



# **BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT**

**2022-23**

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A- GENERAL DISCLOSURES

### I. Details of the listed entity

- I-1. **Corporate Identity Number (CIN) of the listed entity-** L26922HR1980PLC010901
- I-2. **Name of the listed entity-** Jindal Stainless Limited (“JSL”/ “the Company”)
- I-3. **Year of incorporation-** 1980
- I-4. **Registered office address-** O.P. Jindal Marg, Hisar - 125 005, Haryana, India
- I-5. **Corporate address -** Jindal Centre, 12, Bhikaiji Cama Place, New Delhi - 110 066, India
- I-6. **E-mail -** [info@jindalstainless.com](mailto:info@jindalstainless.com)
- I-7. **Telephone -** +91 1662 222471-83
- I-8. **Website -** [www.jindalstainless.com](http://www.jindalstainless.com)
- I-9. **Financial year for which reporting is being done -** April 01, 2022 - March 31, 2023
- I-10. **Name of the Stock Exchange(s) where shares are listed –**
- National Stock Exchange of India Limited (NSE)
  - BSE Limited (BSE)
- I-11. **Paid-up Capital -** INR 1,64,68,69,176/-
- I-12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.-**  
Mr. Navneet Raghuvanshi  
Head Legal & Company Secretary  
Stainless Tower, Plot No. 50, Sector-32, Gurugram-122001, Haryana, India  
[investorcare@jindalstainless.com](mailto:investorcare@jindalstainless.com)  
Contact No. (0124) 4494798
- I-13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).**  
Disclosures made in this report are on a standalone basis.

### II. Products/services

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

S. No.	Description of Main Activity	Main Activity group code	Description of Business Activity	Business Activity Code	% of Turnover of the entity
1	Manufacturing	C	Metal and metal products	C7	99.92%

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

S. No.	Product/ Service	NIC Code	% of total Turnover contributed
1	CR Coil / Cupro Nickel		37.91%
2	CR Sheet		13.50%
3	HRAP Sheet/Plate	2716	18.66%
4	HRAP Coil		16.68%
5	HR Flat		4.38%
6	Other	-	8.87%
	<b>Total</b>		<b>100.00%</b>

### III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	5	9	14
International	0	15	15

#### III-17. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	42

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

Contribution of Export is approximately 15.49% of total turnover of entity for FY 22-23.

##### c. A brief on types of customers

Jindal Stainless is the top five stainless producers globally, excluding China. The Company sells its product to across the globe. The bestowed trust of our customers has made the Company India's largest stainless steel manufacturers, some of the varied customers includes Traders, OEMs, Pipe and Tube, Holloware, Auto, Re-roller, Wagons, Coaches, White Goods, Lift and Elevator, Metro.

### IV. Employees

#### IV-18. Details as at the end of Financial Year:

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

No	Particulars	Total(A)	Male		Female	
			No(B)	%(B/A)	No(C)	%(C/A)
<b>Employees</b>						
1	Permanent (D)	4332	4206	97.09%	126	2.91%
2	Other than Permanent (E)	31	31	100.00%	0	0.00%
3	Total employees (D + E)	4363	4237	97.11%	126	2.89%
<b>Workers</b>						
1	Permanent (F)	369	353	95.66%	16	4.34%
2	Other than Permanent (G)	10208	9886	96.85%	322	3.15%
3	Total Workers (F + G)	10577	10239	96.80%	338	3.20%

##### b. Differently abled Employees and workers:

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

**IV-19. Participation/Inclusion/Representation of women**

	Total(A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	10	3	30.00%
Key Management Personnel*	5	0	0.00%

\*Key Management Personnel includes Chairman & Managing Director, Managing Director, Whole-time Director and Executive Director & Group CFO and Head Legal & Company Secretary.

**IV-20. Turnover rate for permanent employees and workers.**

	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	6.31	0.56	6.87	6.36	0.67	7.03	6.12	0.53	6.65
Permanent Workers	0.31	0.00	0.31	0.30	0.00	0.30	0.43	0.00	0.43

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****V-21. (a) Names of holding / subsidiary / associate companies / joint ventures.**

Jindal Stainless Limited does not have any Holding Company. The list of subsidiary, associate and joint venture Company as on March 31, 2023 are as under:

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	PT Jindal Stainless Indonesia	Subsidiary	99.99	No
2	Jindal Stainless FZE	Subsidiary	100	No
3	JSL Group Holdings Pte. Ltd.	Subsidiary	100	No
4	Iberjindal S.L.	Subsidiary	65	No
5	Jindal Stainless Steelway Limited	Subsidiary	100	No
6	Jindal Lifestyle Limited	Subsidiary	73.37	No
7	Green Delhi BQS Limited	Subsidiary	100	No
8	JSL Logistics Limited	Subsidiary	100	No
9	Jindal Strategic Systems Limited	Subsidiary	100	No
10	J.S.S. Steelitalia Limited	Subsidiary	100	No
11	Rathi Super Steel Limited	Subsidiary	100	No
12	Jindal Stainless Park Limited	Subsidiary	100	No
13	Jindal United Steel Limited	Associate	26	No
14	Jindal Coke Limited	Associate	26	No

**VI. CSR Details**

VI-22. (i). Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes

VI-22. (ii). Turnover (in Rs.) - Rs. 3,48,49,00,00,000/-

VI-22. (iii). Net worth (in Rs.) - Rs. 1,14,56,89,30,000/-

## VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities		Nil	Nil	-	Nil	Nil	-
Investors (other than shareholders)	Yes, we have a dedicated email id: <a href="mailto:info@jindalstainless.com">info@jindalstainless.com</a> and <a href="mailto:whistleblower@jindalstainless.com">whistleblower@jindalstainless.com</a> , where stakeholders can raise their grievances or queries.	Nil	Nil	-	Nil	Nil	-
Shareholders		3	0	-	2	0	-
Employees and workers		Nil	Nil	-	Nil	Nil	-
Customers		225	09	Pending complaints are under resolution process.	984	10	Pending complaints were resolved in due course.
Value Chain partners		3	0	-	5	0	-

Your Company has a Whistle Blower Policy and Stakeholders' Grievance Policy to report genuine concerns about unethical behaviour, actual or suspected fraud or violation of your Company's code of conduct or ethics.

The relevant policies are posted on the website of your Company and can be accessed at the link: <https://www.jindalstainless.com/corporate-governance/policies/>

