

JSL - ESG FACTSHEET

2024-25



ESG Factsheet FY 2024-25

S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
1	Environment	Environmental violations	Regulatory Compliance	Number of violations of legal obligations/regulations	No.	-	-	-	-
2	Environment	Environmental violations	Regulatory Compliance	Amount of fines/penalties related to the above	INR	-	-	-	-
3	Environment	Environmental violations	Regulatory Compliance	Environmental liability accrued at year end	INR	-	-	-	-
4	Environment	Waste Management	Circular Economy & Waste Management	Total waste generated	MT	16,57,812	12,26,480	15,84,619	19,45,438
5	Environment	Waste Management	Circular Economy & Waste Management	Total waste recycled/reused	MT	9,41,875	3,17,210	17,77,700	20,18,037
6	Environment	Waste Management	Circular Economy & Waste Management	Total waste landfilled	MT	7,15,937	-	42,807	42,852
7	Environment	Waste Management	Circular Economy & Waste Management	Total waste incinerated without energy recovery	MT	1.05	0.74	1.04	0.35
8	Environment	Waste Management	Circular Economy & Waste Management	Total Non- Hazardous/ Solid waste generated	MT	16,01,514	11,76,582	15,09,286	18,70,288
9	Environment	Waste Management	Circular Economy & Waste Management	Total Non- Hazardous/ Solid waste recycled/ reused	MT	9,12,780	2,98,747	17,26,205	19,85,751
10	Environment	Waste Management	Circular Economy & Waste Management	Total Non- Hazardous/ Solid waste landfilled	MT	6,88,735	-	-	-
11	Environment	Waste Management	Circular Economy & Waste Management	Total Hazardous waste generated	MT	56,298	49,898	75,333	75,151
12	Environment	Waste Management	Circular Economy & Waste Management	Total Hazardous waste recycled/ reused	MT	29,095	18,463	51,495	32,286
13	Environment	Waste Management	Circular Economy & Waste Management	Total Hazardous waste incinerated without energy recovery	MT	1.05	0.74	1.04	0.35
14	Environment	Waste Management	Circular Economy & Waste Management	Total Hazardous waste landfilled	MT	27,202	-	42,807	42,852
15	Environment	Waste Management	Circular Economy & Waste Management	Mineral waste generated – Waste rock	MMT	-	-	0.0639	0.0566
16	Environment	Waste Management	Circular Economy & Waste Management	Mineral waste generated - Tailings	MMT	-	-	-	0.0274
17	Environment	Waste Management	Circular Economy & Waste Management	Mineral waste repurposed/reused	MMT	-	-	0.0676	0.0274

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18	Environment	Waste Management	Circular Economy & Waste Management	Total mineral waste disposed = Mineral waste generated (Waste rock) + Mineral waste generated (Tailings) - Mineral waste repurposed/reused	MMT	-	-	0.0037	0.0566
19	Environment	Waste Management	Circular Economy & Waste Management	Percentage of total waste from company operations diverted from landfills	%	100	100	100	97.8*
20	Environment	Circular Economy	Circular Economy & Waste Management	Product Recyclability (%)	%	Not reported	100	100	100
21	Environment	Circular Economy	Circular Economy & Waste Management	Product Recyclability (%)	%	Not reported	100	100	100
22	Environment	Circular Economy	Circular Economy & Waste Management	Scrap/recycled waste Utilized in Production	%	58.77	67.00	71.75	72.11
23	Environment	Air Pollution	Energy & Emissions	Direct SOx emissions	MT	719	1,647	3,072	4,580.69
24	Environment	Air Pollution	Energy & Emissions	Direct NOx emissions	MT	1,687	1,573	1,783	2,527.48
25	Environment	Air Pollution	Energy & Emissions	Direct dust/ PM emissions	MT	1,707	968	1,313	1,601.47
26	Environment	Air Pollution	Energy & Emissions	Total Persistent organic pollutants (POP) emitted	MT	NA	NA	NA	-
27	Environment	Air Pollution	Energy & Emissions	Total Volatile organic compounds (VOC) emitted	MT	NA	NA	NA	-
28	Environment	Air Pollution	Energy & Emissions	Total Hazardous air pollutants (HAP) emitted	MT	NA	NA	NA	-
29	Environment	Air Pollution	Energy & Emissions	Total weight of air pollutants (including SOx, Nox, CO, PM, etc.)	MT	4,113	4,187	6,168	8,710
30	Environment	Energy & Emissions	Energy & Emissions	Total Carbon Emissions Abated	tCo2e	2,40,000		76,595	3,18,248
31	Environment	Energy & Emissions	Energy & Emissions	Waste Heat Recovery	MT	-	-	-	1,17,299
32	Environment	GHG Emissions	Energy & Emissions	Total direct GHG emissions (Scope 1)	tCo2e	28,16,979	25,48,227	29,92,334	29,95,799
33	Environment	GHG Emissions	Energy & Emissions	Total indirect GHG emissions-Scope 2 Emission (Location Based)	tCo2e	6,84,949	7,35,756	7,87,141	6,22,511
34	Environment	GHG Emissions	Energy & Emissions	Total indirect GHG emissions-Scope 2 Emission (Market Based)	tCo2e	-	-	-	-
35	Environment	GHG Emissions	Energy & Emissions	Total indirect GHG emissions (Scope 3)	tCo2e	Not reported	27,81,558	33,45,443	32,16,693

*KPI 19 – The ETP sludge from Cold rolling mill (CRM) was diverted/ disposed to CHWTSDF as per legal compliance.

