



**JINDAL STAINLESS LIMITED**

CIN: L26922HR1980PLC010901

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<b>Title</b>	<b>General Employment Policy</b>
<b>Approved by</b>	<b>Board of Directors</b>
<b>Effective Date</b>	<b>30.04.2026</b>
<b>Last revision Date</b>	<b>-</b>

## General Employment Policy

### 1. Purpose

This Policy outlines Jindal Stainless' approach and commitment to fair, safe, inclusive, and legally compliant employment practices, aligned with international labour and human rights standards.

It encompasses:

- Compliance with all applicable local and national statutory regulations related to the protection of employment rights
- Alignment with GRI standards and the UN SDGs
- Adherence to the ILO Declaration on Fundamental Principles and Rights at Work, including the recognition of a safe and healthy working environment as a fundamental right (2022 amendment)

### 2. Scope

This policy applies to:

- a) Employees (including permanent, fixed-term, trainees/GETs/MTs, and part-time staff)
- b) Contract and temporary workers engaged directly or through third parties at JSL locations and controlled entities in India
- c) Suppliers and contractors operating on our premises (in accordance with the Supplier Code of Conduct)

### 3. Definitions (for this Policy)

For the purpose of this Policy, unless the context otherwise requires, the following terms shall have the meanings assigned below:

- “Company” / “JSL”: Refers to Jindal Stainless Limited and its subsidiaries, joint ventures, and controlled entities within India, where this Policy is applicable.
- “Employee”: Means any individual employed by the Company on a permanent, fixed-term, probationary, trainee (including Graduate Engineer Trainees/Management Trainees), or part-time basis, whether on the rolls of the Company.
- “Contract Worker”: Refers to individuals engaged through third-party contractors, service providers, or agencies, who provide services at Company premises or for Company operations but are not directly employed by JSL.
- “Workplace”: Includes all Company offices, plants, project sites, warehouses, guest houses, and any other premises where business activities are conducted. It also includes virtual or remote working environments and any location visited by employees in the course of employment.
- “Management”: Refers to individuals in supervisory, managerial, or leadership roles responsible for decision-making, oversight, and implementation of Company policies and practices.
- “Policy”: Refers to this General Employment Policy, including any amendments, annexures, or guidelines issued from time to time.

- “Working Hours”: Refers to the time periods during which employees are expected to perform their duties as defined by Company policy, employment contracts, and applicable laws.
- “Remuneration”: Includes salary, wages, bonuses, incentives, benefits, and any other form of compensation provided to employees.
- “Applicable Laws”: Refers to all relevant labour, employment, health and safety, and other statutory laws and regulations in force in India.

#### 4. Policy Commitments

##### 4.1 Fundamental Rights at Work

- Freedom of Association & Collective Bargaining: Respect employees’ right to freedom of association and collective bargaining, and refrain from any form of interference, restraint, or coercion in their choice of representation.
- Prohibition of Forced and Child Labour: Strictly prohibit all forms of forced, bonded, or trafficked labour, as well as child labour. Ensure protection of young workers in accordance with applicable laws and regulations.
- Non-Discrimination & Equal Opportunity: Promote a workplace free from discrimination and ensure equal opportunity in all employment-related decisions without any bias towards gender, race, religion, caste, ethnic origin, nationality, age in line with the Company’s Equal Opportunity Policy and applicable laws. Routinely monitor the gender pay gap to achieve equal remuneration for men and women.
- Health, Safety & Right to Refuse Unsafe Work: Provide and continuously improve a safe and healthy working environment and empower employees with the right to refuse unsafe work without fear of retaliation.

##### 4.2 Remuneration, Hours of Work and Leave Entitlements

- We set maximum working hours and monitor working hours and rest periods through robust timekeeping systems and supervisory controls, ensuring compliance with statutory limits under the Factories Act, 1948, avoiding overtime wherever possible.
- All overtime is voluntary, accurately recorded, and compensated at legally mandated premium rates.
- JSL provides annual leave entitlements in accordance with applicable laws, site calendars, and internal policies on accrual, carry-forward, and encashment. We also track leave utilization and encourage employees to avail their paid annual leave entitlements to support overall wellbeing.

##### 4.3 Flexibility and Employee Support

- JSL is committed to supporting its employees in response to evolving work dynamics. During the COVID-19 pandemic, the organization adopted hybrid and flexible work arrangements to safeguard employee well-being while ensuring business continuity.
- Building on this approach, JSL continues to offer work-from-home flexibility on a case-by-case basis, evaluated objectively based on role requirements, employee needs, and

operational feasibility. Such arrangements shall be subject to prior recommendation by the reporting manager and approval by the appropriate CXO / senior management authority.

#### 4.4 Social Protection (Statutory Baseline in India + JSL Enhancements).

JSL implements all statutory social security programs, including EPF/EPFO, ESIC, maternity benefits, and gratuity. In addition, JSL provides Term Life Insurance, Group Health Insurance and Group Personal Accident coverage to its employees, with options to extend benefits through top-up plans for parents, if opted that gets extended for the calendar year even after the employee exists JSL. The organization also supports employee wellbeing through mental health services and emergency assistance programs.

#### 4.5 Worker Engagement & Dialogue

JSL regularly engages with workers and employees' committees through structured platforms such as Sampark, Townhalls and other formal engagement forums on matters related to working conditions, scheduling, safety, welfare, and change management, ensuring that outcomes are documented and appropriately followed through.

#### 4.6 Health, Safety & Process Safety (Zero Harm)

JSL ensures compliance with all applicable occupational Health and Safety laws and adheres to its Occupational Health & Safety (OHS) Policy to provide all employees, including contractual workers, with a safe and healthy workplace, supported by appropriate safety measures, training, and reporting mechanisms.

#### 4.7 Responsible Recruitment & Contract Labour

JSL is committed to ethical and transparent recruitment practices, ensuring compliance with applicable laws and prohibiting forced or fee-based labour. The organization also demonstrates responsible workforce management by providing reasonable consultation and minimum notice periods prior to any mass terminations, in line with legal requirements and with due consideration for employee well-being.

4.8 Employee Support Programs (Working Conditions & Family)  
Limited flexible work timings are available for corporate employees. Additionally, JSL provides crèche support or contributions, along with lactation breaks and flexible working hours to support employee wellbeing.

#### 4.9 Just Transition: Training, Reskilling & Redeployment

JSL provides training and reskilling opportunities through e-learning platforms, higher education programs, institute partnerships, and an education assistance policy to support employee development, enable digital transformation, and help employees adapt to changes arising from industrial and climate transitions.

#### 4.10 Local Employment & Skills Pipelines

JSL focuses on hiring and developing local talent for both technical and non-technical roles to support business growth and community development.

#### 4.11 Grievance Redressal Mechanism

JSL is committed to timely acknowledgement and fair resolution within the defined timeframe as per the grievance policy.

#### 4.12 Supplier & Contractor Expectations

Suppliers and contractors are required to adhere to the JSL Supplier Code of Conduct, which covers wages, working hours, occupational health and safety, non-discrimination, responsible recruitment, and the prohibition of child and forced labour.

#### 5. Governance & Responsibilities

Accountability for the implementation of this policy is overseen by the Chief Human Resource Officer and the Department Heads. This ensures that every part of our business is clear about the responsibility and its day-to-day implementation.

#### 6. Policy review & amendments

The Policy will be periodically reviewed and updated as required. Any amendments to the Policy would be undertaken with the approval from the Board of Directors.