### VII-24. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Greenhouse Gas Emissions & Climate Change Management	Risk	JSL is an energy intensive sector because of the nature of operations. The GHG emissions originate in our facilities from fuel consumption in stainless steel production from the use of purchased electricity and in our value chain. The primary sources of our direct emissions are from fuel consumption including Steel Melting Shop (SMS), Rolling operations (hot & cold), captive power plant, and ferroalloy processing, the Company continuously strives to seek Best Available	JSL has an ambitious target of net zero carbon emission by 2050 aligning with the Government of India's climate goal  The Company's strategy to mitigate the risks inter-alia include: <ul style="list-style-type: none"> <li>Reducing fossil fuel-based energy use in our operations by using innovative energy-efficiency technologies and process optimisation</li> <li>Shifting to renewables and/or low carbon solutions where possible</li> </ul>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			Technologies (BAT) which are sustainable and more eco-friendly. The Company has its ambitious target to achieve the net zero carbon emission by 2050 and transition to low carbon emission in making of stainless steel is critical for the growth.	<ul style="list-style-type: none"> <li>Partnering with ReNew Power for setting up a utility scale captive hybrid renewable energy project for supply of power</li> </ul>	
2	Water Management	Risk	Our operational activities involve processes in which water is an indispensable input. Thus, it is even more important to regulate the water consumption. Non-compliance to the regulatory requirement may lead to financial loss due to stoppage of operation and withdrawal of license to operate.	<p>JSL's approach to mitigate the risk are as under:</p> <ol style="list-style-type: none"> <li>Addressing water scarcity through principles of Reduce, Reuse, Recycle and Recover using best technologies.</li> <li>Minimising withdrawal of fresh water by maximising the recycling of treated waste effluents within the plant.</li> <li>Rainwater harvesting at plant</li> <li>To strengthen the water recycling and install zero liquid discharge (ZLD) technologies at our plant.</li> <li>Carrying out detailed water risk assessments to identify water losses and opportunities for water savings.</li> </ol>	Negative
3	Air Emissions Management	Risk	Non-compliance of the regulatory requirement leading to air pollution at the plant sites of JSL may have adverse impact on the health and safety of employees, workers, suppliers, environment and society, financial loss by levying fines or penalties, disruption in operations, etc.	<p>JSL continuously work towards reducing air emissions. The Company's mitigation strategy includes the following:</p> <ul style="list-style-type: none"> <li>Well-designed state-of-the-art air pollution control devices (APCD) are in place</li> <li>Effective fugitive emission management</li> <li>Continuous monitoring and reporting the air quality</li> </ul>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Health & Safety risk	Risk	<p>JSL has a large number of employees and workers working at its various plants, who constantly devote their efforts towards the success of the Company. Therefore, it critical to ensure well-being of the employees / workers and communities. Any significant safety incident / adverse regulatory order may lead to disruption in operations.</p> <p>Each incident have a negative impact on the health, well-being, morale of the employees / worker and reputation of the Company.</p>	<p>JSL's safety and health responsibilities are driven by its commitment to work with the employees and communities, on no harm basis. The Company continuously monitors and ensures the safety and well- beings of all its stakeholders The Company has a mechanism to measure the safety performance statistics, which includes KPIs like fatalities, LTIFR, High-consequence work-related injury, Recordable work-related injuries, first aid cases, etc. Apart from the above, the Company also imparts multiple training to its employees for meeting the safety requirements.</p> <p>In terms of occupational diseases, workers in dust-prone areas and high decibel areas periodically undergo Spirometry and Audiometry tests at our OHC centre.</p> <p>In addition, we also conduct pre-employment and periodic medical tests from time to time for both newly joined and existing employees.</p> <p>Jindal Stainless has implemented occupational health and safety management system. We firmly believe in creating a Safety culture among all employees by adopting 4-E (Engineering Control, Education, Encouragement &amp; Enforcement) principle and through effective management practices by implementation of ISO 45001:2018 for Occupational Health &amp; Safety system and promote safety at various stages to roll out "ACCIDENT-FREE STEEL". Over the years, we have put great efforts on strengthening our safety management system at all locations based on the globally recognized ISO 45001: 2018.</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Community Engagement and Development	Opportunity	Our communities are identified as one of our most significant stakeholders. Building trust with the community and leading to deep engagement and fosters goodwill of JSL. It would also bring a long term benefit to the Company in terms of loyalty, support, manpower recruitment and product awareness.	Guided by the vision and philosophy of its Founder Late Shri O.P. Jindal, your Company has strived to deliver on its responsibilities towards its communities people and society at large. Your Company has planned intervention in various filed including promoting education & vocational training, integrated health care, livelihood & women empowerment, rural infrastructure development, environment sustainability sports and the like on voluntarily basis. The details of JSL's Corporate Social Responsibility activity are mentioned separately in the Directors Report.	Positive
6	Diversity, Equity & inclusion	Opportunity	Our human capital and people are our core assets and responsible for organisational success. We want to establish a culture of safety, employee engagement and support for diverse groups in our workforce. Diversity is a business imperative for us and we firmly believe that a healthy diversity mix is more likely to have financial returns above industry median.	At JSL, we are focused on strategies to attract diverse talents, imbibe an inclusive culture, and work towards ensuring equality not just through our policies, but also in our daily practice. The Company's culture allows individual talent to bloom and empowers people at all levels.  The Company has an optimum combination of men and women Directors on its Board. The remuneration payable to Directors and employees are based on the principles of performance and based on industry standards.	Positive
7	Extensive use of products for various industrial usage and domestic consumption	Opportunity	Stainless Steel: Strength and durability translate to safety across application	<ul style="list-style-type: none"> <li>• Austenitic stainless steel strengthens during cold forming and provides added safety to railcars</li> <li>• Large energy absorptions during impact without brittle fractures provide enhanced safety compared to carbon steel</li> <li>• Stainless steel has excellent fire resistance properties compared to Aluminium.</li> </ul>	Positive



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Producing stainless steel - a sustainable product	Opportunity	Due to low virgin material usage, stainless steel production conserves natural resources and we focus on the usage of recycled material	<ul style="list-style-type: none"> <li>Higher scrap usage translates to lower specific energy usage</li> <li>Stainless steel has lower specific CO2 emissions than carbon steel</li> <li>Reduced emission from upstream processes like mining as compared to other materials</li> </ul>	Positive
9	Scrap Availability	Risk	Growing environmental regulations make Steel majors consume more scrap resulting in less or no scrap availability	<ul style="list-style-type: none"> <li>Advocate for supportive policies and regulations to promote the collection, dismantling, processing, and recycling of steel scrap in India</li> <li>Develop/ invest in new technologies for scrap recycling and a circular economy approach</li> <li>Explore the use of alternative raw materials or scrap substitutes when traditional scrap sources are limited. This could involve using direct reduced iron (DRI), pig iron, or other metallics.</li> <li>Educate suppliers, customers, and the general public about the importance of recycling scrap metal</li> </ul>	Negative

## SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

### Policy and management processes

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

**P1** Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

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

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

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

**P5** Businesses should respect and promote human rights

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

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

**P8** Businesses should promote inclusive growth and equitable development

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>1.a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</b>	Yes								
<b>b. Has the policy been approved by the Board? (Yes/No)</b>	Yes								
<b>c. Web Link of the Policies, if available</b>	<a href="https://www.jindalstainless.com/corporate-governance/policies/">https://www.jindalstainless.com/corporate-governance/policies/</a>								
<b>2. Whether the entity has translated the policy into procedures. (Yes / No)</b>	Yes								
<b>3. Do the enlisted policies extend to your value chain partners? (Yes/No)</b>	Yes								
<b>4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</b>	ISO 9001								
	ISO 50001								
	ISO 45001:2018								
	ISO 14001:2015								
	IATF 16969								
	JIS (Japanese Industrial Standard)								
	CPR (Construction Product Regulations)								
	CE Mark Certifications as requirements for supply of materials to European Union countries, Food grade certifications and others to add values to its customers services								
<b>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</b>	<p>The Company is unwavering in its dedication to creating a greener, more sustainable future, driven by a strong sense of environmental responsibility. As part of its commitment, the company has adopted an eco-conscious approach in manufacturing stainless steel. This involves utilizing scrap in an electric arc furnace, which stands as the most eco-friendly method with minimal greenhouse gas emissions. By embracing this approach, the company ensures 100% recyclability without compromising on the quality of its products, thus fostering a circular economy.</p> <p>Looking ahead, the company has set ambitious goals to actively combat climate change. By the year 2035, it aims to reduce carbon emission intensity significantly, targeting a 50% reduction compared to the baseline levels in FY 2022 (which stood at 1.91 tonnes CO2/tonnes of crude steel). Furthermore, the ultimate aim is to achieve Net Zero emissions by the year 2050, further solidifying the company's position as a champion of sustainability and environmental stewardship.</p> <p>The Company is also committed for creating value from waste and promoting a closed-loop system of recycling and reusing. The company's management is currently evaluating realistic targets for reducing waste landfilled to minimize its environmental impact in the future.</p> <p>The company is working on a biodiversity management plan, which involves identifying native species and their habitats in the region. The company is actively involved in plantation activities to preserve the green cover of the surrounding areas.</p> <p>The Company is committed to achieve zero harm to our employees &amp; contractual partners, and improvement in safety measuring parameters. The Company aims to improve the diversity based on gender, sexual orientation, rationality, special ability etc.</p> <p>The Company aims to lift the communities based near its facilities by undertaking various CSR projects and building and nurturing strong relationships with the stakeholders.</p> <p>The Company is working to achieve a responsible steel certification and be among the top sustainable stainless steel producing companies globally.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p>As a responsible corporate dedicated to achieving our ESG (Environmental, Social, and Governance) goals, we are actively pursuing initiatives to minimize our carbon footprint and transition towards greater utilization of renewable energy sources. We are proud to announce that our concerted efforts have resulted in a significant reduction of nearly 2.4 lakh tons of carbon emissions over the past two financial years. This achievement reflects our unwavering commitment to environmental sustainability and demonstrates our progress towards a greener future.</p> <p>JSL has impacted 41,000 lives through CSR initiatives and 4.5+ lakhs lives have been benefited from the CSR programmes. JSL always strives for the skill development of its employees and has spent more than 1,50,000 employee hours in learning and development programmes. The company's LTIFR is low at 0.37.</p>								

**Governance, leadership and oversight**

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</b>	Please refer to message to the shareholders from the MD's desk forming part of the Annual Report.								
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	Please refer to message to the shareholders from the MD's desk forming part of the Annual Report.								
<b>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</b>	Mr. Abhyuday Jindal, Managing Director of the Company is dedicated to driving sustainability initiatives and ensuring the Company's adherence to its sustainable vision. Under his supervision, Mr. Kalyan Bhattacharjee, Chief Sustainability Officer plays a crucial role in spearheading the Company's sustainability and ESG strategies.								

