

JSW Steel Limited
Business Responsibility Report **2019-20**

JSW Steel



A true visionary,
A legendary industrialist,
A great philanthropist,
A legacy that will always be cherished!

Shri O.P. Jindal | 7th August 1930 - 31st March 2005
Founder and Visionary, O. P. Jindal Group

His life was an inspirational journey leading millions to follow the enlightened path.
We will always carry on his values, an epitome of indomitable courage, endurance and integrity, his legacy will always remain with us.
As we take leaps towards the future, we are fully committed to honor his vision and keep his legacy alive & carrying it forward to greater heights.



At JSW Steel, we believe that excellence is a moving target. From profitability to sustainability, we are constantly setting benchmarks and strive to outdo ourselves, every day.

Our commitment to be better is reflected in our journey to be more responsible, more efficient and more value-driven. Together with our business objectives, we nurture an unwavering environmental, social and governance (ESG) focus, which guides every decision we make and every action we take.

As we gear for a new and dynamic era for India and the world, we believe that our efforts towards being better every day will drive lasting value for all our stakeholders, and usher in a stronger tomorrow for everyone.

BUSINESS RESPONSIBILITY REPORT

JSW Steel has operated in a fair, responsible and transparent manner since its inception. The Company is known for its efforts towards promoting inclusive growth, sustainable livelihoods and in giving back to the environment more than what it takes. Now a part of the Nifty 50, the Company is among the top corporates in India today and has been reporting its sustainability performance through various disclosures.

Since the requirement of the BRR for Top 500 companies was notified in 2015-16, JSW Steel has complied with the regulations and has followed the National Voluntary Guidelines (NVGs) to report its performance across key principles. With the recent introduction of the National Guidelines on Responsible Business Conduct (NGRBC), the Company has also aligned its existing sustainability and corporate strategy to the key principles, most of which already exist as a standard practice within the JSW ecosystem. The below disclosures summarise and link the principles to our performance and records of compliance.

SECTION A: GENERAL DISCLOSURES

Company Details		
Name of the Company	JSW Steel Limited	
Year of registration:	1994	
Corporate Identity Number (CIN) of the Company	L27102MH1994PLC152925	
Registered Address	JSW Centre Bandra-Kurla Complex Bandra East, Mumbai – 400 051. Maharashtra, India. Tel: +91 22 4286 1000 Fax: +91 22 4286 3000	
Website	www.jsw.in	
E-mail ID	jswsl.investor@jsw.in	
Financial Year Reported	2019-20	
Products/services		
Sector(s) that the Company is engaged in (industrial activity code-wise):	Manufacture of Iron and Steel Industrial Group (NIC 2008) 071 241 243 259	**Description** Mining of iron ores Manufacture of basic iron and steel Casting of metals Manufacture of other fabricated metal products; metalworking service activities
List three key products/ services that the Company manufactures/ provides (as in balance sheet):	**Flat Products** 1. Hot rolled coils 2. Cold rolled coils 3. Galvanised steel **Long Products/Alloy Steel** 1. TMT Bars 2. Wire Rods 3. Special Alloy Steel	
Brands (top five by respective share of market) owned and percentage of revenue contributed:	JSW Colouron+ (Premium Al-Zn Colour Coated Sheets) JSW Vishwas (Premium GC Sheets) JSW Neosteel (Pure TMT Bars) JSW Galveco (Lead Free Galvanised Sheets) JSW Pragati (Colour Coated) JSW Everglow (Colour Coated) JSW Platina (Superior Quality Tinplate) JSW Trusteel (Premium Hot Rolled Sheets)	

Operations	
Location of plants (in case of manufacturing businesses)	In India, JSW Steel Ltd. has three main operational integrated iron and steel manufacturing locations, at Vijayanagar (Karnataka), Dolvi (Maharashtra) and Salem (Tamil Nadu). JSW also operates its rolling mill facilities at Vasind (Maharashtra), Tarapur (Maharashtra) & Kalmeshwar (Maharashtra)
I. National (Districts and states – top five by employee strength):	In India, JSW Steel Ltd. has three main operational integrated iron and steel manufacturing locations, at Vijayanagar (Karnataka), Dolvi (Maharashtra) and Salem (Tamil Nadu). JSW also operated its rolling mill facilities at Vasind (Maharashtra), Tarapur (Maharashtra) & Kalmeshwar (Maharashtra)
II. International (Country – top three by employee strength):	Through subsidiaries: a) USA (Texas, near Houston): Plate and pipe mill b) Italy c) Chile
Employees	
Number of permanent employees:	12,954
Contractual employees (seasonal, non-seasonal):	19,784
Temporary employees:	
Percentage of women: a) On the Governance Structure:	16% (2 out of 12 Directors on Board)
b) In top management, i.e. business and function heads;	<1% (Considering total employees)
Associate entities	
Names of subsidiary/associate companies;	Some of the major subsidiaries of JSW Steel Ltd. are: a) JSW Steel Coated Products Ltd. b) Amba River Coke Ltd. c) JSW Industrial Gases Pvt. Ltd. d) JSW Vallabh Tinplate Pvt. Ltd
Details of Trust/ Society/ Section company to further its CSR agenda:	
a) Names; b) Organisation form (Trust, Society, Company) and year of establishment; c) Main objects/purpose; d) Amounts and sources of funds received in the reporting year;	JSW Foundation is registered as a Charitable Trust since 1989 and has been focusing on various initiatives across all Steel locations with dedicated full time CSR teams. The impact areas identified and the initiatives undertaken are tailored to our local communities but contribute to global goals and the national development agenda. Our overall approach is to provide holistic life cycle based interventions catering to all sections of society, age groups and those requiring extra attention. The strategy is to find the key connect amongst the various CSR thematic thrust areas to attain better complementarity, e.g. water interventions linked to agribusiness and livelihoods initiatives. JSW Steel's CSR interventions have reached out to communities across more than 255 villages in 4 states of India with special focus on: › Strengthening public health and nutrition with special focus on mothers, children & adolescent girls › Comprehensive water management leading not only to sustainable environment but also sustained agri-livelihoods, in turn affecting nutrition and poverty › Empowerment of women through JSW Shakti initiatives, i.e. (Rural BPO for women, promoting Self-Help Groups etc.). JSW Shakti is now registered as a Section 8 company to provide scaled up support to rural entrepreneurs, especially women across the country › Improving quality education in rural schools through infrastructure, training methodology and capacity building initiatives › Sanitation and waste management, single use plastic waste in particular › Well though environment upgradation programmes such as mangrove restoration etc. › Preserving sites of national heritage › Supporting sports and culture development. In FY 19-20, ₹ 139.73 Crores has been spent on CSR Initiatives.
Contact details of Nodal Officer for this report (name, designation, e-mail ID, phone number).	Mr. Prabodha Acharya (Group Chief Sustainability Officer) E-mail: prabodha.acharya@jsw.in Phone: 022-42861000

