

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L74999MH1994PLC077041
2. **Name of the Listed Entity** - JSW Energy Limited
3. **Year of incorporation** - 1994
4. **Registered office address** - JSW Centre, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051
5. **Corporate address** - JSW Centre, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051
6. **E-mail** - jswel.investor@jsw.in
7. **Telephone** - +91 22 42861000
8. **Website** - www.jsw.in
9. **Financial year for which reporting is being done** - 2021-22
10. **Name of the Stock Exchange(s) where shares are listed** -
 1. BSE Limited
 2. National Stock Exchange of India Limited
11. **Paid-up Capital** - ₹1,644.03 crore
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** -
 - a) **Director responsible:** Mr. Prashant Jain (DIN: 01281621)
Joint Managing Director & CEO
Email: jswel.investor@jsw.in
Phone: 022-42861000
 - b) **BRSR Head:** Mr. Aditya Agarwal
Head – Renewable
Email: aditya.agarwal@jsw.in
Phone: 022-42861000
 - c) **Supported By:** Mr. Prabodha Acharya (Group Chief Sustainability Officer)
E-mail: prabodha.acharya@jsw.in
Phone: 022-42861000
13. **Reporting boundary** - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together) - Disclosures are on a Consolidated basis



II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Generation of Power, Power Transmission and Power Trading	Production of Power / Electricity	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Electricity/ Power	351	100%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	11	14	25
International	0	1	1

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	7
International (No. of Countries)	1 (South Africa)

b. What is the contribution of exports as a percentage of the total turnover of the entity? – Not Applicable

c. A brief on types of customers - The Company supplies energy and related services to several business customers which are mainly the state discoms and Commercial & Industrial consumers. As an energy company, it interacts and engages with B2B customers such as various distribution utilities and Commercial & Industrial customers. Engagement provides a better understanding of customer requirements and how continuous improvement in service can be delivered.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,603	1,533	96%	70	4%
2.	Other than Permanent (E)					
3.	Total employees (D + E)	1,603	1,533	96%	70	4%
WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)	2,457	2,268	92%	189	8%
6.	Total workers (F + G)	2,457	2,268	92%	189	8%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	6	6	100%	0	0%
2.	Other than Permanent (E)					
3.	Total differently abled employees (D + E)	6	6	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than permanent (G)	NA	NA	NA	NA	NA
6.	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	13%
Key Management Personnel	6	1	17%

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2021-22 (Turnover rate in current FY)			FY 2020-21 (Turnover rate in previous FY)			FY 2019-20 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	4.44%	0.32%	4.76%	2.03%	0.18%	2.21%	2.76%	0.23%	2.99%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	JSW Energy (Barmer) Limited	Subsidiary	100%	Yes
2	JSW Hydro Energy Limited	Subsidiary	100%	Yes
3	Jaigad PowerTransco Limited	Subsidiary	74%	Yes
4	JSW Energy (Raigarh) Limited	Subsidiary	100%	No
5	JSW Energy (Kutehr) Limited	Subsidiary	100%	No
6	JSW Power Trading Company Limited	Subsidiary	100%	Yes
7	JSW Future Energy Limited (formerly JSW Solar Limited)	Subsidiary	100%	No
8	JSW Renewable Energy (Vijayanagar) Limited	Subsidiary	100%	No
9	JSW Renew Energy Limited	Subsidiary	100%	No
10	JSW Renewable Energy (Dolvi) Limited	Subsidiary	100%	No
11	JSW Renew Energy Two Limited	Subsidiary	100%	No
12	JSW Renew Energy (Raj) Limited	Subsidiary	100%	No
13	JSW Renew Energy (Kar) Limited	Subsidiary	100%	No
14	JSW Neo Energy Limited	Subsidiary	100%	No
15	JSW Energy PSP Two Limited	Subsidiary	100%	No
16	JSW Green Hydrogen Limited	Subsidiary	100%	No