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

Disclosure Questions	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The performance of the Company against the ESG related policies and other key related policies are reviewed on a need basis and then reported to the Board / committees thereof. During the assessment process, the efficacy of the policies are reviewed and necessary changes to policies and procedures, if required are implemented as per the directions of the Board or its committees.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	One of the major aim of the Company is to ensure that the Company is compliant with the regulatory norms. The Company has a E-compliance tool in place. The tool is periodically updated to ensure updation of the amendments in the statutory and legal provisions. The E-compliance tool provides an automated alerts to the user (owner & approver), functional heads and senior management.																	

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

As a responsible corporate that is committed to transition to sustainable manufacturing, Jindal Stainless has initiated Project Samanvay to assess its preparedness as per select ESG indices. The Company has appointed Ernst & Young (EY) LLP as its partner to develop a strategic roadmap for the project. Additionally, the Company has also proposed to forecast its GHG emissions and establish emission reduction targets in line with Science Based Target initiative.

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

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

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

**Essential Indicators**

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

Segment	Total number of training and awareness programs held	Topics/principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of directors & Key Managerial personnel	On going -Multiple trainings throughout the year.	We conduct orientation and awareness sessions for our Directors. These sessions encompass critical topics such as Safety, Health and Environment, Strategy and Industry Trends, Business Model of the Company, Ethics and Governance principles, as well as Legal and Regulatory updates, which are discussed and deliberated upon in the Board/Committee meetings.	100%
Employees and Workers	On going -Multiple trainings throughout the year.	<p>Following training sessions were conducted for employees/ workers across management and non-management level:</p> <ul style="list-style-type: none"> <li>i. Prevention of Sexual Harassment (POSH)</li> <li>ii. Code of Conduct</li> <li>iii. Ethics (Anti-corruption &amp; Anti-bribery) - through E-learning module</li> <li>iv. Health &amp; Safety Training Programs</li> <li>v. Presentation skills &amp; Time Management</li> </ul> <p>The Company has a policy in place to impart knowledge to its managerial employees/ senior management through various academic institutions for skill upgradations.</p> <p>The Company also has a dedicated learning and development team which organises various training programmes for capability development across all functional areas.</p> <p>The above training programme covers a wide range of technical and managerial courses with a strong focus on capability development in all functional area across the levels.</p>	100%

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

**Monetary**

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

**Non-Monetary**

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

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

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

**EI-4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy.-**

Yes, the Company has an Anti-corruption and Anti-bribery policy. The policy demonstrates the Company's zero tolerance towards bribery and corrupt practices. The same is available at the below link:

<https://www.jindalstainless.com/corporate-governance/policies/>

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

Category	(Current Financial Year)	(Previous Financial Year)
Directors		
KMPs		Nil
Employees		
Workers		

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

Category	Number (CY)	Remarks (CY)	Number (PY)	Remarks (PY)
Number of complaints received in relation to issues of Conflict of Interest of the Directors			Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

**EI-7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.-**

Not Applicable

## Leadership Indicators

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

S . No.	Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	30	GHG accounting, ESG, Vendor Rating, Sustainable Business Practices, CBAM Advisory, Ariba Onboarding, Quality Raw Material Supply Chain by LRQA	95%

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

Yes, the Company's Code of Conduct incorporates a crucial principle focused on effectively managing conflicts of interest. This principle is designed to proactively recognize and address any actual or potential conflicts that may arise between the Company, its directors, and employees in the course of conducting business activities.

The Company receives an annual declaration from its Board of Directors and all employees confirming adherence to the Code of Conduct, which includes the provisions on dealing with conflict of interest.

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

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

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

### Essential Indicators

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

The details of R&D expenditures and CAPEX made by the Company, during the period under review are mentioned in the Directors' Report.

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

Yes, the Company adhere to all essential requirements for sustainable sourcing practices and processes. The Company has adopted the policy of working with ISO-14001 and ISO - 45001 certified contractors/ suppliers/ vendors for its major services. Business agreements with the contractors/ suppliers/ vendors, as applicable mandates them to comply with all the statutory laws, regulations and rules made thereunder. The Company has a dedicated supply chain management team that carefully selects and nurtures our supply chain partnerships based on quality, integrity, competitiveness, value-addition and pricing.

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

In line to our procedures of sustainable sourcing, we procure 90% of our inputs from recycled scrap. Other raw materials like Chrome ore, Ferro Alloys, coal etc. are sourced majorly domestically thus reducing transport related carbon footprint. The Company also uses FeCr in hot charging condition thus reducing the requirement of reheating it.

#### EI-3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.-

Stainless Steel has a very useful long life due to its durability, because of the presence of chromium which prevents oxygen from reacting with the metal and causing oxidation. The analysis conducted by the Team Stainless- "The Global Life Cycle of Stainless Steel", concluded that on an average 95% of stainless steels are recycled once they reach their end of life. End of life stainless steel or scrap is not considered is a waste product by the stainless steel industry. It is instead considered as an input for stainless steel making by remelting and is a globally traded commodity.

However, waste management is Company's top priority and is safely disposed off. The process in place to safely reclaim your products for reusing, recycling and disposing at the end of life are as under:

**Plastic (including packaging):** Generally, the plants do not generate plastic waste, plastic waste, if any is sent to an authorized recycler approved by the respective State Pollution Control Board (SPCB) and the Central Pollution Control Board (CPCB). Burning of plastic waste is strictly prohibited in Company's premises. The Company has also conducted a plastic waste collection drive, across its corporate office and manufacturing plants to mark the World Environment Day. This initiative was conducted in association with Green Dream Foundation, with an aim to put the spotlight back on its continued efforts and focus on sustainability, responsible waste management practices and reduction of plastic waste.

**E-waste:** The Company has established a process to safely manage e-waste. The Company aims to reuse, recycle and dispose e-waste responsibly. The Company has done registration with Central Pollution Control Board (CPCB) under Extended Producer Responsibility.

**Hazardous / Other waste:** Hazardous waste, if any is collected and safely disposed-off by waste recyclers authorised by CPCB or State Pollution Control Board.

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

Yes, Extended Producer Responsibility (EPR) is applicable on the Company's activities.

The Company has done registration with Central Pollution Control Board (CPCB) under EPR. The Plastic waste collection is in line with EPR under Plastic Waste Management (PWM) Rules.

### Leadership Indicators

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

S. No.	NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
1		During the period under review, no Life Cycle Perspective/ Assessment (LCA) was conducted for any of our products.				

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

There is no social or environmental concern and / or risk from production or disposal of our product. The End of life of stainless steel or scrap as not considered as a waste product by the stainless steel industry. It is instead considered as an input for stainless steel making by remelting.

**LI-3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY2022-23	FY2021-22
MS Scrap and SS scrap	60%	58.77%

**LI-4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:**

	FY2022-23			FY2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						Not Applicable
Other waste						

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

S. No.	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
1	Waste Commodity Lifted --> E-Waste/ Waste & Scrap of Battery /Old & Used Oil and Sludge /Plastic Waste and Other Waste	<b>FY 22-23 –</b> >0.12%, 0.25%, 0.72%, 3% & 95.92% and  <b>FY 21-22 –</b> > - 0.01%, 1.05%, 3.55%, 95.39%

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Employees</b>											
Male	4206	4206	100.00%	4206	100.00%	Not Applicable		-	-	-	-
Female	126	126	100.00%	126	100.00%	126	100.00%	-	-	It is being provided to all the concerned female employees	
Total	4332	4332	100.00%	4332	100.00%	100% covered for all Maternity cases		-	-	-	-
<b>Other than permanent Employees</b>											
Male	31	31	100.00%	31	100.00%	Not Applicable		-	-	-	-
Female	0	0	0.00%	0	0.00%	-	-	-	-	-	-
Total	31	31	100.00%	31	100.00%	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent Workers</b>											
Male	353	353	100.00%	353	100.00%	Not Applicable		-	-	-	-
Female	16	16	100.00%	16	100.00%	16	100.00%	-	-	It is being provided to all the concerned female employees	
Total	369	369	100.00%	369	100.00%	100% covered for all Maternity cases		-	-	-	-
<b>Other than permanent Workers</b>											
Male	9886	9886	100.00%	9886	100.00%	Not Applicable		-	-	-	-
Female	322	322	100.00%	322	100.00%	322	100.00%	-	-	It is being provided to all the concerned female employees	
Total	10208	10208	100.00%	10208	100.00%	100% covered for all Maternity cases		-	-	-	-