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. Names of the policy/ policies that covers each Principle.	Please read on page 20 https://www.jsw.in/groups/sustainability-policies								
2. Core Elements related to the Principle that the policy policies cover.	All the core elements stated as part of the Principles are covered in the policies.								
3. Policy/policies relating to each principle that has been translated into guidelines and procedures.	Guidelines & procedures has been developed inline covering all the 9 principles related to the respective policy.								
4. Extent to which manpower, planning and financial resources have been allocated for the implementation of the policy/policies relating to each Principle.	Professional workforce has been engaged and financial resources allocated across corporate and plant levels to plan, execute and oversee the implementation of responsible business conduct, including all Principles under NGRBC guidelines.								
5. National and International codes and standards adopted mapped to various Principles.	The policies are based on NGRBC, in addition to conformance to the spirit of international standards like ISO 9000, ISO 14000, OHSAS 18000, ISO 50001, UNGC guidelines and ILO Principles, ILO Convention on Human Rights, Report on Affirmative Action by CII, National Action Plan on Climate Change, National Environmental Policy, UN Sustainable Development Goals, Global Reporting Initiative, Carbon Disclosure Project (CDP) and Dow Jones Sustainability Index (DJSI).								
Governance, leadership and oversight									
6. Names of the above policies that have been approved by the Board/top management.	All the policies are approved by the Board/top management.								
7. Name of the specified committee(s) of the Board/ Director/ Officer and processes to oversee the implementation of the policy/ policies.	The Business Responsibility Reporting Committee is responsible for implementation of the Policies.								
8. The process for board/top management to review performance against the above policies and incorporating inputs (100 words).	The Business Responsibility Reporting Committee reviews the sustainability performance, the policies and practices developed in line with the sustainability strategy on a half yearly basis and recommends the specific actions to enhance sustainable performance. The Corporate Sustainability team presents the actions undertaken along with the activities conducted & achievements on each principle of the guidelines during the meetings. The meetings are conducted twice a year.								
9. Process for board/top management to review compliance with statutory requirements of relevance to the Principles and rectify any non-compliances (100 words).	There are different committees which are headed by the Board of Directors such as Audit Committee, Risk Management Committee, Stakeholders Relationship Committee, Business Responsibility & Sustainability Committee and Project Review Committee, among others. The officials from different departments of different locations present to the Board information related to compliance to statutory requirements of different areas and their relevance to the principles. There are specific action plans outlined for any non-conformity and these are reviewed in the follow-up meetings.								
10. Frequency of the reviews of the business's alignment with the Principles and Core Elements conducted by the board/top management.	The Business Responsibility Committee meets biannually wherein it reviews of the business' alignment with the Principles and Core Elements along with the Sustainability performance of the Company.								
Stakeholder engagement									
11. Description of the process to identify your business's key stakeholders (100 words).	JSW Steel maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society/NGOs, Suppliers, Institutions, Investors. The details of Stakeholder group, Engagement Forum and the Value created for the Stakeholder group is provided in the Integrated Report.								
12. Description of the process to engage with your stakeholders on the Principles (100 words).	JSW Steel's stakeholder engagement strategy seeks feedback on a regular basis, which is then integrated into the organisation's medium- and long-term strategy and planning exercises. This also enables the Company to promote the idea of shared growth and a common prosperous future for the society at large. The Company has formal mechanisms in place to engage key stakeholder groups in a constructive manner and collect valuable feedback, including on areas that are under the purview of the NGRBC Principles. This proves to be a valuable input for the risk assessment and strategy formulation process of the Company.								

13. Description of the processes to identify groups that are vulnerable and marginalised stakeholders (100 words).	JSW has been working for education, health & nutrition, sanitation and wellbeing of marginalised sections of the society. To identify the vulnerable and marginalised stakeholders within the identified focus areas, several methodologies are adopted such as desk research for situational analysis, participatory rural appraisal, community need assessment and focus group discussion with the stakeholders. These methods help in prioritising the community level interventions. JSW Steel focusses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Steel's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. Overall, the Company has aligned its CSR programmes to the key areas of health and nutrition, education and learning, agri-initiatives, livelihood, sanitation, water conservation and augmentation, biodiversity promotion, skill enhancement, and art, culture and sports.
14. Description of the processes to identify issues related to inclusion and impact of adopting the Principles on vulnerable and marginalised stakeholders (100 words).	The Company contributes towards CSR with the aim of mitigating the major challenges faced by the communities, especially the economically and socially disadvantaged, across all locations where it has operations. The interventions focus on programmes aimed at creating development models that can be replicated at scale and adopted across geographies with similar issues. JSW Steel's CSR approach is based on a framework that is developed to identify key stakeholder groups, including the local community, the local government or bodies, academia and research institutions, investors, etc. The CSR interventions are wholly based on the needs assessed through community engagement, backed with a definitive structure arising from the identification of needs of the local area and the existing systemic gaps.
Communications	
15. Description of process to communicate to stakeholders, the impact of your policies, procedures, decisions and performance that impact them (100 words).	JSW believes that stakeholders are essential to business operations, and their feedback is vital to understand their concerns and their material impact on the Company. JSW Steel considers its stakeholders as trusted partners in its value creation journey and solicits their views and to communicate the impacts of the Company's policies, procedures through various media like supplier meets, customer meets, community meetings, annual general meetings, workshops, intranet, advertisements, publications, website and social media and regular updates.
16. Description of how the business communicates the results of stakeholder engagement in the public domain (100 words).	The results and updates of stakeholder engagement are communicated to the public using the annually published Integrated Report. The Integrated Report is available on the website of the Company.
17. Description of the process of communicating performance against these Guidelines to relevant stakeholders (100 words).	Performance against these Guidelines are published in the Business Responsibility Report (again prepared as per the prevalent NGRBC guidelines) included within the annual report. The BRR in the Integrated Report is available on the website of the Company.
18. Note on how disclosures and reporting helped in improving business performance/strategy (50 words).	Enhanced and comprehensive reporting using the Integrated Reporting ‹IR› Framework, the Business Responsibility Report as per NGRBC guidelines and disclosures under the GRI Standards have helped the Company take quantitative and qualitative stock of its all-round performance, and proactively communicate its progress across economic, environmental, social and governance to the stakeholders. The measurement of various KPIs along with stated strategy, together with feedback from various stakeholders, help the Company review, recalibrate and reaffirm its goals continuously to achieve its business objectives, while creating a positive impact on the society and effectively managing change.

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
Policy and management processes									
The Company has not understood the Principles	NA								
It is planned to be done within next 12 months									
The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified Principles	NA								
The Company does not have financial or manpower resources available for the task	NA								
It is planned to be done within next 6 months	NA								
It is planned to be done within next 12 months	NA								
Any other reason (please specify)	NA								

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

Essential/Leadership indicators		Information
Principle 1: Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable		
Essential indicators	**E1** Month/year of last review by Governance Structure/top management of performance of the business across the Principles and Core Elements of the Guidelines?	The Company has established a Business Responsibility/Sustainability Reporting Committee. The committee is responsible for the continuous implementation of sustainability best practices and the overall governance of social responsibility & organisational sustainability. The Business Responsibility/Sustainability Reporting Committee also oversees the implementation of policies mentioned in the Business responsibility manual covering the principles and core elements of the Guidelines. The Committee reviews the business responsibility report and recommends the same to the Board for the approval.
	E2 % Coverage of leadership team by awareness programmes on the Guidelines: a) In reporting year b) Total to date	The Company aims to follow and promote sustainable business practices and continuously strives to create awareness among all the stakeholders. The leadership team was made aware regarding the new principles released, under the National Guidelines on Responsible Business Conduct (NGRBC) during the last Business Responsibility/Sustainability Reporting Committee meeting held in Dec 2019. The Board Committee meets twice annually to review the actions. Board committee had reviewed the performance on basis of NGRBC guidelines in last meeting held in May-2020. The Integrated Report is also provided on the Company's Intranet portal for the perusal of all employees.
	E3 % of suppliers and distributors (by value), in the year: a) Covered by awareness programmes for the Guidelines?	It is planned to create awareness among the suppliers & distributors on the Principles & Core Element as per NGRBC from next reporting year. The Integrated Report for FY 19-20 includes the BRR which is based on the NGRBC Guidelines. The Integrated Report is also staged on the Company's website for external stakeholders. There are suppliers meet also organised by the Company wherein the matters related to sustainability are also discussed between the Company and the suppliers/distributors. The Purchase Orders provided by the Company to the suppliers/ vendors also provides the links to the policies available on the website of the Company to be followed for any supplies by all the suppliers/distributors.
	E4 % of suppliers and distributors (by value), in the year: b) Had responsible/sustainable business policies in place?	The Company has planned to evaluate the proportion of the suppliers & distributors on the basis of their responsible/sustainable policies and further down the value chain in the near future. The process has been planned with initial discussion with the top A class supplier to start with who are contributing to major share of the supplies. It is also planned to reach out to all the other suppliers and distributors in near future.
	E5 Number of meetings/dialogues with minority shareholders that were organised in the year?	Our current communications with the minority shareholders are mainly through the annual integrated reporting, web sites and AGM. We get engaged specifically with our investors through the rating agencies or investors directly through our investor relations department and have regular dialogue with them throughout the year either through phone calls or mail exchanges on our ESG performance and plans. We have not received any specific complaints on any aspect of NG RBC from our investors and lenders till date. Rather we have had very constructive discussions on the plans, performances and strategy.
	Number of complaints received on any aspect of the NGRBC in the year from: a) Shareholders/investors b) Lenders	The dialogues with all the shareholders/stakeholders is on a regular basis by the Company. The AGM is held by the Company to solicit the views of all the shareholders of the Company. The shareholders are also empowered to lodge their grievances via a dedicated e-mail address, which are then resolved by the Company.
	E6 Number of the above complaints pending resolution at close of year?	There were some grievances related to the shareholdings received from the shareholders to which all of them have been reverted and resolved. There are no complaints pending resolution from shareholders/ investors/ lenders.
	E7 Value of non-disputed fines/ penalties imposed on your business by regulatory and judicial institutions in the year?	There are no non-disputed fines/penalties imposed on our business by regulatory and judicial institutions in the year.
	E8 Number of complaints/cases of corruption and conflicts of interest that were registered in the year?	There have been no cases of corruption/conflicts of interest in the Company in the present reporting year. JSW Steel has developed and implemented a robust policy on Ethical Business Conduct. The policies are available on https://www.jsw.in/investors/steel/jsw-steel-investor-information-sustainability-policies.
	E9 Details of unmet obligations (fiscal, social, etc.) arising out of any benefits or concessions provided by the central, state, or local governments (100 words).	The Company also has people policies that address anti-corruption & the Company takes every possible measure to monitor & prevent such behaviour. The Company ensures that the business contributes to public finances by timely payments of all applicable taxes in the letter and spirit of the laws and regulations governing such payments. The Company does not have any unmet obligations arising out of any benefits or concessions provided by central, state or local governments. The company contributed to Government and Society ₹ 11,145 Crores in FY 2019-20