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S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
36	Environment	GHG Emissions	Energy & Emissions	GHG Emission Intensity (Scope 1 & 2)	tCo2e/ tcs	1.98	2.08	2.15	1.85
37	Environment	GHG Emissions	Energy & Emissions	GHG Emission Intensity (Scope 3)	tCo2e/ tcs	Not reported	1.76	1.90	1.64
38	Environment	GHG Emissions	Energy & Emissions	Total gross Scope 3 Downstream GHG emissions	tCo2e	Not reported	21,44,492	24,33,995	22,83,118
39	Environment	GHG Emissions	Energy & Emissions	Total gross Scope 3 Upstream GHG emissions	tCo2e	Not reported	6,37,066	9,11,449	9,33,574
40	Environment	Environment Management	Regulatory Compliance	Percentage of operational sites assessed on specific environmental risks	%	100	100	100	100
41	Environment	Environment Management	Regulatory Compliance	Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001	%	100	100	100	100
42	Environment	Energy Management	Energy & Emissions	Total renewable electricity/power consumption	MWh	811	33,644	29,844	2,95,210
43	Environment	Energy Management	Energy & Emissions	Total non - renewable electricity/power consumption	MWh	9,13,635	10,66,955	11,14,884	8,51,708
44	Environment	Energy Management	Energy & Emissions	Total electricity/power consumption	MWh	9,14,446	11,00,599	11,44,728	11,46,918
45	Environment	Energy Management	Energy & Emissions	Total renewable energy consumption	MWh	33,890	33,676	55,652	3,63,297
46	Environment	Energy Management	Energy & Emissions	Total non - renewable energy consumption	MWh	84,06,334	83,85,221	97,08,052	85,42,995
47	Environment	Energy Management	Energy & Emissions	Total energy consumption	MWh	84,40,224	84,18,897	97,63,704	89,06,292
48	Environment	Energy & Emissions	Energy & Emissions	Total energy consumption (GJ)	GJ	3,25,71,115	3,03,02,683	3,51,43,709	3,20,46,977
49	Environment	Energy & Emissions	Energy & Emissions	Energy Intensity	GJ/ tcs	18.38	19.17	19.97	16.36
50	Environment	Energy & Emissions	Energy & Emissions	Percentage of total energy consumption from renewable sources	%	0.01	0.40	0.57	4.08
51	Environment	Water Management	Water and Wastewater Management	Total volume of water withdrawal	m3	1,16,90,426	1,16,70,159	1,33,20,439	1,50,77,894
52	Environment	Water Management	Water and Wastewater Management	Total volume of water discharge	m3	-	-	-	-
53	Environment	Water Management	Water and Wastewater Management	Total net freshwater consumption	m3	1,16,90,426	1,11,90,622	1,27,72,873	1,44,11,834

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S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
54	Environment	Water Management	Water and Wastewater Management	Water Intensity	m3/ tcs			7.26	7.36
55	Environment	Water Management	Water and Wastewater Management	Total net freshwater consumption in water-stressed areas (Total water withdrawals – Total water discharges)	m3	-	20,44,612	23,36,887	22,18,698
56	Environment	Water Management	Water and Wastewater Management	No. of production plants in last FY in water-stressed areas	No.	-	-	1	1
57	Environment	Water Management	Water and Wastewater Management	Total No. of production plants in last FY	No.	-	-	3	3
58	Environment	Water Management	Water and Wastewater Management	% of production plants in last FY in water-stressed areas	%	-	-	33	33%
59	Environment	Water Management	Water and Wastewater Management	Number of water-related incidents	No.	-	-	-	-
60	Environment	Water Management	Water and Wastewater Management	Total actual and opportunity costs from water-related incidents	INR	-	-	-	-
61	Environment	Water Management	Water and Wastewater Management	Rainwater Harvesting	m3	-	-	2,65,827	4,10,855
62	Environment	Biodiversity	Biodiversity	Afforestation (Number of saplings planted)	No.	-	-	56,237	89,095
63	Social	Employee Remuneration	Human Capital Management	Executive level (base salary only): Average Women Salary	INR	Not reported	Not reported	591966	663472
64	Social	Employee Remuneration	Human Capital Management	Executive level (base salary only): Average Men Salary	INR	Not reported	Not reported	672712	703931
65	Social	Employee Remuneration	Human Capital Management	Executive level (base salary + other cash incentives): Average Women Salary	INR	Not reported	Not reported	651162	729820
66	Social	Employee Remuneration	Human Capital Management	Executive level (base salary + other cash incentives): Average Men Salary	INR	Not reported	Not reported	738960	773950
67	Social	Employee Remuneration	Human Capital Management	Management level (base salary only): Average Women Salary	INR	Not reported	Not reported	1579411	1575806
68	Social	Employee Remuneration	Human Capital Management	Management level (base salary only): Average Men Salary	INR	Not reported	Not reported	1892151	2082633