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

Benefits	No. of employees covered as a % of total employees. (CY)	No. of workers covered as a % of total workers. (CY)	Deducted and deposited with the authority (Y/N/N.A.). (CY)	No. of employees covered as a % of total employees. (PY)	No. of workers covered as a % of total workers. (PY)	Deducted and deposited with the authority (Y/N/N.A.). (PY)
Provident Fund	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
Employees' State Insurance (ESI)	Covered as per applicable rules					



**EI-3. Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.-**

Yes, the premises/ offices of the entity are accessible to differently abled employees and workers as per the requirements of the Rights of Persons with Disabilities Act, 2016,

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

Yes, the Company have an equal opportunity policy for disabled employees as per the Rights of Persons with Disabilities Act, 2016. The policy can be accessed from the below link:

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

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male		Not Applicable		
Female	5	100%	0	0
Total	5	100%	0	0

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

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes, the Company strongly believes in two-way communication. Employees and workers (both permanent and other than permanent) are encouraged to share their concern/ grievances with reporting manager/ Head of the Department/ HR department. The Company has a whistle blow policy providing a robust platform to share the genuine concerns / grievances. There is also a policy addressing the prevention, prohibition, and redressal of sexual harassment of women at workplace and has an Internal Complaint Committee, in compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. The policies are available on the Company's website and intranet. Employees and workers and new joiners are also sensitized on a need basis about the above said policies through trainings, workshops and various other programmes. The Company also has a works committee at the plant level to specifically address the grievances of the workers.
Other than Permanent Workers	
Permanent Employees	Apart from the above, the Company also organises several programme(s), coined as "SAMPARK" or "COFFEE WITH MD" which provides a platform to directly interact with the Managing Director of the Company.
Other than Permanent Employees	

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

Category	FY2022-23			FY2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	%(B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	%(D / C)
Total Permanent Employees	4332	652	15.05%	3859	732	18.97%
- Male	4206	652	15.50%	3750	732	19.52%
- Female	126	0	0.00%	109	0	0.00%
Total Permanent Workers	369	220	59.62%	393	175	44.53%
- Male	353	220	62.32%	376	175	46.54%
- Female	16	0	0.00%	17	0	0.00%

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

Category	FY2022-23					FY2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees (Permanent &amp; other than Permanent)</b>										
Male	4237	4237	100.00%	4237	100.00%	3781	3781	100.00%	3781	100.00%
Female	126	126	100.00%	126	100.00%	109	109	100.00%	109	100.00%
<b>Total</b>	<b>4363</b>	<b>4363</b>	<b>100.00%</b>	<b>4363</b>	<b>100.00%</b>	<b>3890</b>	<b>3890</b>	<b>100.00%</b>	<b>3890</b>	<b>100.00%</b>
<b>Workers (Permanent &amp; other than Permanent)</b>										
Male	10239	10239	100.00%	10239	100.00%	9869	9869	100.00%	9869	100.00%
Female	338	338	100.00%	338	100.00%	322	322	100.00%	322	100.00%
<b>Total</b>	<b>10577</b>	<b>10577</b>	<b>100.00%</b>	<b>10577</b>	<b>100.00%</b>	<b>10191</b>	<b>10191</b>	<b>100.00%</b>	<b>10191</b>	<b>100.00%</b>

**EI-9. Details of performance and career development reviews of employees and workers**

Category	FY2022-23			FY2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees (Permanent &amp; other than Permanent)</b>						
Male	4237	4237	100.00%	3781	3781	100.00%
Female	126	126	100.00%	109	109	100.00%
<b>Total</b>	<b>4363</b>	<b>4363</b>	<b>100.00%</b>	<b>3890</b>	<b>3890</b>	<b>100.00%</b>
<b>Workers (Permanent &amp; other than Permanent)</b>						
Male	10239	10239	100.00%	9869	9869	100.00%
Female	338	338	100.00%	322	322	100.00%
<b>Total</b>	<b>10577</b>	<b>10577</b>	<b>100.00%</b>	<b>10191</b>	<b>10191</b>	<b>100.00%</b>

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

Yes, the Company has implemented occupational health and safety management system. We firmly believe in creating a Safety culture among all employees by adopting 4-E (Engineering Control, Education, Encouragement & Enforcement) principle and through effective management practices by implementation of ISO 45001:2018 for Occupational Health & Safety system and promote safety at various stages to roll out "ACCIDENT-FREE STEEL". Over the years, we have put great efforts on strengthening our safety management system at all locations based on the globally recognized ISO 45001: 2018.

ISO 45001:2018, the new international certification standard in Occupational Health and Safety Management Systems (OHSMS), supports us in implementing a comprehensive approach to occupational health and safety and in improving upon an existing OHSMS. The OHSMS has successfully been upgraded to latest version ISO 45001:2018. The safety related incidents are regularly monitored and placed before the Board.

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

The Company uses weekly safety surveys/inspections, Hazardous Identification and Risk Assessment (HIRA), Job Safety Analysis, safety audits, committee audits, safety meetings, safety portal, risk assessment sheets and daily observation records to identify work-related hazards and assess risks on a routine and non-routine basis. Key emphasis is given upon elimination of commonly accepted unsafe practices.

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

The Company has necessary systems/ processes in place to ensure worker's safety and to discuss any issues relating to hazards and health issues. The workers may report work-related hazards issues through various platforms which inter-alia includes, weekly meetings at different shop floors, safety portal, SHE Committee, Town Hall Meetings, safety briefings, risk assessments, near miss report formats, safety compliant boxes and PPE kits.

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

Yes, the employees/ workers of the entity have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY2022-23	FY2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.37	0.00
	Workers	0.58	0.30
Total recordable work-related injuries	Employees	3	0
	Workers	7	2
No. of fatalities	Employees	0	0
	Workers	3	2
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	1	2

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

To ensure a safe and healthy workplace, following measures were taken:

- **Two-Tier system of safety committees:** Shop floor level, Audit, and Apex Management committee.
- **Safety Practices:** HIRA, HAZOP studies, Safety induction & refresher trainings, work permit system, certified lifting tools, Job Safety Analysis, Toolbox training, Job Specific Training, Safety briefings, PPE adherence.
- **Health Checks:** Regular pre and post-employment health check-ups.
- **Awareness Campaigns:** Safety Month, Road Safety Week, Environment Day, etc.
- **Information Display:** SOPs, Do's & Don'ts, Signages, MSDS displayed across locations.
- **Fire Team:** Ready to handle fire and hazards.
- **Work Permits and Proactive Safety:**
  - **Proactive Confirmation:** Concerned person ensures safe conditions before issuing work permits.
  - **Barricading and Signage:** Area barricaded, safety signs, and fire extinguishers placed for safety.

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

	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions			-			
Health & Safety			-			

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

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

**EI-15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.-**

The Company promotes both occupational and personal safety practices and has a robust management system framework and a sound safety governance structure to drive our health and safety measures. To achieve our objective of Zero LTI (lost time injury), long-term safety strategies are being implemented across the Company. Several improvement areas are identified on a regular basis and corrective efforts are made to prevent their recurrence in order to create a safe working environment and eliminate manual interventions. We have frequent training programs on standard safety measures to be implemented and knowledge of best practices is communicated across all plant locations. We have frequent training programs on standard safety measures to be implemented and knowledge of best practices is communicated across all plant locations.

- As an integral part of our EHS system, HAZOP studies, Safety induction & refreshment trainings / awareness, work permit system, use of periodically tested & certified lifting tools & tackles, Job Safety Analysis (JSA), Toolbox training, Job Specific Training, In house safety training by the internal/external faculty, monitoring of adherence to Personal Protective Equipment (PPE), Weekly safety surveys / inspections.

- A dedicated SAFETY TRAINING CENTRE (STC) well equipped with multimedia facilities viz., LCD, VCD, PC, audio system, Training Modules, Safety Library, Safety Videos on various topics and sitting capacity of 100 persons is established to impart audio-visual aided induction & job specific safety trainings daily.
- Various Safety Promotion campaigns, awareness drive, publicity & propaganda are undertaken at regular intervals to instill safety culture.

The corrective steps performed during incident investigations are periodically discussed at meetings and appropriate actions are taken to ensure their effective implementation to cater any significant risks/concern arising through these investigations. Further, action taken report are also submitted by the concern.

