2017-2018

Disclosure	Description	Disclosure Level	Page No.	Comments
102-50	Reporting period	Complete	16	2017 - 2018
102-53	Contact point for questions regarding the report	Complete	16	
102-54	Claims of reporting in accordance with the GRI Standards	Complete	16	
102-55	GRI content index	Complete	102 - 111	
202	**MANAGEMENT APPROACH**			
103-1	Explanation of the material topic and its Boundary	Complete		Explained in the content under each material topic.
103-2	The management approach and its components	Complete		Explained in the content under each material topic.
103-3	Evaluation of the management approach	Complete		Explained in the content under each material topic.
201	**ECONOMIC PERFORMANCE**			
103	Management Approach for Economic Performance	Complete		
201 - 1	Direct economic value generated and distributed	Complete	42	
201 - 3	Defined benefit plan obligations and other retirement plans	Complete	30, 70	
201 - 4	Financial assistance received from government	Complete		No such financial assistance received.
202	**MARKET PRESENCE**			
202 - 1	Ratios of standard entry level wage by gender compared to local minimum wage	Complete		Equal pay to men and women as per regulations.
203	**INDIRECT ECONOMIC IMPACTS**			
203 - 1	Infrastructure investments and services supported	Complete	86 - 100	

Disclosure	Description	Disclosure Level	Page No.	Comments
203 - 2	Significant indirect economic impacts	Complete	86 - 100	
205	**ANTI-CORRUPTION**			
205 - 1	Operations assessed for risks related to corruption	Complete	29	All operations are assessed for risks due to corruption as part of our code of conduct.
205 - 2	Communication and training about anti-corruption policies	Complete	29	Anti-Corruption training provided to all employees during orientation sessions.
205 - 3	Confirmed incidents of corruption and actions taken	Complete	29	No such incidents.
301	**MATERIALS**			
301-1	Materials used by weight or volume	Complete	58	
301-2	Recycled input materials used	Complete	58	No recycled input materials used.
302	**ENERGY**			
103	Management Approach for Energy	Complete		
302-1	Energy consumption within the organization	Complete	47 - 50	
302-3	Energy intensity	Complete	47 - 50	
302-4	Reduction of energy consumption	Complete	47 - 50	
303	**WATER**			
103	Management Approach for Water	Complete		
303-1	Water withdrawal by source	Complete	56 - 57	

Disclosure	Description	Disclosure Level	Page No.	Comments
303-2	Water sources significantly affected by withdrawal of water	Complete	56 - 57	No water sources are affected by our operations.
303-3	Water recycled and reused	Complete	56 - 57	
304	**BIODIVERSITY**			
304-1	Operational sites owned,leased, managed in, oradjacent to, protected areas and areas of high biodiversity value outside protected areas	Complete		None of our sites are in the proximity of biodiversity rich areas.
304-2	Significant impacts of activities, products, and services on biodiversity	Complete		No negative impacts
304-3	Habitats protected or restored	Complete		No such activities
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Complete		No species are affected by our operations.
305	**EMISSIONS**			
103	Management Approach for Emissions	Complete		
305-1	Direct (Scope 1) GHG emissions	Complete	51 - 53	
305-2	Energy indirect (Scope 2) GHG emissions	Complete	51 - 53	
305-4	GHG Intensity	Complete	51 - 53	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Complete	51 - 53	

Disclosure	Description	Disclosure Level	Page No.	Comments
306	**EFFLUENTS & WASTE**			
103	Management Approach for Effluents & Waste	Complete		
306-1	Water discharge by quality and destination	Complete	54 - 55	Zero Discharge Facility
306-2	Waste by type and disposal method	Complete	54 - 55	
401	**EMPLOYMENT**			
401-1	New employee hires and employee turnover	Complete	62 - 73	
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Complete	62 - 73	
401-3	Parental leave	Complete	62 - 73	
402	**LABOR/MANAGEMENT RELATIONS**			
103	Management Approach for Labour/Management Relations	Complete		
402-1	Minimum notice periods regarding operational changes	Complete	62 - 73	Minimum notice period as per regulations provided to all employees.
403	**OCCUPATIONAL HEALTH AND SAFETY**			
103	Management Approach for Operational Health & Safety	Complete		
403-1	Workers representation in formal joint management–worker health and safety committees	Complete	76 -78	All our workers are represented in health and safety committees.