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S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
69	Social	Employee Remuneration	Human Capital Management	Management level (base salary + other cash incentives): Average Women Salary	INR	Not reported	Not reported	1785684	1775835
70	Social	Employee Remuneration	Human Capital Management	Management level (base salary + other cash incentives): Average Men Salary	INR	Not reported	Not reported	2170111	2344504
71	Social	Employee Remuneration	Human Capital Management	Non-management level (base salary only): Average Women Salary	INR	Not reported	Not reported	317445	370299
72	Social	Employee Remuneration	Human Capital Management	Non-management level (base salary only): Average Men Salary	INR	Not reported	Not reported	439320	473102
73	Social	Employee Remuneration	Human Capital Management	Mean gender pay gap: Difference between men and women employees	%	Not reported	Not reported	Not reported	18%
74	Social	Employee Remuneration	Human Capital Management	Median gender pay gap: Difference between men and women employees	%	Not reported	Not reported	Not reported	-8%
75	Social	Employee Remuneration	Human Capital Management	Mean bonus pay gap	%	Not reported	Not reported	Not reported	14%
76	Social	Employee Remuneration	Human Capital Management	Median bonus pay gap	%	Not reported	Not reported	Not reported	-17%
77	Social	Talent Attraction	Human Capital Management	Total number of new employee hires	No.	568	815	1072	890
78	Social	Talent Attraction	Human Capital Management	New hires: Age-wise breakdown- Less than 25-Male (Number)	No.	Not reported	Not reported	307	328
79	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown- 26-30- Male (Number)	No.	Not reported	Not reported	260	175
80	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown- 31-35 - Male (Number)	No.	Not reported	Not reported	196	132
81	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown-36-40 Male (Number)	No.	Not reported	Not reported	124	106
82	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown-41-45 Male (Number)	No.	Not reported	Not reported	57	39
83	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown-46-50 Male (Number)	No.	Not reported	Not reported	28	18
84	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown-51 & Above Male (Number)	No.	Not reported	Not reported	18	13
85	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown- Less than 25-Female (Number)	No.	Not reported	Not reported	42	40

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S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
86	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown- 26-30- Female (Number)	No.	Not reported	Not reported	23	24
87	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown- 31-35 - Female (Number)	No.	Not reported	Not reported	11	9
88	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown-36-40 Female (Number)	No.	Not reported	Not reported	3	3
89	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown-41-45 Female (Number)	No.	Not reported	Not reported	1	3
90	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown-46-50 Female (Number)	No.	Not reported	Not reported	0	0
91	Social	Talent Attraction	Human Capital Management	New Hires: Age-wise breakdown-51 & Above Female (Number)	No.	Not reported	Not reported	2	0
92	Social	Talent Attraction	Human Capital Management	Total employee turnover rate	%	7.03	6.87	10	9.80
93	Social	Talent Attraction	Human Capital Management	Total employee turnover rate - Male	%	6.36	6.31	10	9.13
94	Social	Talent Attraction	Human Capital Management	Total employee turnover rate - Female	%	0.30	0.56	10.00	0.69
95	Social	Talent Attraction	Human Capital Management	Voluntary employee turnover rate	%	7.03	6.87	10.00	9.80
96	Social	Talent Attraction	Human Capital Management	Voluntary employee turnover rate - Male	%	6.36	6.31	10.00	9.13
97	Social	Talent Attraction	Human Capital Management	Voluntary employee turnover rate - Female	%	0.30	0.56	10.00	0.69
98	Social	Employee Well-Being	Human Capital Management	% of employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score (eNPS)	%	Not reported	Not reported	57	66
99	Social	Employee Well-Being	Human Capital Management	% of employees who responded to the survey	%	Not reported	Not reported	80	78
100	Social	Workplace Safety	Occupational Health & Safety	Fatalities - Employees (Number)	No.	0.00	0.00	0.00	0
101	Social	Workplace Safety	Occupational Health & Safety	Fatalities - Contractors (Number)	No.	2.00	3.00	1.00	0
102	Social	Workplace Safety	Occupational Health & Safety	LTIFR - Employees (Number)	No./ million hours worked	0.00	0.09	0.04	0.00

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S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
103	Social	Workplace Safety	Occupational Health & Safety	LTIFR - Contractors (Number)	No./ million hours worked	0.03	0.41	0.27	0.00
104	Social	Workplace Safety	Occupational Health & Safety	TRIFR - Employees (Number)	No./ million hours worked	0.00	0.09	0.04	0.00
105	Social	Workplace Safety	Occupational Health & Safety	TRIFR - Contractors (Number)	No./ million hours worked	0.06	1.67	1.23	0.35
106	Social	Corporate Social Responsibility	Community Relations	No. of production assets that have required community consultation	No.	-	-	-	3
107	Social	Corporate Social Responsibility	Community Relations	% of current production assets that have required community consultation	%	-	-	-	100
108	Social	Corporate Social Responsibility	Community Relations	Number of development projects that are in the process of community consultation	No.	-	-	-	(No development projects in process during the reporting period)
109	Social	Corporate Social Responsibility	Community Relations	% of development programs that are in the process of community consultation	%	-	-	-	(No development projects in process during the reporting period)
110	Social	Inclusive Workplace	Diversity, Equity & Inclusion	Share of local people employed at the operating site level	%	-	-	73	73
111	Social	Inclusive Workplace	Diversity, Equity & Inclusion	Share of local people in senior management positions at the operating site level	%	-	-	67	68
112	Social	Hazard Identification	Occupational Health & Safety	Percentage of operational sites for which an employee health and safety risk assessment has been conducted	%	100	100	100	100