### Leadership Indicators

#### LI-1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).-

Yes, the Company extends life insurance or a compensatory package for both employees and workers.

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

Business agreements, as applicable mandates the value chain partners to comply with all the statutory laws, regulations and rules made thereunder.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2022-23	FY2021-22	FY2022-23	FY2021-22
Employees	-	-	Not Applicable	
Workers	3	2	In case of fatalities compensation has been paid to family of the worker as per Company's policy.	

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

No

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

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

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

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

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

**Essential Indicators**

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

Yes, the Company has conducted a comprehensive mapping and identification of its internal and external stakeholders. The Company recognises employees & workers, customers, shareholders, NGOs and communities, dealers, suppliers, investors, media, government, regulators, peer, as its key stakeholders.

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

S . No.	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Suppliers/Partners	No	Email, SMS, phone calls, Virtual Meetings & In person meetings	Ongoing	Contract negotiations, partnerships and collaborations, feedbacks about the product and new business requirement, assessment of risk and opportunities
2	Industry Associations/ Trade Organizations	No	Conferences, Events	Ongoing	Industry-wide initiatives, Awareness session, building valuable business relationship and Industry representations
3	Government Authorities/Regulators	No	Email, In person meetings	Ongoing	Legal and regulatory compliances, community representation, infrastructure facilities, better corporate governance
4	Investors and Shareholders	No	Press releases, Investor meets, earnings call, newspaper, Direct contact, roadshows, website	Ongoing	Industry and business outlook, company performance, resolving their concern/ queries, company's initiative towards CSR, ESG and sustainability.
5	Employees and Workers	No	Direct contact, Hr circulars, Intranet, Pulse, Coffee with MD, Sampark	Ongoing	Health and safety, Addressing the grievances, caring work environment, development of long term strategy and plans.

## Leadership Indicators

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

Recognizing the crucial role stakeholders play in shaping our business operations, we employ both formal and informal mechanisms to engage with them and understand their concerns and expectations. Various departments within the organization have identified roles and responsibilities for stakeholder engagement. Our approaches include surveys, workshops, online video calls, regular interactions with CSR teams, impact assessments, periodic updates, meetings and calls with investors, and promoting interactions among team members

We prioritize active collaboration with our stakeholders to identify and address their primary concerns in a collective and proactive manner. Our stakeholder engagement process is guided by a Group-level policy that fosters meaningful relationships and long-term value for key stakeholders.

Effective communication and engagement with shareholders are ensured through the Stakeholders Relationship Committee (SRC). Corporate Social Responsibility (CSR) and Sustainability programs are overseen by the respective committee, which evaluates and monitors their implementation. The Board is kept informed of developments, actively seeking feedback from directors. We maintain regular communication channels with shareholders through annual reporting, the company website, and the Annual General Meeting (AGM). Additionally, direct engagement with investors is established through rating agencies or the investor relations department, facilitating ongoing dialogue focused on Environmental, Social, and Governance (ESG) performance and plans.

These interactions have proven highly constructive, fostering valuable discussions on plans, performance, and overall strategy. The Company consistently demonstrates its commitment to open communication by maintaining regular dialogues with all shareholders and stakeholders.

### **LI-2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.-**

Yes, stakeholder consultation is used to support the identification and management of environmental and social topics. Inputs received from stakeholders have been incorporated into policies and activities such as a team of highly trained professionals to ensure compliance with environmental regulations, and the implementation of strategies to promote sustainable practices. The Company uses stakeholder consultation to support the identification and management of environmental and social topics, incorporating inputs received from stakeholders into policies and activities such as professionals for regulatory compliance and strategies to promote sustainability.

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

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

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

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

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

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

Category	FY2022-23			FY2021-22		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
<b>Employees</b>						
Permanent	4332	4332	100.00%	3859	3859	100.00%
Other than permanent	31	31	100.00%	31	31	100.00%
<b>Total Employees</b>	<b>4363</b>	<b>4363</b>	<b>100.00%</b>	<b>3890</b>	<b>3890</b>	<b>100.00%</b>
<b>Workers</b>						
Permanent	369	369	100.00%	393	393	100.00%
Other than permanent	10208	10208	100.00%	9798	9798	100.00%
<b>Total Workers</b>	<b>10577</b>	<b>10577</b>	<b>100.00%</b>	<b>10191</b>	<b>10191</b>	<b>100.00%</b>

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

Category	FY2022-23					FY2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total(D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B / A)	No. (C)	%(C / A)		No.(E)	%(E / D)	No.(F)	%(F / D)
<b>Employees</b>										
<b>Permanent</b>	4332	-	-	4332	100.00%	3859	-	-	3859	100.00%
Male	4206	-	-	4206	100.00%	3750	-	-	3750	100.00%
Female	126	-	-	126	100.00%	109	-	-	109	100.00%
<b>Other than Permanent</b>	31	-	-	31	100.00%	31	-	-	31	100.00%
Male	31	-	-	31	100.00%	31	-	-	31	100.00%
Female	0	-	-	0	-	0	-	-	0	-
<b>Workers</b>										
<b>Permanent</b>	369	0	0.00%	369	100.00%	393	0	0.00%	393	100.00%
Male	353	0	0.00%	353	100.00%	376	0	0.00%	376	100.00%
Female	16	0	0.00%	16	100.00%	17	0	0.00%	17	100.00%
<b>Other than Permanent</b>	10208	4416	43.26%	5792	56.74%	9798	4269	43.57%	5529	56.43%
Male	9886	4129	41.77%	5757	58.23%	9493	3994	42.07%	5499	57.93%
Female	322	287	89.13%	35	10.87%	305	275	90.16%	30	9.84%

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR)	Number	Median remuneration/ salary/ wages of respective category (INR)
<b>Board of Directors (BoD)</b>				
Executive Non-Independent Director	4	27419998	-	-
Non-Executive Independent Director*	2	-	3	-
Nominee Director*	1	-	-	-
<b>Key Managerial Personnel</b>	5	24921820	-	-
<b>Employees other than BoD and KMP (Permanent)</b>	4201	666324	126	660561
<b>Workers (Permanent)</b>	353	388644	16	309384

Note: Non-Executive Directors and Nominee Director did not receive any remuneration during the financial year 2022- 23, except for sitting fees paid for attending Board/Committee meeting(s). Hence, the required details are not mentioned in relation to Non-Executive Independent Directors.

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

The Company has a Human Right Policy to uphold and respect human rights in accordance with the internationally accepted standards on human rights (such as International Labour Organisation (ILO), Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the United Nations Global Compact). The Company has a works committee at the plant level to address the issues relating to health and safety of the workers.

The Chief Human Resource Officer and the Department Heads overseas the responsibility to respect Human Rights and its implementation.

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

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

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

A work committee consisting of cross-functional heads ensures the health and safety of the workers at plant. The works committee reports to the plant Head.

Further, the Department Head and the Chief Human Resource Officer is responsible to entail respecting human rights, avoid involvement in human rights abuses and establishing mechanism to receive and resolve grievances from affected stakeholders. The Company's human rights commitment inter-alia covers below aspects:

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



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

	FY2022-23			FY2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

**EI-7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.-**

The Company has a robust mechanism and procedure to prevent adverse consequences against the complainant in discrimination and harassment cases.

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

Business agreements, as applicable mandates the value chain partners to comply with all the statutory laws, regulations and rules made thereunder.

**EI-9. Assessments for the year:**

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

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

Not Applicable.

**Leadership Indicators**

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

As a part of our continuous endeavour to address human rights grievances /complaints, the Company has initiated a process to conduct periodic human rights due diligence in business operations and implement preventive & corrective actions, where required. Also, include human rights due diligence into relevant business processes and prior to engaging into new business acquisitions.

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

The scope and coverage of Human Rights due diligence aspects are mentioned in the Human Right policy. The Human Right policy is disseminated on the Company website and can be viewed at the following link:

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

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

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

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	
Discrimination at workplace	
Child Labour	The Company expects and continuously motivates its value chain partners to comply with the requirement.
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

Not Applicable

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

**Essential Indicators**

**EI-1. Details of total energy consumption (in Joules or multiples) and energy intensity.**

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) GJ	3571159	3287478
Total fuel consumption (B) GJ	26704388	29283639
Energy consumption through other sources ( C ) GJ	-	-
Total energy consumption (A+B+C) GJ	30275547	32571117
Energy intensity per rupee of turnover (Total energy consumption (GJ)/ turnover in rupees)	869	1017
Energy intensity (optional) – the relevant metric may be selected by the entity GJ/tcs	19.15	18.38

**EI-1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

Yes, independent assessment/ evaluation/assurance has been conducted by The Energy and Resource Institute (TERI).