Essential/Leadership indicators		Information
Leadership indicators	**L1** % coverage of all employees by awareness programmes for the Guidelines: a) In reporting year b) Total to date	
	L2 % of suppliers and distributors (by value) covered by social and environmental audits: a) In reporting year b) Total to date	**Approach to Integrated reporting:** The integrated report of JSW Steel is prepared in accordance with the International Integrated Reporting 〈IR〉 Framework published by the International Integrated Reporting Council (IIRC). This report has been published with a view to transparently communicate to stakeholders the Company's ability to create value in the short-, medium- and long-terms. Towards this end, the report covers the credentials of JSW Steel, its model of value creation, holistic performance, strategy and risk management.
	L3 Was report on responsible business conduct made, in the year: a) As per mandatory/global reporting frameworks. b) Available in the public domain c) Assured by a third party	Frameworks and standards used in reporting: Apart from abiding by the guiding principles and content elements of the International 〈IR〉 Framework, the report is mapped to and covers disclosures from the following: › Global Reporting Initiative (GRI) Standards: Core option › United Nations Sustainable Development Goals United Nations Global Compact › Carbon Disclosure Project (CDP) › Companies Act, 2013 (and the rules made thereunder) › Indian Accounting Standards › Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 › Secretarial Standards issued by Institute of Company Secretaries of India. › National Guidelines on Responsible Business Conduct (NGRBC) **Scope and boundary** The information contained in this Report pertains to JSW Steel and its value chain, its national and international subsidiaries, joint ventures and associate companies.* *The non-financial information is limited to the Company's major manufacturing operations in India. The Integrated Report is available on the website of the Company. The Non-financial parameters are assured by third party as required for Integrated Reporting. Till FY 2018-19, JSW Steel has been using the National Voluntary Guidelines (NVG) framework to prepare and publish its BRR. Starting FY 2020-21, the NGRBC guidelines are being followed to report on the Principles, which are ingrained in the Company's operations. The BRR in the Integrated Report is available on the website of the Company. There are periodic trainings for employees for imparting knowledge on the Sustainability matters, GRI framework, IIRC Framework for Integrated Report covering a set of employees from different locations. The Integrated Report once published in public domain is also then informed to all the employees via the intranet portal of the Company which they can go through and get information from the IR.
	L4 Details of non-disputed fines/ penalties imposed on your business by regulatory and judicial institutions in the year available in public domain.	JSW has developed vendor & supplier registration tool in which we have provided questionnaires so that every new supplier/distributor have to disclose the social & environment parameters such as license to operate industrial H&S department, consent from PCB, ISO certifications, OHSAS certification etc. In near future, JSW is planning to have sample verification audits to ensure the parameters disclosed by supplier/distributors during registration are correct. There are no non-disputed fines/penalties imposed on our business by regulatory and judicial institutions in the year.

Essential/Leadership indicators		Information
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe		
Essential indicators	**E1** List top three goods/services (revenue in the year) which incorporate environmental and social concerns, risks, and/or opportunities in their design.	Product Mix **Year** — **FY 2019-20 (%)** Semis — 4 Flats — 72 Longs — 24
	E2 Details of investments in specific technologies to improve the environmental and social impacts (top three by value).	**Vijayanagar:** Capital expenditure of Rs. 36.4 crores were incurred on energy conservation projects, resulting in a reduction of 0.014 Gcal/tcs. **Dolvi:** Capital expenditure of Rs. 31.11 crores were incurred on energy conservation projects, resulting in a reduction of 0.111 Gcal/tcs. **Salem:** Capital expenditure of Rs. 2.81 crores were incurred on energy conservation projects, resulting in a reduction of 0.04 Gcal/tcs. Apart from the above, Steps taken by company for utilizing alternate source of energy are: **Vijayanagar:** 1% increase inby product gas supply y-o-y to power plants resulted in coal equivalent saving of 22 TPD. HSM Waste heat recovery for steam generation under progress. **Dolvi:** The company is evaluating the option of solar panels at the locations & centralized committee has been constituted to undertake the feasibility study. **Salem:** The company is considering the proposal to use wind energy as an alternate source of energy.
Essential indicators	**E3** % of input material and services (by value), in the year, sourced from suppliers adhering to internal or external sustainability standards/ codes/ policies/ labels.	As of FY 2019-20, the Company has sourced ~54% of its coal requirements from major suppliers in Australia, 16% from Canada, 13% from the US and 5% from the Russia & the rest 12% from Columbia, Mozambique, Indonesia and others.
	E4 % of total raw material consumed in the year (by value) that consisted of material that was recycled or reused (provide details in 50 words): a) 〈5% b) between 5% and 25%, c) 〉25%	This is between 5% and 25% of the total material.
	E5 Describe the process in place to safely collect, reuse, recycle and dispose of your products at end-of life (100 words).	The company is in constant endeavor for recycling, reusing or material leading to conservation of resources. A number of steps have been taken as below - › Recycle steel scrap › Increase recycling of water › Supply recycled water for irrigation in water-starved regions around the operations Besides slag, dust from the bag filters and cyclones as well as filter cake from the GCP are completely recycled in the sinter plant. Fly ash generated from the power plant is sold to fly ash brick manufacturing units. Another innovative application of fly ash was its utilisation in the coke oven plant as a top layer in coke making to minimise burning loss. JSW puts in efforts to maximise the reuse and recycle of the material. The scrap production in the Company is in the tune of about 3-5%. This is completely reused in the process. The process adopted by JSW has also the capability of taking additional scrap available in the country. There is a draft policy being considered by the Govt. of India for the scrap recycling and the Company has the available infrastructure to process additional scrap available, once the policy is finalised.
Leadership indicators	**L1** For goods and services that incorporated environmental and social concerns, give details of: a) Resource use (energy, water, raw material) per unit produced in the year. b) Reduction in resource use covering sourcing, production, and distribution in the year. c) Sustainability standards/ codes/ labels adhered to. d) Product life cycle assessment completed.	LCAs (Life Cycle Assessments) have been completed as per ISO 14040/ISO 14044, Environment Product Declaration as per ISO 14025, Type III declarations for total 5 products from 3 manufacturing locations Dolvi – HRC & Bar rod, Vijayanagar – HRC & Salem – Bloom & Bar rod.