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S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
113	Social	Human Rights in Own Workforce	Human Rights	Percentage of employees trained on diversity, discrimination, and harassment	%	30.86	9.50	9.69	100
114	Social	Human Rights in Own Workforce	Human Rights	Percentage of operational sites assessed for human rights impact or risks	%	100	100	100	100
115	Social	Human Rights in Own Workforce	Human Rights	Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC	%	100	100	100	100.00
116	Social	Human Rights in Value Chain	Human Rights	Number of work-related accidents	No.	0	3	3	0.00
117	Social	Employee Remuneration	Human Capital Management	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio	Not monitored	Not monitored	53.71	67.45
118	Social	Talent Attraction	Diversity, Equity & Inclusion	Percentage of women employed in the whole organization	%	2.8	2.89	3.54	4.41
119	Social	Talent Attraction	Human Rights	Percentage of employees from a minority and/or vulnerable group in the whole organization	%	0	0	0	0.00
120	Social	Talent Attraction	Human Rights	Percentage of employees from a minority and/or vulnerable group at top management level	%	0	0	0	0.00
121	Social	Employee remuneration	Human Rights	Percentage of direct employees covered by a living wage benchmarking analysis	%	Not Applicable	Not Applicable	Not Applicable	0.00
122	Social	Employee remuneration	Human Rights	Percentage of direct employees paid below living wage	%	Not Applicable	Not Applicable	Not Applicable	0.00
123	Social	Employee remuneration	Human Rights	Percentage of all employees paid below living wage, including direct employees and non-employee workers	%	Not Applicable	Not Applicable	Not Applicable	0.00
124	Social	Employee remuneration	Human Rights	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	%	Not Applicable	Not Applicable	Not Applicable	0.00
125	Social	Employee Training & Development	Human Capital Management	No. of Learning hours - Employees	No.	Not monitored	Not monitored	166000	193652
126	Social	Employee Training & Development	Human Capital Management	No. of Learning hours - Contractors	No.	Not monitored	Not monitored	35720	36059

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S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
127	Social	Employee Training & Development	Human Capital Management	Number of training programs conducted - Employees	No.	-	-	1134	1621
128	Social	Employee Training & Development	Human Capital Management	Number of training programs conducted - Contractors	No.	-	-	2402	2884
129	Social	Employee Training & Development	Human Capital Management	Average hours of training per employee	Hours/ FTE	-	-	29	32.83
130	Social	Employee Training & Development	Human Capital Management	Average hours of training per contractor	Hours/ contractor			3.3	2.67
131	Social	Employee Training & Development	Human Capital Management	Average amount spent per FTE on training and development	INR	-	-	1261	1876
132	Social	Employee Training & Development	Human Capital Management	Average hours per FTE of training and development (Gender and age wise breakdown of KPI)					
133	Social	Employee Training & Development	Human Capital Management	Male (Number)	No.	-	-	-	3829
134	Social	Employee Training & Development	Human Capital Management	Female (Number)	No.	-	-	-	270
135	Social	Employee Training & Development	Human Capital Management	(age wise breakdown of KPI): <25 years	Hours	-	-	-	9.6
136	Social	Employee Training & Development	Human Capital Management	(age wise breakdown of KPI): 26 to 30 years	Hours	-	-	-	7.92
137	Social	Employee Training & Development	Human Capital Management	(age wise breakdown of KPI): 31-35 years	Hours	-	-	-	9.45
138	Social	Employee Training & Development	Human Capital Management	(age wise breakdown of KPI): 36-40 years	Hours	-	-	-	9.67
139	Social	Employee Training & Development	Human Capital Management	(age wise breakdown of KPI): 41-45years	Hours	-	-	-	13.54

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S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
140	Social	Employee Training & Development	Human Capital Management	(age wise breakdown of KPI): 46-50 years	Hours	-	-	-	18.68
141	Social	Employee Training & Development	Human Capital Management	(age wise breakdown of KPI): >51 years	Hours	-	-	-	23.96
142	Social	Employee Training & Development	Human Capital Management	Percentage of employees trained on specific environmental issues	%	9.72	9.57	10.94	66.21
143	Social	Corporate Social Responsibility	Community Relations	Total CSR Beneficiaries	No.	-	-		64,319 (direct) 92,566 (direct+ indirect)
144	Social	Corporate Social Responsibility	Community Relations	Total Women Beneficiaries from CSR	No.	-	-		5,647 (direct)
145	Social	Corporate Social Responsibility	Community Relations	Total CSR Spend	INR Cr.	-	8.28	46.38	63.60**
146	Social	Corporate Social Responsibility	Community Relations	Number of discrimination and harassment complaints	No.	0	0	0	0.00
147	Social	Women Representation	Diversity, Equity & Inclusion	Gross wages paid to females as % of total wages	%	Not monitored	1.95	2.2	4.30
148	Social	Women Representation	Diversity, Equity & Inclusion	Share of women in all management positions, including junior, middle and top management (as % of total management positions)	%	-	-	3.93	10.83
149	Social	Women Representation	Diversity, Equity & Inclusion	Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	%	-	-	4.82	7.22
150	Social	Women Representation	Diversity, Equity & Inclusion	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	%	-	-	2.24	2.13

*** (KPI 145) - Out of which 53.65 crore was transferred to a separate unspent account. For detailed disclosure, please refer to Annual report on Corporate Social Responsibility activities forming part of the director's report.*