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

Yes, the Company is designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

Targets set under the PAT scheme have been achieved during PAT cycle-II and entitled with 21271 numbers of positive Energy Saving Certificates (EsCerts)

**EI-3. Provide details of the following disclosures related to water, in the following format: Water withdrawal by source (in kilolitres)**

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	11617194	11636426
(ii) Groundwater	10413	-
(iii) Third party water	54000	54000
(iv) Seawater / desalinated water	-	-
(v) Others (Recycled Water)	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	11681607	11690426
Total volume of water consumption (in kilolitres)	11681607	11690426
Water intensity per rupee of turnover (Water consumed / turnover)	335	365
Water intensity (optional) – the relevant metric may be selected by the entity. (KL/tcs)	7.39	6.60

**EI-3. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-**

Yes, independent assessment/ evaluation/assurance has been carried out by TUV India Pvt Ltd.

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

Yes, the entity has implemented a mechanism for Zero Liquid Discharge and ensured 100% water recycling across all the manufacturing units of the Company.

The Company has implemented a robust wastewater management system, ensuring zero discharge of wastewater into the environment. Treated wastewater undergoes recycling and is repurposed for various internal uses within the facility. The Company actively promotes rooftop water harvesting and judiciously utilises recycled water and harvested rainwater, which collectively account for 39% of its total water consumption. These forward-thinking initiatives vividly exemplify the Company's dedication to sustainable water management practices and the preservation of this invaluable resource.

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

Parameter	Please specify unit	Current Financial Year	Previous Financial Year
NOx	MT	1980.68	1687.19
SOx	MT	851.89	718.88
Particulate matter (PM)	MT	2084.13	1707.27
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-

**EI-5. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

Yes, independent assessment/ evaluation/assurance has been carried out by external agencies M/s J.M. EnviroNet Pvt. Ltd. Jaipur, Rajasthan, M/s Bureau Veritas Industrial Services India Pvt. Ltd. Bhubaneswar, Odisha and TEAM LABS CONSULTANT.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> E	2584460	2816979
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	TCO <sub>2</sub> E	735913	684949
Total Scope 1 and Scope 2 emissions per rupee of turnover	TCO <sub>2</sub> E / rupee of turnover	95	109
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	TCO <sub>2</sub> E / tcs	2.10	1.98

**EI-6. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

No

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

Yes, we have undertaken various projects on GHG emissions reduction. The projects are listed below:

1. During FY 2022–23, Jindal Stainless Group has procured and consumed around 33401 MWH of renewable energy.
2. 7.3 MWp floating solar power plant has been set up & commissioned on the Water reservoir of Jajpur Unit.
3. Rooftop Solar of 3.51 MWp installed at various locations at Hissar plant.
4. Being part of Perform Achieve & Trade (PAT) scheme, Energy audits has been conducted & Conservation Projects are implemented in regular basis.
5. Targetted efforts has been taken to swich to Railway from road transportation. JSL has achieved 20% increase in Rail transportation compared to last FY.
6. As a part of compliance with Pollution Prevention and sound environmental performance, JSL has achieved more than 100% fly ash utilization by supplying fly ash to brick manufacturing units, asbestos manufacturing plants, and cement plants.
7. For the incremental energy requirement of 1 MTPA of expansion in Odisha, JSL has signed a 300 MW Wind-Solar Hybrid Renewable project to ensure ~100 MW RTC.
8. Increased utilization of waste heat from SAF to generate steam, which is used in different processes in HSM, CRM, and Coke oven plants replacing the Propane fired Boilers.

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

Parameter	FY2022-23	FY2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	804	1161
E-waste(B)	41.5	3.3
Bio-medical waste (C)	0.736	0.557
Construction and demolition waste (D)	0	0
Battery waste (E)	59.41	17.35
Radioactive waste (F)		
	0	0
Other Hazardous waste.		
Please specify, if any. (G)	67522	56277
Other Non-hazardous waste generated (H).		
Please specify, if any.		
(Break-up by composition i.e. by materials relevant to the sector)	1560156	1600353
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>1628583</b>	<b>1657812</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste – Plastic</b>		
(i)Recycled	-	-
(ii)Re-used	-	-
(iii)Other recovery operations	255.32	508
<b>Total</b>	<b>255.32</b>	<b>508</b>
<b>Category of waste - E-Waste</b>		
(i)Recycled	-	-
(ii)Re-used	-	-
(iii)Other recovery operations	19.47	3.2
<b>Total</b>	<b>19.47</b>	<b>3.2</b>

Parameter	FY2022-23	FY2021-22
<b>Category of waste - Bio-medical waste</b>		
(i)Recycled	-	-
(ii)Re-used	-	-
(iii)Other recovery operations	-	-
<b>Total</b>	-	-
<b>Category of waste - Construction and demolition waste</b>		
(i)Recycled	-	-
(ii)Re-used	-	-
(iii)Other recovery operations	-	-
<b>Total</b>	-	-
<b>Category of waste - Battery waste</b>		
(i)Recycled	-	-
(ii)Re-used	-	-
(iii)Other recovery operations	14.15	13.57
<b>Total</b>	<b>14.15</b>	<b>13.57</b>
<b>Category of waste - Radioactive waste</b>		
(i)Recycled	-	-
(ii)Re-used	-	-
(iii)Other recovery operations	-	-
<b>Total</b>	-	-
<b>Category of waste - Other Hazardous waste</b>		
(i)Recycled	17865	15660.6
(ii)Re-used	20277	13214
(iii)Other recovery operations	201	204
<b>Total</b>	<b>38343</b>	<b>29078</b>
<b>Category of waste - Other Non-Hazardous waste</b>		
(i)Recycled	755178	839116
(ii)Re-used	68474	73155
(iii)Other recovery operations	-	-
<b>Total</b>	<b>823652</b>	<b>912272</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste – Plastic</b>		
(i)Incineration	-	-
(ii)Landfilling	-	-
(iii)Other disposal operations	549	653
<b>Total</b>	<b>549</b>	<b>653</b>
<b>Category of waste - E-Waste</b>		
(i)Incineration	-	-
(ii)Landfilling	-	-
(iii)Other disposal operations	22	0.1
<b>Total</b>	<b>22</b>	<b>0.1</b>

Parameter	FY2022-23	FY2021-22
<b>Category of waste - Bio-medical Waste</b>		
(i)Incineration	1.4	1.05
(ii)Landfilling		
(iii)Other disposal operations		
<b>Total</b>	<b>1.4</b>	<b>1.05</b>
<b>Category of waste - Construction and demolition waste</b>		
(i)Incineration	-	-
(ii)Landfilling	-	-
(iii)Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>Category of waste – Battery</b>		
(i)Incineration		-
(ii)Landfilling		
(iii)Other disposal operations	45.3	3.8
<b>Total</b>	<b>45.3</b>	<b>3.8</b>
<b>Category of waste – Radioactive</b>		
(i)Incineration	-	-
(ii)Landfilling	-	-
(iii)Other disposal operations	-	-
<b>Total</b>	<b>-</b>	<b>-</b>
<b>Category of waste - Other Hazardous waste. Please specify, if any</b>		
(i)Incineration		
(ii)Landfilling	-	-
(iii)Other disposal operations	29179	27198
<b>Total</b>	<b>29179</b>	<b>27198</b>
<b>Category of waste - Other Non-hazardous waste generated</b>		
(i)Incineration	-	-
(ii)Land filling	-	-
(iii)Other disposal operations	736503	688082
<b>Total</b>	<b>736503</b>	<b>688082</b>

**EI-8. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

An Environmental Audit was conducted by M/s J. M. EnviroNet Pvt. Ltd. in Jaipur, Rajasthan. Additionally, a Hazardous Waste Audit was performed by M/s Bureau Veritas Industrial Services India Pvt. Ltd. in Bhubaneswar, Odisha.

