



JINDAL STAINLESS LIMITED

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Title	Policy on Indigenous Peoples and Resettlement & Rehabilitation (R&R)
Effective Date	07. 10. 2025
Version Number	1.00
Approved by	Sub-committee of Board of Directors

Introduction:

Jindal Stainless Limited (hereinafter referred to as 'JSL'/'Company') recognizes the unique cultural heritage and rights of Indigenous Peoples (IP) and is committed to respecting and supporting them in areas where we operate in line with the national regulations and international best practices.

In instances where Resettlement or Rehabilitation (R&R) becomes unavoidable due to operational expansion or infrastructure development, we ensure such processes are carried out with full respect for affected communities and in a fair, inclusive and transparent manner, prioritizing inclusive engagement and long-term well-being.

Key Definitions:

- **Indigenous People:** The ILO convention 169 defines Indigenous and Tribal people as:
 - a) tribal people in independent countries whose social, cultural and economic conditions distinguish them from other sections of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations.
 - b) people in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonisation or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.
- **Vulnerable Tribal Groups (VTGs):** Sub-groups within IPs who are particularly at risk of marginalization due to factors such as geographical isolation, economic disadvantage, or limited access to services.
- **Free, Prior and Informed Consent (FPIC):** A process ensuring that affected IPs are fully informed, given the opportunity to participate freely in decision-making, and provide consent before any project-related activity begins.
- **Resettlement and Rehabilitation (R&R):** A planned process for displacing communities due to development activities, involving fair compensation, relocation support, and livelihood restoration.

Scope & Applicability:

This policy applies to Jindal Stainless Limited and all its affiliated companies including, employees, contractors, and business partners.

Purpose:

JSL is committed to a responsible and inclusive approach to managing the impacts of its operations on Indigenous People and it will strive to:

- Adhere to IFC Performance Standards and applicable local government regulations in identifying Indigenous Peoples (IP) and Vulnerable Tribal Groups (VTG) potentially affected by our operations
- Ensure adherence to the Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013 (Government of India), the Panchayats (Extension to the Scheduled Areas) Act, 1996, and applicable state-specific regulations (e.g., Odisha Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Rules-2016 and Haryana Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Rules – 2014) during land acquisition, rehabilitation, and resettlement processes.
- Safeguard the rights, dignity, and cultural identity of Indigenous Peoples in our operational footprint
- Prevent adverse impacts on identified IP/VTGs and cultural heritage; where impacts are unavoidable, apply the mitigation hierarchy (a structured approach to manage impacts: avoid, minimize, restore, and offset as a last resort) to address them effectively
- Undertake meaningful stakeholder engagement to ensure free, prior, and informed consent (FPIC) in decision-making processes
- Ensure fair and equitable R&R processes including transparent compensation mechanisms, with adequate support for sustainable livelihoods and community development
- Conduct detailed early assessments to identify social, cultural, and environmental risks and develop action plans accordingly at the onset of a project
- Ensure that the employees who interact with IP/VTGs receive training to effectively engage with and address matters concerning with them.
- Implement a grievance redressal mechanism to report and resolve concerns

Accountability and Review

The implementation of this policy will be overseen by JSL's ESG Committee, working in close coordination with site leadership, human resources, and external experts as needed.

The Policy will be periodically reviewed and updated as required based on evolving national/international norms and internal evaluations. Any amendments to the Policy would be undertaken with the approval from the Board of Directors.