Essential/Leadership indicators		Information
	L2 Information on the impacts of your products across the value chain communicated to: a) To which stakeholder groups? b) By which channels for each group? c) At what frequency?	The details of the Environment Product Declaration are available at https://www.environdec.com/Detail/?Epd=14709

Essential/Leadership indicators		Information
Principle 3 Businesses should respect and promote the well-being of all employees, including those in their value chains		
Essential indicators	**E1** Complaints received on cases arising out of discrimination: a) Number received in the year. **E2** Number of the above complaints pending resolution at end of the year? **E3** % of permanent employees who are members of the employee association(s) recognised by the management? **E4** % of your establishments/value chain that has been audited in the year for: a) Child labour b) Forced/involuntary labour **E5** Number of cases of child labour in your establishments/value chains identified to date: a) Resolved b) Pending resolution **E6** Number of cases of forced/involuntary labour identified to date: a) Resolved b) Pending resolution	JSW respects human rights and nurtures an inclusive culture that does not discriminate on the basis of religion, gender, caste or disabilities and has a policy for equal opportunity for all. There are no complaints as received arising out of discrimination by the Company. As one of the leading steel companies in India, JSW Steel has been working towards creating an empowering and rewarding working environment for women. The Company puts gender equality on top of its agenda and makes diversity one of its key business and people strategy components. The Diversity and Inclusion Policy for JSW Steel was unveiled in FY 2018-19. This policy aims to ensure that all those participating in its workplace are treated with respect, dignity and fairness, thus creating an environment which promotes positive working relationships. **More details can be found in the 'People' section of the integrated Report on Page XX** Percentage of permanent workforce represented through recognised employee associations: 10.3% JSW Steel respects human rights and is committed to ensuring that they are protected. To this end, the Company has a human rights policy that addresses human rights issues across the supply chain. It articulates the Company's stand on human rights, including non-discrimination, prohibition of child and forced labour, freedom of association and the right to engage in collective bargaining. It is complemented by other specific policies such as occupational health and safety, environment, anti-corruption, etc. Officers of security agencies are trained to act in a manner that respects human rights at all times and comply with all the applicable national, state and local laws. JSW Steel contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programmes and grievance redressal mechanism. There is a strict check on the contractors and labourers entering the Company premises. The details related to their health, safety, age along with other mandatory requirement are checked and then only allowed to enter the Company premises. The details of the mandatory requirements are also provided in the Purchase Order of the Company on contract finalisation. No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year and none are pending at the end of the reporting year.
	E7 % of your employees that were paid above the legal minimum wage in the last year? **E8** Ratio of the highest salary paid to the lowest salary paid amongst your permanent employees? **E9** Number of cases of delay in payment of wages during the year: a) Resolved b) Pending resolution **E10** Number of complaints related to harassment to date: a) Resolved b) Pending resolution **E11** Number of the following occurred during the year: a) Accidents at the workplace b) Fatalities caused c) Disability caused	The Company regards its employees across organisational hierarchy as its most valuable and strategic resource and seeks to ensure a high performance work culture through a fair compensation structure, which is linked to company and individual performance. At JSW, the compensation is linked to the nature of job, skill and knowledge required to perform the given job in order to achieve company's overall directive. The Company complies with the mandatory rules set by the Government of India and 100% of the employees were paid above the legal minimum wage in the last year. 753 :1 There are no cases of delay in payment of wages during the year. There have been no cases reported related to harassment in the reporting year. a) Accidents at the workplace (LTI) – 67 b) Fatalities caused – 16 c) Disability caused – 3

Essential/Leadership indicators	Information
Principle 3 Businesses should respect and promote the well-being of all employees, including those in their value chains	
E12 % of employees (all categories) trained on health and safety issues and measures: a) In the year b) Total to date	a) In the year – 100% b) Total to date – 100% % of accident-affected persons integrated back into employment – 100% As part of this group initiative, all JSW employees, business associates & contractors are required to comply with the newly launched "10 JSW CRITICAL SAFETY RULES". These rules cover the most critical safety practices to achieve a notable reduction in injuries & illness. This is a real opportunity for discussion, identifying points for improvement and communication about safety behaviours with our workforce. JSW expects all levels of management and employees to not only anticipate hazards, but also to address them and stop employees if they deem a work environment or task to be unsafe. Safety Observation (SO) programme is a great way of engaging the workforce. We are in the process of further strengthening the impact of SO Process by focusing efforts where they matter, expanding the conversation, and making SOs more personal and positive for our workforce. Its mandatory for the leadership team to conduct mandatory shop floor walkthrough & identify unsafe acts & conditions. At JSW, we work closely with our contractors to build a Safety culture at the frontline, aiming to improve safety performance. Revamped Contractor Safety Management programme is being launched across the JSW group businesses to provide quality assurance, evaluate contractor performance at defined intervals to provide feedback, lessons learned and a basis for improving Health & Safety performance and future contractor selection. The programme is also designed with the process of capturing contractors' non-conformances and delivering systemic corrective actions based on identifying the root cause and having a closed loop feedback process.
E13 % of employees provided training and skill upgradation: a) In the year b) Total to date	It is the endeavour of the Company to engage 100% employees with training & skill upgradation in the year. In FY 2019-20, we have covered a 53,020 total learning hours in the development of our people, leveraging continuous learning opportunities that are customised for the individual in an on-demand, digital environment. A highly skilled workforce is of prime importance to an organisation's competitive advantage. JSW Steel constantly organises trainings for its employees to acquire new skills and sharpen existing ones. These initiatives have resulted in improved performance and increase in productivity across operations. **JSW Learning Academy** The JSW Learning Academy has played a pivotal role in ensuring the learning journey of every JSW employee. It serves as an online education portal with multiple subject areas for our people to choose from and learn. It provides a wide range of e-learning courses addressing different learning needs of various employee groups. These include modules on business simulations, prevention of sexual harassment, safety and big data and analytics. New Learning Platforms – 1) Percipio – powered by Skillsoft 2) Harvard ManageMentor® Spark Read more in the Integrated Report [Page XX] and the Management Discussion and Analysis [Page XX] No complaints related to harassment have been received in FY 2019-20. The Company revised the Prevention of Sexual Harassment (POSH) policy under an initiative called 'Samman'. This was done with the objective of emphasising safe and harmonious work culture within the Company. The revised policy was an effort to create awareness on the subject, often considered a taboo and develop 'speak up' culture to receive help from the organisation. Going a step further, JSW Steel specially curated e-learning modules to maximise awareness and highlight various nuances of sexual harassment. Using the forum theatre technique, the facilitators enacted scenarios and provided techniques to handle such situations effectively and raise concerns, as and when necessary. The Company has in place an Anti-Sexual Harassment Policy in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. All employees (permanent, contractual, temporary and trainees) are covered under this policy. The Company has also complied with the provisions related to constitution of Internal Complaints Committee (ICC) under the said Act to redress complaints received regarding sexual harassment. JSW has formed Statutory Internal Complaints Committees (ICCs) to Address Sexual Harassment of Women at the Workplace.

Essential/Leadership indicators		Information
Principle 3 Businesses should respect and promote the well-being of all employees, including those in their value chains		
Leadership indicators	**L1** Categories of employees (list up to three) supported by affirmative action, and has there been any change from the previous year?	

Total Employees	**2019-20**	2018-19
Permanent employees	**13,159**	12,599
Contractual	**19,784**	16,885
Permanent Women employees	**659**	403
Differently -abled	**40**	32
Differently -able	**40**	32

Notes: Includes Headquarters

L3
% of children identified as employed in your establishments/ value chain that have been remediated:
a) In reporting year
b) Total to date

There are no children identified as per the mandated Government Rules employed in the Company.

L4
% of forced/ involuntary labour identified in your establishments/ supply remediated:
a) In reporting year
b) Total to date

We do not promote any supplier that does not pay minimum wages to their employees.

There has been No forced/involuntary labour.

L8
% of accident-affected persons integrated back into employment.

All accident affected persons have been integrated back into employment.