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151	Social	Women Representation	Diversity, Equity & Inclusion	Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	%	-	-	2.60	13.00
152	Social	Women Representation	Diversity, Equity & Inclusion	Share of women in STEM-related positions (as % of total STEM positions)	%	-	-	3.07	3.70
153	Social	Workforce	Human Capital Management	Percentage of employees covered by formally elected employee representatives or collective agreements	%	100	100	100	100
154	Social	Workforce	Human Capital Management	Percentage of employees who received regular performance and career development review	%	100	100	100	100
155	Social	Workplace Safety	Occupational Health & Safety	Number of days lost to work-related injuries, fatalities and ill health	No.	49329.5	47175.5	53159.5	54762
156	Governance	Governance	Corporate Governance	Revenue (Standalone)	INR Cr.	32,291.77	35,030.35	38,356.00	40181.68
157	Governance	Governance	Corporate Governance	Profit before tax	INR Cr.	3767.42	2,703.52	3327.75	3519.18
158	Governance	Governance	Corporate Governance	Income tax accrued (current year)	INR Cr.	-	-	-	789.03
159	Governance	Governance	Corporate Governance	Income tax paid	INR Cr.	798.86	689.33	712.6	525.6
160	Governance	Governance	Corporate Governance	Earnings before Tax	INR Cr.	3767.42	2703.52	3327.75	3519.18
161	Governance	Governance	Corporate Governance	Reported Taxes/ Total Tax expense	INR Cr.	977.45	690.14	797.06	807.99
162	Governance	Business Ethics and Transparency	Corporate Governance	Corruption or Bribery	No.	0	0	0	0
163	Governance	Business Ethics and Transparency	Corporate Governance	Discrimination or Harassment	No.	0	0	0	0
164	Governance	Business Ethics and Transparency	Corporate Governance	Conflicts of Interest	No.	0	0	0	0
165	Governance	Business Ethics and Transparency	Corporate Governance	Money Laundering or Insider trading	No.	0	0	0	0
166	Governance	Business Ethics and Transparency	Corporate Governance	EBITDA	INR Cr.	4719.57	3,566.93	4,035.71	3905.31

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167	Governance	Business Ethics and Transparency	Corporate Governance	PAT	INR Cr.	2788.07	2,014.00	2,530.69	2711
168	Governance	Business Ethics and Transparency	Corporate Governance	Debt-to-EBITDA ratio	Ratio	NA	NA	0.6	1.11
169	Governance	Business Ethics and Transparency	Corporate Governance	Customer Privacy Data	Ratio	NA	NA	0.2	0
170	Governance	Business Ethics and Transparency	Corporate Governance	Total employee-related expenses (salaries + benefits)	INR Cr.	478.9	463.6	541.0	721.9
171	Governance	Business Ethics and Transparency	Corporate Governance	Number of Board Members	No.	-	10	12	11
172	Governance	Business Ethics and Transparency	Corporate Governance	Percentage of independent directors	%	-	50	50	54.54
173	Governance	Business Ethics and Transparency	Corporate Governance	Number of women Directors on the Board	No.	-	3	3	3
174	Governance	Others	Corporate Governance	Number of Board Committees	%	-		7	7
175	Governance	Business Ethics and Transparency	Corporate Governance	Percentage of women Directors on the Board	%	-	30	25	27.27
176	Governance	Business Ethics and Transparency	Corporate Governance	Number of whistleblowing complaints	No.	0	0	0	0
177	Governance	Business Ethics and Transparency	Corporate Governance	Number of confirmed corruption incidents	No.	0	0	0	0
178	Governance	Business Ethics and Transparency	Data Privacy & Security	Number of confirmed information security incidents	No.	0	0	0	0
179	Governance	Business Ethics and Transparency	Corporate Governance	Percentage of employees trained on business ethics	%	100	100	100	100

ESG Factsheet FY 2024-25

S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
180	Governance	Business Ethics and Transparency	Corporate Governance	Percentage of all sites assessed or audited internally on a specific business ethics issue	%	100	100	100	100
181	Governance	Business Ethics and Transparency	Corporate Governance	Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001	%	-	-	-	100
182	Governance	Business Ethics and Transparency	Corporate Governance	Capital Investments (INR) - Environment related initiatives	INR Cr.		1,42,00,00,000	2,80,00,00,000	1,31,00,00,000
183	Governance	Product Quality & Safety	Product Stewardship & Innovation	Satisfaction Measurement Methodology - % of satisfied customers	%	-	85	86	86
184	Governance	Product Quality & Safety	Product Stewardship & Innovation	% of customer covered in the customer satisfaction survey	%	-	100	100	100
185	Governance	Business Ethics and Transparency	Data Privacy & Security	Customer Privacy Data	No.	0	0	0	0
186	Governance	Supplier Management and Development	Supply Chain Management	Quantity of inputs sourced directly from within India	%	Not reported	49.7	42	41
187	Governance	Supplier Management and Development	Supply Chain Management	Number of supplier complaints	No.	0	0	0	0
188	Governance	Supplier Management and Development	Supply Chain Management	% value chain partners assessed on Health & Safety Practices	%	100	100	100	100
189	Governance	Supplier Management and Development	Supply Chain Management	% value chain partners assessed on Working Conditions	%	100	100	100	100
190	Governance	Supplier Management and Development	Supply Chain Management	% of input material (inputs to total inputs by value) directly sourced from MSME & Small Producers	%	Not reported	4.82	5.38	11.04