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

The Company continuously monitor any hazardous wastes in our manufacturing units and have built processes to manage the wastes within the permissible limit as laid down by the regulators. JSL has been proactively involved in taking up several initiatives to adopt the mechanism to reuse and recycle various waste generated in process activity. Waste generated from the Company's plant operations including Fly ash from Captive Power Plant is being reused 100% by Cement Plants, Brick Manufactures and sheets manufacturers along with road making of NHAI. Other waste namely mill scale from Cold Rolling Mill, Bag Filter dust from Steel Melting Shop is being reused in Ferro Alloy making in the form of briquettes. Slag from Steel Melting Shop & Ferro Alloy Plant being generated is processed in Metal Recovery plant/Jigging Plant for recovery of valuable metal and further rejected slag are being reused in road making of NHAI. Hazardous Wastes namely used oil & waste oil is being sold 100% to authorized dealer for further recycling. E-waste generated from the plant is being sold to authorize re-processors.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Not Applicable		

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

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Expansion of Crude Steel Production from 2.2 MTPA to 4.5 MTPA and Cold Rolling Mill from 1.6 MTPA to 2.6 MTPA within the existing Steel Plant by M/s Jindal Stainless Limited, located at Kalinganagar Industrial Complex, Jajpur, Odisha- Amendment in Environment Clearance w.r.t. exclusion Iron making facilities of 2.35 MTPA and Steel making facilities of 2.3 MTPA	EIA Notification dated 14th Sep, 2006	16/06/2023	Yes	Yes	-
2	Environment Clearance for existing Plant Hisar	EIA Notification dated 14th September 2006 and subsequent NGT Order dated 12th February 2020 for existing plant	17/11/2022	Yes	Yes	-

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

All the manufacturing units of the Company is in compliance with the applicable environmental law/ regulations/ guidelines in India.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Not Applicable			

## Leadership Indicators

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

Parameter	FY2022-23	FY2021-22
<b>From renewable sources</b>		
Total electricity consumption (A)	12743	2919
Total fuel consumption (B)	-	-
Energy consumption through other sources ( C )	-	-
Total energy consumed from renewable sources (A+B+C)	12743	2919
<b>From non-renewable sources</b>		
Total electricity consumption (D)	3558416	3284558
Total fuel consumption (E)	26704388	29283639
Energy consumption through other sources (F)	-	-
Total energy consumed from non Renewable sources (D+E+F)	30262804	32568198

**LI-1. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

Yes, the independent assessment/ evaluation/ assurance has been carried out by The Energy and Resource Institute (TERI).

**LI-2. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres)**

Parameter	FY2022-23	FY2021-22
Water discharge by destination and level of treatment (in kilolitres)		
<b>(i) To Surface water</b>		
- No treatment	-	-
With treatment – please specify level of treatment CY:ZLD (No Discharge) PY:ZLD (No Discharge)	-	-
<b>(ii) To Groundwater</b>		
- No treatment	-	-
With treatment – please specify level of treatment CY:ZLD (No Discharge) PY:ZLD (No Discharge)	-	-
<b>(iii) To Seawater</b>		
- No treatment	-	-
With treatment – please specify level of treatment CY:ZLD (No Discharge) PY:ZLD (No Discharge)	-	-
<b>(iv) Sent to third-parties</b>		
- No treatment	-	-
With treatment – please specify level of treatment CY:ZLD (No Discharge) PY:ZLD (No Discharge)	-	-
<b>(v) Others</b>		
- No treatment	3600 KL from cooling blow down and softener regeneration and send to jigging for industrial purpose (Reuse).	1549 KL from cooling blow down and softener regeneration and send to jigging for industrial purpose (Reuse).
With treatment – please specify level of treatment CY:ZLD (No Discharge) PY:ZLD (No Discharge)	1800 KL from 30 (10+20) KLD STP tank.	-
Total water discharged (in kilolitres)	5400	1549



**LI-2. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

Yes, independent assessment/ evaluation/assurance has been carried out by TUV India Pvt Ltd.

**LI-3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

**(i) Name of the area-**

**(ii) Nature of operations-**

No, our factories are not located in the water stress areas. Being an environmental stewardship company, we have installed Zero Liquid which remove all the liquid waste from a system. Going forward, we intend to undertake the study of water risk assessment at all our site locations.

**LI-3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): Water withdrawal, and consumption in the following format:**

Parameter	FY2022-23	FY2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity.	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

**LI-3. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

Yes, external assessment/evaluation/assurance has been carried out by TUV India Pvt Ltd and Team Labs Consultants.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)			
Total Scope 3 emissions per rupee of turnover	-	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**LI-4. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

No, independent assessment/evaluation/assurance has not been carried out by an external agency.

**LI-5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.-**

No direct or indirect impacts of the entity on biodiversity in ecologically sensitive areas have been reported, with the entity following preventive and remediation activities such as maintaining bag houses for air pollution control, internal reusing system, safe disposal of plastic and e-waste, and zero waste discharge.

**LI-6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Enrichment of oxygen in walking beam furnace to reduce the consumption of Propane/LSHS	-	Fuel saving by 3%
2	Effluent Treatment Plant	-	-
3	Sewerage Treatment Plant	-	-
4	Interleaving Paper Recycling from authorized recycler	-	-
5	Bag House filter at Steel Melt Shop	-	-
6	Inefficient water fixtures with high flow rate ranging from 7 to 16 LPM were observed leading to water consumption of around 5 m <sup>3</sup> /day for 25 Taps	Replaced 25 taps with efficient water fixtures (Dual Mist Foam water nozzle make : Altered with flow rate 2 LPM leading to water consumption of around 3 m <sup>3</sup> /day)	2 m <sup>3</sup> /day fresh water saved
7	Soft water ( cooling tower recirculation water) was being used for floor cleaning in certain areas	cleaning of floors done by waste water & water tankers	50 m <sup>3</sup> /day fresh water saved
8	Filtered water (drinking water) was used for gardening in plant premises	Pipe line laid for STP treated water to use STP treated for gardening	20 m <sup>3</sup> /day fresh water saved
9	In LPG plant,it was observed that the major part of condensate is not recovered and being continuously drained	Drain valve isolated and recovery system taken in service	8 m <sup>3</sup> /day fresh water saved
10	Direct cooling tank in steckel mill continuously overflows due to no control on the pump operation based on tank level	Level switch with Hooter provided	14 m <sup>3</sup> /day fresh water saved
11	At oxygen plant and air compressors,it was observed that after moisture removal from atmospheric air,good quality water is removed from the system and is currently being drained.	All good quality water is recovered & utilizing the same in service	0.5 m <sup>3</sup> /day fresh water saved

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
12	SMS-1 Mould cooling (secondary circuit)	1. Blow down pipe laid of mould cooling tower to CCS secondary system 2. Over flow control provided in cooling tower	28 m3/day fresh water saved
13	SMS-1 Mould cooling (Primary Circuit)	Recirculation done gland seal cooling water	2 m3/day fresh water saved
14	SMS-1 CCS secondary cooling water circuit	Recirculation arrangement provided for the MGF backwash in the system	10 m3/day fresh water saved
15	SMS-1 New pump house cooling water circuit	Gland cooling water circulated in the cooling tower	5m3/day fresh water saved
16	SMS 2 Mould water circuit	Isolation done of circulating water during mould jacket replacement	5 m3/day fresh water saved
17	Improve resource efficiency	At CPP, Cooling tower Blow Down water either treated through RO Plant to CT Sump or collected in Ash Water Sump and further utilized for Bottom Ash deashing purpose.	Reduced the Fresh Water Consumption.
18	Improve resource efficiency	At CPP, Boiler Sample Cooler return water and Seal Trough overflow water being pushed back to Ash Water Sump after collection in Bottom Ash overflow sump for further utilization during Bottom Deashing.	Reduced the Fresh Water Consumption.
19	Improve resource efficiency	Usage of drain/rain/recovered water for sprinkling during dry Ash unloading, road washing, gardening and other housekeeping activities in order to reduce fresh raw water consumption.	Reduced the Fresh Water Consumption.
20	Improve resource efficiency	Installation of ETP with a capacity of 250 M3/hr for the treatment of Fe-alloy discharge water Treated water is being consumed in the process.	Reduced the Fresh Water Consumption.
21	ETP of capacity 250m3/hr has been installed for treatment of surface runoff	0	Treatment of surface runoff and reuse in various activities.
22	RO Plant of capacity 50m3/hr has been installed for treatment of Cooling Tower Blow Down Water of CPP	0	Treated water is being reused as Cooling Tower makeup
23	ETP of capacity 750m3/day has been installed for treatment of effluent generated from Cold Rolling Mill	0	Treated water is being reused in various plant activities.
24	Pulse Jet Bag House	A pulse jet bag filter or pulse jet dust collector, is a self-cleaning dry filtration system. It consist of fabric filter bags for observing the dust from smoke, which is coming from furnace operations.The pulse jet dust collector cleaning system removes particulate matter and dust from the surface of internal filter media with bursts of compressed air.	The cleaned air passed through outlet duct line by ID fan then it is released into the environment through chimney.
25	FRP based (Fiber-Reinforced Plastics) STP (Sewage Treatment Plant)	It consists the 4 compartments for treating the sewage water which is collected from the colony. The compartments are primary treatment, secondary treatment and tertiary treatment.	The treated water is using for gardening, sprinkling on internal roads of plant for controlling the dust by movement of vehicles.