Essential/Leadership indicators		Information
Principle 4 Businesses should respect the interests of and be responsive to all its stakeholders		
Essential indicators	**E1** List stakeholder groups that have been identified as key to your business?	JSW has identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society/NGOs, Suppliers, Institutions, Investors. Stakeholders are essential to business operations, and their feedback is vital to understand their concerns and their material impact on the Company. JSW Steel considers its stakeholders as trusted partners in its value creation journey and solicits their views. Stakeholder engagement is continuous process. Frequency of Engagement: Regular basis and as and when required. However, company's engages with stakeholders via various forums & as listed below: Customers – Customer meets, Official communication channels: Advertisements, publications, website and social media, Conferences events, Customer feedback, Customer satisfaction survey, Phone calls, emails and meetings, Customer visits, JSW Shoppe Employees – JSW World – Intranet portal, Newsletters, Employee satisfaction surveys – JSW Voice Pulse Survey, Emails and meetings, Training programmes like Springboard, Employee engagement initiatives like WeCare and Samvedna, Performance appraisal, Grievance redressal mechanisms, Notice boards Community and civil society/NGOs – Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Impact assessment surveys, Official communication channels: Advertisements, publications, website and social media, Complaints and grievance mechanism Government and regulatory bodies – Official communication channels: Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections Institutions – Conferences, Joint R&D initiatives, Internship opportunities for students Investors – Analyst meets and conference calls, Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings and roadshows Suppliers – Vendor assessment and review, Training workshops and seminars, Supplier audits, Official communication channels: Advertisements, publications, website and social media

Essential/Leadership indicators		Information
Principle 4 Businesses should respect the interests of and be responsive to all its stakeholders		
	E2 Positions/ departments/ functions responsible for engagement with each stakeholder category identified above?	Positions/ departments/ functions responsible for engagement with each stakeholder category identified above are – Employees – HR/PR & Admin Government and Regulatory Authorities – Legal/Environment/Corporate Strategy/Corporate Sustainability/Safety Customer – Sales & Marketing, Quality Communities and Civil Society/NGOs – CSR Institution – R & D/Corporate Sustainability Suppliers – Commercial/Safety /HR Investors – Investor Relations/ Corporate Finance/ Corporate Sustainability JSW Steel's stakeholder engagement strategy seeks feedback on a regular basis, which is then integrated into the organisation's medium- and long-term strategy and planning exercises. This also enables the Company to promote the idea of shared growth and a common prosperous future for the society at large. The Company has formal mechanisms in place to engage key stakeholder groups in a constructive manner and collect valuable feedback. This proves to be a valuable input for the risk assessment and strategy formulation process of the Company.
	E3 Number of stakeholder groups that were formally engaged on environment and social issues in the last year?	The Company has formally engaged with all the seven stakeholder groups in the last year. The Company regularly addresses the internal as well as external stakeholders thru various forums. The Company hosts World Environment Day, World Safety Day etc. at all locations wherein all the employees, contractors, associates are addressed about the various aspects on Environment & Social. The CSR teams continuously work with the communities to address the aspects related to communities like health, water availability, sanitation, education, skill development, women development, malnutrition etc.
	E4 % of input material and services (by value), in the year, that were procured from local and small vendors/producers?	Total New Vendors Engaged with JSW in 2019-20: 1920 Total MSME vendors registered with the Company: 2,241
Leadership indicators	**L1** Frequency of engagement with each stakeholder group? **L2** Examples (up to three) of how the business has incorporated inputs from stakeholders. **L3** List of the vulnerable and marginalised groups in each stakeholder group. **L4** Examples of decisions and actions taken by the business to address the interests of vulnerable/ marginalised groups.	The Company has formally engaged with all the seven stakeholder groups in the last year. The Company regularly addresses the internal as well as external stakeholders thru various forums. The Company hosts World Environment Day, World Safety Day etc. at all locations wherein all the employees, contractors, associates are addressed about the various aspects on Environment & Social. The CSR teams continuously work with the communities to address the aspects related to communities like health, water availability, sanitation, education, skill development, women development, malnutrition etc. The Company focusses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Steel's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. With the aim to ensure that the Company keeps the stakeholders' interests at the center of all operations and business decisions, JSW Steel follows a stringent corporate governance policy. Transparency and openness are the core principles of corporate governance at JSW Steel and it has established a corporate governance structure that works towards achieving sustainable growth in the medium- and long-term. JSW Steel focusses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Steel's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. JSW Steel's CSR approach is based on a framework that is developed to identify key stakeholder groups, including the local community, the local government or bodies, academia and research institutions, investors, etc. The CSR interventions are wholly based on the needs assessed through community engagement, backed with a definitive structure arising from the identification of needs of the local area and the existing systemic gaps. Natural resource management is one of the key areas identified for addressing the basic issue of poverty. Leveraging the substantial work that had been done around watershed management, steps were taken to develop synergies, thereby improving agricultural productivity and generating livelihoods. Another area that has received renewed focus is the gap in the field of education that is being bridged through the provision of supplementary teachers. Overall, the Company has aligned its CSR programmes to the key areas of health and nutrition, education and learning, agri-initiatives, livelihood, sanitation, water conservation and augmentation, biodiversity promotion, skill enhancement, and art, culture and sports. The details of activities are provided at https://www.jsw.in/foundation/foundation-program-overview

Essential/Leadership indicators		Information
Principle 5 Businesses should respect and promote human rights		
Essential indicators	E1 % of employees that have been provided training on human rights issues: a) In the year b) Total to date	JSW Steel Limited is committed to ensuring and protecting the rights of those who work with it or live in communities surrounding its operations. In furtherance of this commitment, the Board of Directors has adopted this 'Human Rights Policy'. The Company's policy on human rights applies to all its businesses processes and is part of its commitment to ethical and socially responsible behaviour across its value chain. In line with JSW's legacy as a responsible corporate citizen, the Company is committed to respecting the economic, social, cultural, political and civil rights of individuals involved in and impacted by the Company's operations. JSW holds itself to the highest standards of human rights and is committed to supporting and respecting internationally proclaimed human rights principles, in particular the Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation. In FY 2019-20, we have covered a 53,020 total learning hours in the development of our people, leveraging continuous learning opportunities that are customised for the individual in an on-demand, digital environment.
	E2 Employee categories that are covered by the human rights policies of the business – Permanent/ Contract/ Casual.	The Company contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programmes and grievance reddressal mechanism. The Company upholds international human rights standards, does not condone human rights abuses and creates & nurtures a working environment where human rights are respected without prejudice. Permanent Employees/ Associates/ Contractual persons are covered under Human Rights.
	E3 Number of business agreements and contracts with third party partners that were reviewed in the year, to avoid complicity with adverse human rights impacts in the previous year.	The trainings are imparted on regular intervals at locations covering all the employees at all levels covering the topics of Human Rights. It is the endeavour of the Company to cover all the employees for training for Human Rights. JSW Steel respects human rights and is committed to ensuring that they are protected. To this end, the Company has a human rights policy that addresses human rights issues across the supply chain. It articulates the Company's stand on human rights, including non-discrimination, prohibition of child and forced labour, freedom of association and the right to engage in collective bargaining. It is complemented by other specific policies such as occupational health and safety, environment, anti-corruption, etc. Officers of security agencies are trained to act in a manner that respects human rights at all times and comply with all the applicable national, state and local laws. JSW Steel contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programmes and grievance redressal mechanism.
	E4 Stakeholders groups governed by the grievance committee for human rights issues.	No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year and none are pending at the end of the reporting year.
	E5 Number of stakeholders that reported human rights related grievances and/or complaints: a) Received in the year b) Pending resolution	JSW Steel is committed to promoting responsible behaviour and value for social and environmental wellbeing. To this end, it has a policy on business conduct that is applicable to all its employees and value chain partners. It has a structured stakeholder grievance redressal mechanism through which stakeholders freely share their concerns and grievances with the Company, including regarding human rights issues. Company have stakeholder relationship committee to periodically look into the functioning of the Company's shareholder/investor grievance redressal system and oversee improvements in the same, besides reporting serious concerns, if any. There were no grievances related to Human Rights received by the Company.
Leadership indicators	L2 External stakeholder groups and representatives that are covered by the human rights policies of the business?	Community stakeholder group was covered under the Human Rights. The Foundation arm of the Company carries out many programmes for the communities. The details are available on https://www.jsw.in/foundation/foundation-program-overview
	L3 Stakeholder groups that have been made aware of the grievance mechanisms for human rights issues: a) During the year b) Total to date	The Company contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programmes and grievance addressal mechanism. Any grievance related matters could be addressed to the Company or at jswsl.investor@jsw.in mentioned in the Integrated Report.