ESG Factsheet FY 2024-25

S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
191	Governance	Supplier Management and Development	Supply Chain Management	Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct	%	0	0	100	100
192	Governance	Supplier Management and Development	Supply Chain Management	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	%	0	100	100	100
193	Governance	Supplier Management and Development	Supply Chain Management	Percentage of targeted suppliers that have gone through a Sustainability assessment (e.g. questionnaire)	%	0	100	100	100
194	Governance	Supplier Management and Development	Supply Chain Management	Percentage of targeted suppliers that have gone through a CSR on-site audit	%	0	0	0	0
195	Governance	Supplier Management and Development	Supply Chain Management	Percentage of buyers across all locations who have received training on sustainable procurement	%	100	100	100	100
196	Governance	Supplier Management and Development	Supply Chain Management	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	%	0	0	0	0
197	Governance	Supplier Management and Development	Supply Chain Management	Total number of Tier-1 suppliers	No.	-	-	878	801
198	Governance	Supplier Management and Development	Supply Chain Management	Total number of significant suppliers in Tier-1	No.	-	-	225	101
199	Governance	Supplier Management and Development	Supply Chain Management	% of total spend on significant suppliers in Tier-1	%	-	-	85	57%

ESG Factsheet FY 2024-25

S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
200	Governance	Supplier Management and Development	Supply Chain Management	Total number of significant suppliers in non-Tier-1	No.	-	-	0	0
201	Governance	Supplier Management and Development	Supply Chain Management	Total number of suppliers assessed via desk assessments/on-site assessments	No.	-	-	Not reported	801
202	Governance	Supplier Management and Development	Supply Chain Management	% of unique significant suppliers assessed	%	-	-	Not reported	100
203	Governance	Supplier Management and Development	Supply Chain Management	Number of suppliers assessed with substantial actual/potential negative impacts	No.	-	-	Not reported	271
204	Governance	Supplier Management and Development	Supply Chain Management	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	-	-	Not reported	0
205	Governance	Supplier Management and Development	Supply Chain Management	Number of suppliers with substantial actual/potential negative impacts that were terminated	No.	-	-	Not reported	0
206	Governance	Supplier Management and Development	Supply Chain Management	Total number of suppliers supported in corrective action plan implementation	No.	-	-	Not reported	0
207	Governance	Supplier Management and Development	Supply Chain Management	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	%	-	-	Not reported	0
208	Governance	Supplier Management and Development	Supply Chain Management	Total number of suppliers in capacity building programs	No.	-	-	Not reported	191

ESG Factsheet FY 2024-25

S. No	Pillar	Sub-Pillar	Material Topics	Key Performance Indicator (KPI)	UoM	FY 22	FY 23	FY 24	FY 25
209	Governance	Supplier Management and Development	Supply Chain Management	% of unique significant suppliers in capacity building programs	%	-	-	Not reported	66%
210	Governance	Business Ethics and Transparency	Supply Chain Management	Percentage of risky trading partners covered by a due diligence process on corruption or information security	%	0	0	0	0



INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Jindal stainless Limited on its ESG Factsheet for the FY 2024-25

The Board of Directors,

Jindal Stainless Limited,
Jindal Centre
12, Bhikaji Cama Place,
New Delhi - 110066, India

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as SGS India) was contracted by Jindal stainless Limited (the 'Company') to conduct an independent verification of its ESG factsheet data pertaining to the reporting period, i.e. 1st April 2024 to 31st March 2025. This Reasonable level of assurance engagement was conducted in accordance with the "International Standard on Assurance Engagements (ISAE) 3000 (revised)" and ISAE 3410.

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Jindal stainless Limited's Stakeholders.

Responsibilities

The information in the ESG factsheet and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, calculation, and statements within the defined scope of verification, aiming to inform the Management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific purpose, and it is not intended for use in interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope. The Company holds the responsibility for preparing and ensuring the fair representation of the verification scope.

Assurance Standard

SGS India has conducted Reasonable Level Assurance for the reporting period of 1st April 2024 to 31st March 2025. This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000(revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000(revised) standard but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirms our independence from Jindal stainless Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of ESG factsheet data for the period April 1, 2024, to March 31, 2025. The reporting scope and boundaries include 2 offices, 1 Mine, 2 manufacturing sites and 4 stockyards spread across the different states of India.

On-site verification of data and internal controls at the following manufacturing locations

- JSL, Jajpur, Odisha (Manufacturing site)
- JSL, Hisar, Haryana (Manufacturing site)

Virtual verification through screen sharing tools at the following locations:

- JSL, Jindal Centre, New Delhi (Corporate Office)
- Jindal Stainless Centre, Gurgaon Office
- Sukinda Mine
- JSL Stockyards (Pathredi, Chennai, Vadodara & Mumbai)

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the ESG factsheet and assessed the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the ESG Factsheet KPIs.
- Assessing the data reporting process at Site as well as Plant level and aggregation process of data at the corporate Office level
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the ESG Factsheet KPIs.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in “Findings and Conclusion.”
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

Findings and Conclusions

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its ESG factsheet (As per Annexure A) is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the reporting criteria.