**LI-7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.-**

The Company has a comprehensive “Onsite Emergency Plan & Disaster Control” strategy in place, strategically designed to ensure seamless business operations even in the face of disruptive events such as explosions, fires, cyber-attacks, acts of terror, and more. These proactive measures are a testament to the Company’s unwavering commitment to business continuity. The formulation of these practices is a result of meticulous benchmarking against industry leaders and organizations renowned for their adept Business Continuity Management practices.

Within this robust framework, clearly defined roles and responsibilities have been meticulously assigned to each group and individual entrusted with the crucial task of managing emergencies.

**LI-8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.-**

As per the available information with the Company, there has been no significant impact to the environment, arising from the value chain of the Company.

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

Not Applicable

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

**Essential Indicators**

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

Jindal Stainless Limited has close affiliation and active engagement with 12 industry chambers/associations.

**EI-1.b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
3	The Associated Chambers of Commerce & Industry of India (ASSOCHAM)	National
4	PHD Chamber of Commerce and Industry (PHDCCI)	National
5	Indian Chambers of Commerce (ICC)	National
6	Indian Steel Association (ISA)	National
7	Indian Stainless Steel Development Association (ISSDA)	National
8	Steel Furnace Association of India	National
9	The Alloy Steel Producers Association of India	National
10	Utkal Chamber of Commerce & Industry (UCCI)	State

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

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

### Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1.	In FY 2022 – 23, Jindal Stainless Limited, being the market leader in Stainless Steel undertook many strong initiatives in the area of public policy advocacy. The company pursued proactive engagement with stakeholders from all the relevant ministries and trade associations like ISSDA, ISA, CII, FICCI, ASSOCHAM, and PHDCCI etc. to push its public policy agenda. Being a leading and responsible Stainless Steel producer, the company took up critical issues/matters such as: a) Withdrawal of Export Duty; b) Imposition of Trade Remedial Measures; c) Effective implementation of Quality Control Orders (QCOs); d) Safeguarding the interests of SS industry in the framework development for Green Steel; e) Level-playing field for SS industry on negotiations during review of existing FTA/signing of new FTA etc. Besides, taking up relevant trade related issues, JSL also championed the cause of creating awareness about corrosion and its impact, and strongly advocating for corrosion mitigation through the usage of stainless steel, as an intrinsic part of policy making.	The public policy advocacy was done through written submissions directly to the stakeholders like various ministries as well as through relevant trade associations. The written submissions were subsequently and consistently followed up through physical meetings/reminder communications till the objectives were satisfactorily addressed. Towards the objective of creating awareness on corrosion and its impact, and its mitigation through the usage of Stainless Steel, JSL signed an MOU with CII for supporting the activities of CII Corrosion Management Division. As part of the MOU, JSL participated in numerous seminars and workshops aimed at facilitating the formulation of robust and holistic national policy on corrosion.	No	NA	NA

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

### Essential Indicators

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

S. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Improving Farmers' Income Project Jindal Stainless Limited (JSL) through its foundation, Jindal Stainless Foundation and the implementing partner, Gram Unnati Foundation has focused their support in the agricultural sector in the district of Jajpur, Odisha and the aspirational district of Mewat , Haryana. The aim of the project intervention was towards improving farmers' income by making them aware of scientific practices, having higher yields and market access to sell their produce.	-	-	Yes	No	NA

**EI-2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
1	Not Applicable					

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

The Company follows a robust grievance mechanism, which is in alignment with global best practices and help us map our impact on the communities and take steps to address them. We have a formal grievance mechanism setup where external stakeholders can register their grievances. It is in our interest to close all grievances in a fair and timely manner.

The grievance handling and redressal mechanism is given in the Stakeholders Grievance Policy of the Company. The policy is disseminated on the Company's website and the same can be viewed at the following link:

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

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

Category	Current Financial Year	Previous Financial Year
Directly sourced from MSMEs/ small producers	5	7
Sourced directly from within the district and neighbouring districts	34.23	35.4

### Leadership Indicators

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

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

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Haryana	Mewat	22,66,580

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

No, the Company is firmly grounded in the principles of an Egalitarian Approach, a foundation that permeates through our entire spectrum of business practices. This ethos is particularly evident in our procurement strategy at Jindal Stainless Limited, where we are dedicated to fostering equal opportunities for all suppliers. Our approach hinges on a comprehensive assessment of performance parameters including quality, cost-effectiveness, delivery efficiency, and lead times. This methodology ensures a level playing field that affords equitable prospects to every supplier.

Beyond this, we engage in enlightening campaigns and conduct training programs aimed at nurturing the growth of MSME (Micro, Small, and Medium Enterprises) suppliers. Also we encourage working with suppliers in the vicinity of our facilities (including small-scale industries).

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

Not Applicable

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

Not Applicable

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

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

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

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

**LI-6. Details of beneficiaries of CSR Projects**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Promoting Education & Enhancing Vocational Skills	3444	67
2	Promoting Integrated Health	13071	66
3	Entrepreneurship Development	292	75
4	Promoting Sports	24	100
5	Promoting Gender Equality & Women Empowerment	3252	78
6	Integrated Rural Development	13970	80
7	Ensuring Environmental & Sustainability Ecological Balance	12316	41
8	Emergencies and Relief work	35	100

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

### Essential Indicators

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

Jindal Stainless Limited has a customer management system for its customers both in Domestic & Export market that allows them to lodge complaints and receive timely response and feedback. Complaints can be lodged via either the Hybrids/ C4C portal (Domestic Customers) or by Sales team in SAP along with all supporting documents (Export Customers). Each complaint is assigned a unique and a notification email is sent to concerned agencies. The Technical team reviews the complaint and requests customer for additional details if required. A visit may be planned to customer end depending on the nature of the complaint and samples collected and analyzed. An interim acknowledgement is provided to the customer by QA within 24 hrs and a technical settlement note is released based on investigations. Customer can then review the settlement note and provide feedback. If not accepted, the complaint is further escalated to senior leadership team for final closure. Technical closure of complaints is inline with the mutually agreed SLA with the sales team (Domestic) and 30 days (Export) of lodging the complaint.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	4.1%

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy						
Advertising						
Cyber-security						
Delivery of essential services						Nil
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Category	Number	Reasons for recall
Voluntary recalls	0	No instances due to safety issues
Forced recalls	0	No recalls due to safety issues

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

Yes, the Company has enacted various policies and procedures to ensure data privacy and cyber security. Our technical setup and physical asset management ensure we comply with the safekeeping of customer data. We are aware that sensitive information loss, abuse, or disclosure to third parties, such as competition and business partners, could potentially have a negative impact on our company's operations and give rise to both monetary and non-monetary legal challenges.

Our risk management committee is entrusted with overseeing the potential cyber security risks and data privacy, along with other risk(s). The policies are available on the Company's intranet. Employees and new joiners are also sensitized on a need basis about the said policies through trainings, workshops and various other programmes.



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

No regulatory actions were taken on the above parameters.

### **Leadership Indicators**

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

Information on products and services can be accessed on Company's website at below link:

<https://www.jindalstainless.com/>

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

Regular cross-functional team visits are organized to customer locations, aimed at comprehending their requirements and engaging in technical discussions regarding product suitability. The Sales team conducts informative training sessions for customers and consumers, fostering awareness about the benefits and applications of stainless steel.

Furthermore, we host comprehensive fabricator training sessions that empower participants with invaluable expertise. The Company's display vans actively engage in customer training programs, EXPOs, and exhibitions playing a pivotal role in promoting safe usage and raising awareness.

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

Customers are informed of any risk of disruption/ discontinuation of essential services through email and communication from Key Account Managers.

**LI-4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/ No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)-**

Yes, Product details are displayed as per guidelines by national/ international standards. The basic details displayed over the product as stickers are the product grade, batch number, heat number, dimension, quantity & BIS logo.

**LI-5. Provide the following information relating to data breaches: a. Number of instances of data breaches along-with impact-**

No instances of data breaches.

**LI-5. Provide the following information relating to data breaches: b. Percentage of data breaches involving personally identifiable information of customers-**

No instances of data breaches.