Essential/Leadership indicators		Information
Principle 6 Businesses should respect and make efforts to protect and restore the environment		
Essential indicators	**E1** Material risks of potential or actual adverse impacts upon the environment and communities by the business: a) Identified in the year b) Mitigation and adaptation measures put in place for the above environmental risks?	Our Enterprise Risk Management (ERM) is based on the globally recognised 'COSO' framework, which brings together the understanding of the potential upside and downside of all those factors which can affect the organisation with an objective to add maximum sustainable value to all the activities of the organisation & to various stakeholders. We recognise that the emerging & identified risks need to be managed and mitigated to: 1. protect our shareholders and other stakeholder's interest, 2. achieve our business objective and 3. enable sustainable growth Pursuant to the requirement of Regulation 21 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Companies Act, 2013, the Company has Risk management framework in place. It has constituted a sub-committee of Directors to oversee Enterprise Risk Management framework to ensure resilience The key risks identified by the Company along with response strategies are provided in the Integrated Report.
		Key risks: › Increasing competition due to recent acquisitions & consolidations in steel industry driven by IBC process. › Raw material availability & cost impacting EBIDTA (Iron ore) › Raw material availability and cost, and dependency on import (Coking Coal) › Mergers & Acquisitions › Infrastructure & Logistics › Availability of power for production. Inadequate power supply & network bandwidth › Environment protection and climate change › Health & Safety › Human resource › Cyber securit **Response Strategies for Environment protection & climate change are as listed below.** › Selecting right equipment, technology, processes, inputs and tracks emissions. Additional capex allocation for advanced technologies like MEROS in sinter to further reduce dust emissions. › Company regularly tracks changes in technology and future norms to plan in advance. The Company is exploring the use of steam box ageing technology to treat BOF slag that would be generated after proposed expansions at Vijayanagar and Dolvi. › Company discloses information related to its carbon emissions under various initiatives such as Carbon Disclosure Programme (CDP) and Dow Jones Sustainability Index (DJSI), along with public disclosure in the annual integrated report. › Company gives thrust on sustainable products that are safe for consumers. Company has developed products that are environment friendly & safe for usage like high-strength low carbon steel, low thickness steel used in Auto sector that makes the vehicle lighter which helps in reducing the carbon footprint as well as safety of travellers.
	E2 Good practices (up to three) in reduction, recycling and reuse initiatives that contributed to lowering the adverse environmental footprint of your business activities.	JSW carries out Environment Impact Assessments for all its projects as per the Guidelines of the MOEF & CC. The documents as required by MOEF & CC are prepared and made available on the website of MOEF & CC for the clearances. The reports for compliance are submitted to the Statutory Authorities as mandated. Refer to Risk Management in the Integrated Report in [Page XX] for more information
	E3 Examples of any collective action by your business with other businesses/ NGOs/ government agencies/ international partners/ development institutions undertaken to address any of the environmental risks opportunities identified above.	JSW has always adopted best technologies and processes to reduce Greenhouse Gas (GHG) emissions for every tonne of steel produced. Over the years, a number of initiatives have been taken to improve the energy efficiency and reduce GHG emissions across the manufacturing units Give reference of Env Initiatives of IR Circular economy, water management, waste management – pages nos.

Essential/Leadership indicators		Information
Principle 6 Businesses should respect and make efforts to protect and restore the environment		
		1. Technology absorption, adoption and innovation **Vijayanagar** › Maximum Emission Reduction of Sintering (MEROS) and Waste Gas Recirculation (WGR) system at Sinter Plant No. 4. › Upgradation of Continuous Pickling Line No. 2 at CRM-1 › Commissioning of Hot Forming Press, Drop Weight Tester and Horizontal Tube Furnace at R&D Department › Installation of Simulia 3D Experience platform at R&D unit **Dolvi** › Revamping of Stove-4 in Blast Furnace-1 › Commissioning of new cyclone at Blast Furnace-1 **Salem** › Installation of Plate charging mechanism in Coke Oven Pusher Car-1 has resulted an increase in Gross Coke Production by 15 t/day and improved machine availability › Commissioned 25 kg melting capacity Induction Furnace
Essential indicators	**E4** Details of any adverse orders in respect of any show cause/ legal notices from CPCB/ NGT/ SPCB received during the year.	Online size measurement device for bar products and Garret Coiler wire rod products 2. At JSW Steel Salem works, an alternative application for steelmaking slag was developed. After removal of metallic from the slag, the slag was screened into various sizes. A concrete mixer composition was developed with the steel slag for use in paver blocks. The patented mixture composition is a combination of more than 60% steel slag in various sizes, cement and other fine aggregates. The paver blocks thus produced possess compressive strength up to 55 MPa, making them suitable even for areas with heavy vehicular movement. 3. JSW has taken the lead to address the environmental concern of river sand exploitation by introducing processed granulated blast furnace slag (PGBS) as an eco- friendly alternative. PGBS is produced by treating waste (slag) generated from steel manufacturing processes. Slag is a waste generated in the blast furnace operations in the steel making industry. GBS is regularly used by cement industry for making Portland slag cement; however, conversion of this slag into fine aggregate and use as replacement of river sand is an innovative and novel approach to recycle slags. A conscious decision to reduce the amount of slag the steel plant disposes off in landfills, JSW specialises in utilising industrial by-products like BF slag to deliver eco-friendly world-class high-quality cement products by its group companies like JSW Cement. There were 3 notices received from CPCB/ NGT/ SPCB during the year. Responses have been provided to the concerned Authorities to their satisfaction with actions and hence further there is no action which is pending.
Leadership indicators	**L1** Information on environmental impact assessments undertaken in the year: a) Have the results been communicated in the public domain? b) Provide details of any actions taken to mitigate any negative social impacts.	JSW carries out Environment Impact Assessments for all its projects as per the Guidelines of the MOEF & CC. The documents as required by MOEF & CC are prepared and made available on the website of MOEF & CC for the clearances. The reports for compliance are submitted to the Statutory Authorities as mandated and are available on the website of the Company. The details of the actions taken for social impacts are available on: https://www.jsw.in/foundation/foundation-program-overview
	L2 Risk management strategies and measures for each material environmental risk identified for the business: a) Details of measures (100 words). b) Targets and achievement values.	The details are available on page XXX of the Integrated Report
	L3 Details of your specific contribution to India's Nationally Determined Contributions (submitted at UNFCCC COP21 in 2015)	As per the Ministry of Steel, Government of India, the target for steel industry as stated under the Nationally Determined Contributions (NDC) is 2.2 – 2.4tCO2 per tonne of crude steel produced (tCO2/tCS) by 2030 in BF-BOF route. This has been voluntary agreed by all major steel producers as integrated in the National Steel Policy 2017 and JSW Steel will abide by this target of Government of India. The Company is in constant endevour to create better products to address various factors including environment. The following are the details –