For and on behalf of SGS India Private Limited

	
<p>Ashwini K. Mavinkurve, Technical reviewer Head – ESG & Sustainability Services, SGS India Pune, India 31st July, 2025</p>	<p>Abhijit M. Joshi Lead Verifier – ESG & Sustainability Services, SGS India Pune, India Team Members: Harishanker Tiwari</p>

Annexure A

SGS India verified the following ESG KPIs given in the Table below:

1) Environmental

Sub-Pillar	Key Performance Indicator (KPI)
Waste Management	Total waste generated
	Total waste recycled/reused
	Total waste landfilled
	Total waste incinerated without energy recovery
	Total Non- Hazardous/ Solid waste generated
	Total Non- Hazardous/ Solid waste recycled/ reused
	Total Hazardous waste generated
	Total Hazardous waste recycled/ reused
	Total Hazardous waste incinerated without energy recovery
	Total Hazardous waste landfilled
	Mineral waste generated – Waste rock
	Mineral waste generated – Tailings
	Mineral waste repurposed/reused
	Total mineral waste disposed = Mineral waste generated (Waste rock) + Mineral waste generated (Tailings) - Mineral waste repurposed/reused
	Percentage of total waste from company operations diverted from landfills
Circular Economy	Product Recyclability (%)
	Product Recyclability (%)
	Scrap/recycled waste Utilized in Production
Air Pollution	Direct SOx emissions
	Direct NOx emissions
	Direct dust/ PM emissions
	Total weight of air pollutants (including SOx, Nox, CO, PM, etc.)
Energy & Emissions	Total Carbon Emissions Abated
	Waste Heat Recovery
GHG Emissions	Total direct GHG emissions (Scope 1)
	Total indirect GHG emissions-Scope 2 Emission (Location Based)
	Total indirect GHG emissions (Scope 3)
	GHG Emission Intensity (Scope 1 & 2)
	GHG Emission Intensity (Scope 3)
	Total gross Scope 3 Downstream GHG emissions
	Total gross Scope 3 Upstream GHG emissions
Environment Management	Percentage of operational sites assessed on specific environmental risks
	Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001
Energy Management	Total renewable electricity/power consumption
	Total non - renewable electricity/power consumption
	Total electricity/power consumption
	Total renewable energy consumption
	Total non - renewable energy consumption
	Total energy consumption
	Total energy consumption (GJ)
	Energy Intensity
Water Management	Percentage of total energy consumption from renewable sources
	Total volume of water withdrawal
	Total net freshwater consumption
	Water Intensity
	Total net freshwater consumption in water-stressed areas (Total water withdrawals – Total water discharges)
	No. of production plants in last FY in water-stressed areas
	Total No. of production plants in last FY
	% of production plants in last FY in water-stressed areas

Sub-Pillar	Key Performance Indicator (KPI)
	Rainwater Harvesting
Biodiversity	Afforestation (Number of saplings planted)

2) Social

Sub-Pillar	Key Performance Indicator (KPI)
Employee Remuneration	Executive level (base salary only): Average Women Salary
	Executive level (base salary only): Average Men Salary
	Executive level (base salary + other cash incentives): Average Women Salary
	Executive level (base salary + other cash incentives): Average Men Salary
	Management level (base salary only): Average Women Salary
	Management level (base salary only): Average Men Salary
	Management level (base salary + other cash incentives): Average Women Salary
	Management level (base salary + other cash incentives): Average Men Salary
	Non-management level (base salary only): Average Women Salary
	Non-management level (base salary only): Average Men Salary
	Mean gender pay gap: Difference between men and women employees
	Median gender pay gap: Difference between men and women employees
	Mean bonus pay gap
	Median bonus pay gap
Talent Attraction	Total number of new employee hires
	New hires: Age-wise breakdown- Less than 25-Male (Number)
	New Hires: Age-wise breakdown- 26-30-Male (Number)
	New Hires: Age-wise breakdown- 31-35 -Male (Number)
	New Hires: Age-wise breakdown-36-40 Male (Number)
	New Hires: Age-wise breakdown-41-45 Male (Number)
	New Hires: Age-wise breakdown-46-50 Male (Number)
	New Hires: Age-wise breakdown-51 & Above Male (Number)
	New Hires: Age-wise breakdown- Less than 25-Female (Number)
	New Hires: Age-wise breakdown- 26-30-Female (Number)
	New Hires: Age-wise breakdown- 31-35 -Female (Number)
	New Hires: Age-wise breakdown-36-40 Female (Number)
	New Hires: Age-wise breakdown-41-45 Female (Number)
	New Hires: Age-wise breakdown-46-50 Female (Number)
	New Hires: Age-wise breakdown-51 & Above Female (Number)
	Percentage of open positions filled by internal candidates (internal hires)
	Total employee turnover rate
	Total employee turnover rate - Male
	Total employee turnover rate - Female
	Voluntary employee turnover rate
	Voluntary employee turnover rate - Male
	Voluntary employee turnover rate - Female
Employee Well-Being	% of employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score (eNPS)
	% of employees who responded to the survey
Workplace Safety	Fatalities - Employees (Number)
	Fatalities - Contractors (Number)
	LTIFR - Employees (Number)
	LTIFR - Contractors (Number)
	TRIFR - Employees (Number)
	TRIFR - Contractors (Number)
Corporate Social Responsibility	No. of production assets that have required community consultation
	% of current production assets that have required community consultation
	Number of development projects that are in the process of community consultation
	% of development programs that are in the process of community consultation
Inclusive Workplace	Share of local people employed at the operating site level
	Share of local people in senior management positions at the operating site level