Disclosure	Description	Disclosure Level	Page No.	Comments
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Complete	76 -78	
403-3	Workers with high incidence or high risk of diseases related to their occupation	Complete	76 -78	None of our workers have the high risk of occupational diseases.
403-4	Health and safety topics covered in formal agreements with trade unions	Complete	76 -78	
404	**TRAINING AND EDUCATION**			
404-1	Average hours of training per year per employee	Complete	62 - 75	
404-2	Programs for upgrading employee skills and transition assistance programs	Complete	62 - 75	
404-3	Percentage of employees receiving regular performance and career development reviews	Complete	62 - 75	100% of our employees undergo appraisals and performance reviews.
405	**DIVERSITY**			
103	Management Approach for Diversity	Complete		
405-1	Diversity of governance bodies and employees	Partial	62 - 75	
405-2	Ratio of basic salary and remuneration of women to men	Complete	62 - 75	Equal Pay to Men and Women
406	**NON-DISCRIMINATION**			
406-1	Incidents of discrimination and corrective actions taken	Complete		No such incidents

Disclosure	Description	Disclosure Level	Page No.	Comments
407	**FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable		
408	**CHILD LABOUR**			
408-1	Operations and suppliers at significant risk for incidents of child labor	Reported		No such operations
409	**FORCED OR COMPULSORY LABOUR**			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Reported		No such operations
410	**SECURITY PRACTICES**			
410-1	Security personnel trained in human rights policies or procedures	Reported		Communication on human rights is provided to all security personnel
411	**RIGHTS OF INDIGENOUS PEOPLES**			
411-1	Incidents of violations involving rights of indigenous peoples	Reported		No such incidences.
412	**HUMAN RIGHTS ASSESSMENT**			
412-1	Operations that have been subject to human rights reviews or impact assessments	Reported	70	All our operations are under human rights scrutiny.
412-2	Employee training on human rights policies or procedures	Reported	73 - 75	Communication on human rights is provided to all employees during orientation sessions & through policies.

Disclosure	Description	Disclosure Level	Page No.	Comments
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Reported	70	All our investment agreements have human rights clauses.
413	**LOCAL COMMUNITIES**			
413-1	Operations with local community engagement, impact assessments, and development programs	Reported	80 - 101	
413-2	Operations with significant actual and potential negative impacts on local communities	Reported		No such operations.
414	**SUPPLIER SOCIAL ASSESSMENT**			
414-1	New suppliers that were screened using social criteria	Reported	23	All our suppliers are screened using social criteria.
414-2	Negative social impacts in the supply chain and actions taken	Reported	23	No such impacts.
416	**CUSTOMER HEALTH AND SAFETY**			
416-1	Assessment of the health and safety impacts of product and service categories	Reported	21 - 22	As a stainless steel producer, all our products are designed to ensure the safety of our customers.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Reported	21 - 22	No such incidents.
417	**MARKETING AND LABELING**			
417-1	Requirements for product and service information and labeling	Reported		Products are labelled based on type, quality and composition

Disclosure	Description	Disclosure Level	Page No.	Comments
417-2	Incidents of non-compliance concerning product and service information and labeling	Reported		No such incidents.
417-3	Incidents of non-compliance concerning marketing communications	Reported		No such incidents.
418	**CUSTOMER PRIVACY**			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Reported		No such complaints.
419	**SOCIOECONOMIC COMPLIANCE**			
419-1	Non-compliance with laws and regulations in the social and economic area	Reported		No such incidents.

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