Essential/Leadership indicators		Information
Principle 6 Businesses should respect and make efforts to protect and restore the environment		
	L4 New businesses-products-services created to address the material environmental risks identified: a) Information on businesses created (100 words). b) % of revenue contributed by these.	**Vijayanagar:** Development of new generation high strength steels mainly for automotive and electrical applications have been the major focus at JSW Vijayanagar works. The new developments include incremental improvements in product properties to match the customer requirements and new grades for new applications. A total of 38 numbers of new steel grades have been developed/customised consisting of flat and long rolled products **Dolvi:** Total 3 new products and 31 customised products have been developed to cater to the customers' requirements. New products included development of cost-effective thinner gauge (2.5 mm) E350 and E410 grade steel through CSP route for structural application and development of corrosion resistant TMT rebar with minimum UTS / YS ratio of 1.15 for seismic zone application. **Salem:** A total of 9 new grades have been developed/customised for various applications like automotive, rail, textile, general engineering etc. Out of 9 grades, 2 grades are new development which are not in the market and are introduced for the first time in the country.
	L5 Details of good practices cited in reduction, recycling, and reuse initiatives benchmarked against industry best practice (100 words).	(Give reference to page nos. in IR) At JSW Steel Salem works, an alternative application for steelmaking slag was developed. After removal of metallic from the slag, the slag was screened into various sizes. A concrete mixer composition was developed with the steel slag for use in paver blocks. The patented mixture composition is a combination of more than 60% steel slag in various sizes, cement and other fine aggregates. The paver blocks thus produced possess compressive strength up to 55 MPa, making them suitable even for areas with heavy vehicular movement. JSW has taken the lead to address the environmental concern of river sand exploitation by introducing processed granulated blast furnace slag (PGBS) as an eco-friendly alternative. PGBS is produced by treating waste (slag) generated from steel manufacturing processes. This initiative is first of its kind in the country. Slag is a waste generated in the blast furnace operations in the steel making industry. GBS is regularly used by cement industry for making Portland slag cement; however, conversion of this slag into fine aggregate and use as replacement of river sand is an innovative and novel approach to recycle slags. A conscious decision to reduce the amount of slag the steel plant disposes off in landfills. JSW specialises in utilising industrial by-products like BF slag to deliver eco-friendly world-class high-quality cement products.

Essential/Leadership indicators		Information
Principle 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent		
Essential indicators	**E1** Review public policy advocacy positions by the governance structure for consistency with Principles of these Guidelines: a) Frequency b) Month/year of last review	JSW, as a part of the Working Groups for the Industry which will help the Government to formulate policies/guidelines for the country. JSW is a part of the Working Group 3 of CII – Harmonising GHG data collection by Industrial Process and Product Use (IPPU) sector with IPCC requirements and contribution to national GHG inventory. JSW participates for policy advocacy with the Government.
	E2 Names of trade and industry chambers and associations that you are a member/affiliate of.	JSW Steel engages with the following associations and organisations: World Steel Association, CII, FICCI, ASSOCHAM, Indian Steel Association, GRI, DJSI, CDP, UN Global Compact, Bangalore Chamber of Industry & Commerce, Karnataka Iron & Steel Manufacturing Association, Indian Institute of Metals, American Society of Metals, Association of Iron & Steel Technology (US), Iron and Steel Institute of Japan, PMS (Metal Society of USA), Indian Chamber of Commerce and Bengal Chamber of Commerce & Industry.
	E3 Details of any adverse orders received from regulatory authorities for anti-competitive conduct by your business.	No adverse orders received from regulatory authorities for anti-competitive conduct. There were no monetary contributions that have been made to political parties.
	E4 Monetary contributions (if any) that have been made to political parties.	

<table>
<tr><th colspan="2">Essential/Leadership indicators</th><th>Information</th></tr>
<tr><td colspan="3">Principle 8 Businesses should promote inclusive growth and equitable development</td></tr>
<tr><td rowspan="2">Essential indicators</td><td>E1
Social impact assessments of your business operations conducted:
a) Number completed in the year?
b) Number conducted by an independent external agency.</td><td>The Company follows all the statutory processes required for construction of facilities. The Consent to Operate is also subsequently taken before starting of operations. The stakeholder consultation is done in the prescribed manner as laid down by the Government Authorities and abided by with all the permissions. The letters of approvals are put in public in English and local languages for the external stakeholders. The clearances are also available on the website of the Company as well as the website of MOEF&CC.

The social impact assessment is carried out by the Company and are a part of the EIA reports. Also the CSR teams carry out SIA as per the community requirement and makes actions plans which cover education, health, sanitation, clean water availability, skill development etc. The details of many such initiatives are available on https://www.jsw.in/foundation/foundation-program-overview. There are a number of need based activities and also many initiatives for the communities done by the Foundation team.</td></tr>
<tr><td>E2
Examples of products, technologies, processes or programmes (up to three) that contribute to the benefit of the vulnerable and marginalised sections of society.</td><td>Refer [Page XX] of the Integrated Report for information on community initiatives and Annexure D of Directors' Report
<table>
<tr><th>Sr. no.</th><th>CSR Projects or Activities</th><th>Cumulative expenditure as on March 31, 2020 (₹ In Crores)</th></tr>
<tr><td>1</td><td>Community Health Monitoring Projects, Institutional Delivery, Adolescent Health Awareness, Malnourishment Projects, Mid-day meals, General Health & Cataract Campus, Health Infrastructure Improvement, Drinking Water Supply, Artificial Limb Replacement, Watershed Management etc.</td><td>33.88</td></tr>
<tr><td>2</td><td>Skill School Infrastructure Development & Enhancement of Quality Education, School for Differently-abled, Vocational Training Institutes, Holistic Development of Anganwadis, Territorial Scholarship etc.</td><td>7.41</td></tr>
<tr><td>3</td><td>Waste Paper Recycling, Children's observation Home, Support to Old Age Home, Rural BPOs, Empowering Self Help Group including Linkage with Microfinance, Satellite Tailoring Centre, Haqdarshak, Community Development, Rural Transformation Program etc.</td><td>8.78</td></tr>
<tr><td>4</td><td>Conservation of Natural Resources, Tree Plantation, Clean Fuel Stoves etc.</td><td>0.35</td></tr>
<tr><td>5</td><td>Conservation of Hampi Area & Restoration of Various Historical Monuments.</td><td>1.67</td></tr>
<tr><td>6</td><td>Sports Infrastructure development, Promotion of Rural Sports, Sports Excellence Programs, Domestic /International Training / Medical support etc.</td><td>7.1</td></tr>
<tr><td>7</td><td>Construction of Community Halls, Village Roads, Drainages, Bus Shelters etc.</td><td>3.32</td></tr>
<tr><td>8</td><td>Garbage Management, Institutional Management & Community toilets, School Sanitization Program, Construction of Individual toilets etc.</td><td>2.27</td></tr>
<tr><td>9</td><td>Contribution to PM Cares Fund for COVID-19</td><td>68</td></tr>
<tr><td>10</td><td>Overheads</td><td>6.95</td></tr>
</table></td></tr>
<tr><td></td><td>E3
With respect to projects during the year for which R&R is applicable:
a) Number of persons that were affected displaced by these projects?
b) Gross amount paid out to project-affected and displaced persons?</td><td>There were no R&R in any of our facilities/projects.</td></tr>
<tr><td></td><td>E4
Grievances/complaints received from local community:
a) Number received during the year
b) Number pending resolution</td><td>All the grievances received from the local community have been addressed.</td></tr>
<tr><td></td><td>E5
Details of investments (top three by value) in regions which are underdeveloped (100 words).</td><td>Please Refer Indicator E-2 in Principle-8</td></tr>
<tr><td></td><td>E6
Examples of goods and services up to 3) that incorporate local traditional knowledge.</td><td>Please Refer Indicator E-2 in Principle-8</td></tr>
</table>