Sub-Pillar	Key Performance Indicator (KPI)
Hazard Identification	Percentage of operational sites for which an employee health and safety risk assessment has been conducted
Human Rights in Own Workforce	Percentage of employees trained on diversity, discrimination, and harassment
	Percentage of operational sites assessed for human rights impact or risks
	Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC
Human Rights in Value Chain	Number of work-related accidents
Employee Renumeration	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees
Talent Attraction	Percentage of women employed in the whole organization
Talent Attraction	Percentage of employees from a minority and/or vulnerable group in the whole organization
Talent Attraction	Percentage of employees from a minority and/or vulnerable group at top management level
Employee remuneration	Percentage of direct employees covered by a living wage benchmarking analysis
	Percentage of direct employees paid below living wage
	Percentage of all employees paid below living wage, including direct employees and non-employee workers
	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark
Employee Training & Development	No. of Learning hours - Employees
	No. of Learning hours - Contractors
	Number of training programs conducted - Employees
	Number of training programs conducted - Contractors
	Average hours of training per employee
	Average hours of training per contractor
	Average amount spent per FTE on training and development
	Male (Number)
	Female (Number)
	(age wise breakdown of KPI): <25 years
	(age wise breakdown of KPI): 26 to 30 years
	(age wise breakdown of KPI): 31-35 years
	(age wise breakdown of KPI): 36-40 years
	(age wise breakdown of KPI): 41-45years
	(age wise breakdown of KPI): 46-50 years
	(age wise breakdown of KPI): >51 years
	Percentage of employees trained on specific environmental issues
Corporate Social Responsibility	Total CSR Beneficiaries
	Total Women Beneficiaries from CSR
	Total CSR Spend*
	Number of discrimination and harassment complaints
Women Representation	Gross wages paid to females as % of total wages
	Share of women in all management positions, including junior, middle and top management (as % of total management positions)
	Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)
	Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)
	Share of women in STEM-related positions (as % of total STEM positions)
Workforce	Percentage of employees covered by formally elected employee representatives or collective agreements
	Percentage of employees who received regular performance and career development review

3) Governance

Sub-Pillar	Key Performance Indicator (KPI)
Governance	Revenue (Standalone)
	Profit before tax
	Income tax accrued (current year)
	Income tax paid
	Earnings before Tax
	Reported Taxes/ Total Tax expense
Business Ethics and Transparency	Corruption or Bribery
	Discrimination or Harassment
	Conflicts of Interest
	Money Laundering or Insider trading
	EBITDA
	PAT
	Debt-to-EBITDA ratio
	Customer Privacy Data
	Total employee-related expenses (salaries + benefits)
	Number of Board Members
	Percentage of independent directors
Others	Number of women Directors on the Board
	Number of Board Committees
Business Ethics and Transparency	Percentage of women Directors on the Board
	Number of whistleblowing complaints
	Number of confirmed corruption incidents
	Number of confirmed information security incidents
	Percentage of employees trained on business ethics
	Percentage of all sites assessed or audited internally on a specific business ethics issue
	Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001
	Capital Investments (INR) - Environment related initiatives
Product Quality & Safety	Satisfaction Measurement Methodology - % of satisfied customers
	% of customer covered in the customer satisfaction survey
Business Ethics and Transparency	Customer Privacy Data
Supplier Management and Development	Quantity of inputs sourced directly from within India
	Number of supplier complaints
	% value chain partners assessed on Health & Safety Practices
	% value chain partners assessed on Working Conditions
	% of input material (inputs to total inputs by value) directly sourced from MSME & Small Producers
	Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct
	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements
	Percentage of targeted suppliers that have gone through a Sustainability assessment (e.g. questionnaire)
	Percentage of targeted suppliers that have gone through a CSR on-site audit
	Percentage of buyers across all locations who have received training on sustainable procurement
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building
	Total number of Tier-1 suppliers
	Total number of significant suppliers in Tier-1
	% of total spend on significant suppliers in Tier-1
	Total number of significant suppliers in non Tier-1
	Total number of suppliers assessed via desk assessments/on-site assessments
	% of unique significant suppliers assessed
	Number of suppliers assessed with substantial actual/potential negative impacts
	% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan



SGS India Private Limited
4B, Adi Shankaracharya Marg,
Vikhroli (West), Mumbai – 400083

+91 080 6938 8888
+91 22 6640 8888
www.sgs.com

Sub-Pillar	Key Performance Indicator (KPI)
	Number of suppliers with substantial actual/potential negative impacts that were terminated
	Total number of suppliers supported in corrective action plan implementation
	% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation
	Total number of suppliers in capacity building programs
	% of unique significant suppliers in capacity building programs
Business Ethics and Transparency	Percentage of risky trading partners covered by a due diligence process on corruption or information security

Corporate Office

Jindal Centre

12, Bhikaji Cama Place, New Delhi – 110066, India

Phone: +91 – 011 – 26188345 – 60

Fax: +91 – 011 – 26170691, 26161271

Email: info@jindalstainless.com

Websites: www.jindalstainless.com

Registered Office

O.P. Jindal Marg,

Hisar-125 005 (Haryana}, India

Phone: 01662 – 222471-83

Fax: 01662 – 220499

Email : info@jindalstainless.com

Email for Investors: investorcare@jindalstainless.com