Essential/Leadership indicators		Information
Principle 8 Businesses should promote inclusive growth and equitable development		
	E7 Details of adverse orders or judgements in intellectual property rights disputes related to traditional knowledge during the year (100 words).	The details of many such initiatives are available on https://www.jsw.in/foundation/foundation-program-overview. There are no adverse orders or judgements in intellectual property rights disputes related to traditional knowledge during the year.
	E8 Summary of the key themes covered by CSR initiatives (as per Section 135 of Companies Act, 2013) or linked to the CSR Policy of the business (up to 100 words).	Please Refer Indicator E-2 in Principle-8
	L1 With respect to these social impact assessments: a) Results made available in the public domain b) Details of any actions taken to mitigate any negative social impacts (100 words). **L2** Numbers benefitting from such beneficial products, technologies or processes. **L3** With respect to projects during the year for which R&R is applicable: a) Was the R&R package developed in consultation with project-affected people? b) Information on gross amounts, made available in the public domain.	The Company follows all the statutory processes required for construction of facilities. The Consent to Operate is also subsequently taken before starting of operations. The stakeholder consultation is done in the prescribed manner as laid down by the Government Authorities and abided by with all the permissions. The letters of approvals are put in public in English and local languages for the external stakeholders. The clearances are also available on the website of the Company as well as the website of MOEF & CC. The social impact assessment is carried out by the Company and are a part of the EIA reports. Also the CSR teams carry out SIA as per the community requirement and makes actions plans which cover education, health, sanitation, clean water availability, skill development etc. The details of many such initiatives are available on https://www.jsw.in/foundation/foundation-program-overview. There are a number of need based activities and also many initiatives for the communities done by the Foundation team. The information is available at https://www.jsw.in/foundation/foundation-our-reach There has been no R&R involved with our facilities.
	L4 Channels/ platforms used to communicate information regarding resolution of grievances/ complaints from communities. **L5** Examples (up to three) of economic and social value addition in these underdeveloped regions (100 words). **L6** Examples where benefits of this local traditional knowledge being used by the business are shared with the community.	The grievance could be written at jswsl.investor@jsw.in. This is provided in the Integrated Report which is made available on the Company's website. The grievance could also be sent to any of the plant locations who will handle the same. List of Key Initiatives are as below, 1. • Health and Nutrition 2. • Skills & Livelihoods 3. • Agri-livelihoods 4. • Education 5. • Water 6. • Sanitization 7. • Sanitization **Empowering Women:** The JSW Foundation has been helping the women to become self-aware of their true potential by bequeathing them with the clout to make decisions for their own good so they find their rightful place in the society and at the same time, contribute to the GDP fueling the economic growth of the nation. Christened as JSW Shakti, five BPO centres have been setup in rural Karnataka, Maharashtra and West Bengal through this initiative with an aim to use IT-enabled services to provide localised employment to rural women above 18 years of age.

Essential/Leadership indicators		Information
Principle 9 Businesses should engage with and provide value to their consumers in a responsible manner		
Essential indicators	**E1** Examples (up to three) where adverse impacts of goods and services of your business have been raised in public domain.	No concerns have been raised on adverse impacts of goods and services of the Company. LCAs (Life Cycle Assessment) had been completed for total 5 products from 3 manufacturing locations Dolvi – HRC & Bar rod, Vijayanagar – HRC & Salem – Bloom & Bar rod. Life cycle assessment (LCA) provides a holistic approach to evaluate environmental performance by considering the potential impacts from all stages of manufacture, product use and end-of-life stages. This is referred to as the cradle-to-grave approach. JSW had done the EPD (Environmental Product Disclosure) for HRC which is compliant with EN 15804 & management system ISO 9001:2000, ISO 14001:2004, OHSAS 18001:2007 and ISO 50001:2011. EPD is an independently verified and registered document that communicates transparent and comparable information about the life-cycle environmental impact of products. This year JSW is planning for EPD of CRCA product.
	E2 % by value of goods and services of the business that carry information about: a) Environmental and social parameters relevant to the product. b) Safe and responsible usage.	Think step Sustainability Solutions Pvt. Ltd., a Sphera Company (formerly thinkstep AG). has been entrusted to conduct Life Cycle Assessment for JSW's products as per the ISO 14040/44. The LCA model was created using the GaBi ts Software system for life cycle engineering, developed by Sphera (formerly thinkstep AG). JSW have carried out Environmental Product Declaration for HRC ~44% of production volume as per ISO 14025, Type III ecolabel, International EPD system which is available on: https://www.environdec.com/Detail/?Epd=14709
	E3 Number of consumer complaints in respect of data privacy: a) Received during the year. b) Pending resolution. **E4** Number of consumer complaints in respect of advertising: a) Received during the year. b) Pending resolution. **E5** Number of consumer complaints in respect of delivery of essential services: a) Received during the year. b) Pending resolution.	**Complaint type** / **Admitted** / **Technical Resolution completed** / **Technical resolution Pending** Product: 1,268 / 1,243 / 25 Service: 350 / 346 / 4 **Total: 1,618 / 1,589 / 29**
Leadership indicators	**L1** Corrective actions taken on adverse impacts of goods and services of your business: a) Details (100 words). b) Communicated in the public domain. **L2** List of national-international product labels/certifications being used by the business. **L3** Channels platforms where information on goods and services of the business can be accessed.	All information regarding goods and services can be accessed through the Company's website www.jsw.in/steel and in its periodic disclosures such as the annual report and the integrated report. EPD, ISO 14025, Type III ecolabel, International EPD system are the national-international product labels/certifications being used by the business The platforms used for the information are – Website Integrated Report Social Media platforms MOEF&CC reports Media Publications

Signature of the designated official responsible for this report.
Sd/-

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POLICY AND MANAGEMENT PROCESSES

P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes								
Policy on Business Conduct	Policy on Business Conduct	People Policy	Policy on Business Conduct	Human Rights Policy	Climate Change Policy	Policy on Business Conduct	Policy to Make Our World A Better Place	Policy on Business Conduct
Code of Conduct for Board and Senior Management	Climate Change Policy	Health & Safety Policy	Grievance redressal mechanism	Indigenous Peoples and Resettlement Policy	Energy Policy	Policy on Influencing Public and Regulatory Policy	Policy on Social Development and community involvement	Quality Policy
Code of Practices and Fair Disclosure of Unpublished Price Sensitive Information	Energy Policy	Policy on Labour Practices & Employment Rights	Policy on Stakeholder Engagement	Policy to Make Our World A Better Place	Raw Material Conservation Policy	Policy to Make Our World A Better Place	Indigenous Peoples and Resettlement Policy	Research & Development Policy
Determination of Materiality of Information or Events Policy	Raw Material Conservation Policy	Policy on Board Diversity	Making Our World A Better Place		Water Resource Management Policy		Cultural Heritage Policy	Policy to Make Our World A Better Place
Dividend Distribution Policy	Water Resource Management Policy	Remuneration Policy			Waste Water Management Policy			
Policy for Determination of Material Subsidiaries	Waste Water Management Policy	Policy to Make Our World A Better Place			Waste Management Policy			
Policy for Preservation of Documents	Waste Management Policy				Air Emissions Management Policy			
Policy on Dealing with Related Party Transactions	Air Emissions Management Policy				Biodiversity Policy			
Remuneration Policy	Biodiversity Policy				Local Considerations Policy			
Whistleblower Policy and Vigil Mechanism	Local Considerations Policy				Policy to Make Our World A Better Place			
Terms and Conditions for the Appointment of Independent Director	Policy to Make Our World A Better Place							
Policy to Make Our World A Better Place								

https://www.jsw.in/groups/sustainability-policies


JSW

About JSW Steel Ltd: JSW Steel Ltd. is the flagship company of the diversified US$ 12 billion JSW Group which has a leading presence in sectors such as steel, energy, infrastructure, cement, sports among others. From a single manufacturing unit in the early 1980s, JSW Steel Ltd, today, is one of the leading integrated steel companies in India with an installed capacity of 18 MTPA, and has plans to scale it up in India. JSW Steel's manufacturing facility at Vijayanagar, Karnataka is the largest single location steel-producing facility in India with a capacity of 12 MTPA.

The Company has been at the forefront of state-of-the-art, cutting-edge technology, research and innovation while laying the foundation for long-term growth. Strategic collaborations with global technology leaders to offer high-value special steel products for various applications across construction, infrastructure, automobile, appliances and other sectors. JSW Steel Ltd. has been widely recognised for its business and operational excellence. Key honours & awards include World Steel Association's Steel Sustainability Champion (2019), Deming Prize for Total Quality Management at Vijayanagar (2018) and Salem (2019), DJSI RobecoSAM Sustainability Industry Mover Award (2018) among others. JSW Steel is the only Indian company ranked among the top 10 steel-producers in the world by World Steel Association for the last 10 consecutive years.

/Concept, content and design at AICL (hello@aicl.in)

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