S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
17	JSW Energy PSP One Limited	Subsidiary	100%	No
18	JSW Renew Energy Four Limited	Subsidiary	100%	No
19	JSW Renew Energy Three Limited	Subsidiary	100%	No
20	JSW Energy PSP Three Limited	Subsidiary	100%	No
21	JSW Renew Energy Five Limited	Subsidiary	100%	No
22	JSW Renew Energy Six Limited	Subsidiary	100%	No
23	JSW Renew Energy Seven Limited	Subsidiary	100%	No
24	JSW Energy Natural Resources Mauritius Limited	Subsidiary	100%	No
25	JSW Energy Natural Resources South Africa (Pty) Limited	Subsidiary	100%	No
26	Royal Bafokeng Capital (Pty) Limited	Subsidiary	100%	No
27	Mainsail Trading 55 Proprietary Limited	Subsidiary	100%	No
28	South African Coal Mining Holdings Limited	Subsidiary	69.44%	No
29	SACM (Breyten) Proprietary Limited	Subsidiary	69.44%	No
30	South African Coal Mining Operations Proprietary Limited	Subsidiary	69.44%	No
31	Umlabu Colliery Proprietary Limited	Subsidiary	69.44%	No
32	Barmer Lignite Mining Company Limited	Joint Venture	49%	No
33	Toshiba JSW Power Systems Private Limited	Associate	5.30%	No

VI. CSR Details

22. (i) **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

(ii) Turnover (in ₹): 8,736 crore

(iii) Net worth (in ₹): 17,415 crore

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	NIL	NIL	NIL	NA	NIL	NIL	NA
Investors (other than shareholders)	NIL	NIL	NIL	NA	NIL	NIL	NA
Shareholders	NIL	NIL	NIL	NA	5	0	NA
Employees and workers	NIL	NIL	NIL	NA	NIL	NIL	NA
Customers	NIL	NIL	NIL	NA	NIL	NIL	NA
Value Chain Partners	NIL	NIL	NIL	NA	NIL	NIL	NA
Other (please specify)	NIL	NIL	NIL	NA	NIL	NIL	NA

NA - Not applicable

24. Overview of the entity's material responsible business conduct issues

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Corporate Governance	Risk			The Company is in the process of calculating the financial implications of the identified risks/ opportunities.
2	Economic Performance	Risk			
3	Data Privacy & Cyber Security	Risk			
4	Business Model Resilience	Opportunity			
5	ESG-based Enterprise Risk Management	Risk			
6	Responsible Investment	Opportunity			
7	Public Policy	Risk			
8	Occupational Health & Safety	Risk			
9	Supply Chain Management	Opportunity			
10	Customer Relationship Management	Opportunity			
11	Local Communities	Opportunity			
12	Labour Management	Risk			
13	Human Capital Development	Opportunity			
14	Innovation and Digitisation	Opportunity			
15	Human Rights	Risk			
16	Socio-Economic Compliance	Opportunity			
17	Water & Effluent Management	Risk			
18	Biodiversity	Opportunity			
19	Emissions	Risk			
20	Waste Management	Opportunity			
21	Climate Strategy	Opportunity			
22	Opportunities in Renewable Energy	Opportunity			
23	Environmental Compliance	Opportunity			
24	Materials	Opportunity			
25	Energy Management in Operations	Opportunity			
26	Life Cycle Management of Assets	Opportunity			



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) ^	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://www.jsw.in/investors/energy/jsw-energy-sustainability-policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Guidelines & procedures have been developed inline with and covering all the 9 principles related to the respective policy								
3. Do the enlisted policies extend to your value chain partners? (Yes / No)	Yes								
4. Name of the national and international codes / certifications / labels / standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on NGRBC, in addition to conformance to the spirit of international standards like ISO-9001, ISO-14001, ISO-45001, ISO-50001, IFC Performance Standards, OECD Guidelines, 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).								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set a target of becoming a net-zero Company by 2050 by deploying innovative and advance carbon-free platforms in renewables, storage and green hydrogen. It also aims to march towards its mission of achieving 20 GW operational capacity by 2030 by primarily expanding its footprint in the Renewable Energy space, in a deliberate yet calibrated manner through both organic and inorganic means.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	In order to become Net Zero by 2050, the organization has set Targets for Environment Sustainability through its 'TEN Commitments' which is available on the website. More specific and quantified targets for the Environment Sustainability are provided in the Annual Integrated Report of the Organisation under the Sustainability reporting. The FY20 baseline and FY22 performance can be seen in the table provided in the Integrated Report Sustainability report section page 53								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Refer Message from the Chairman and Managing Director on page no.30								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Sustainability Committee of the Board is responsible for implementation and oversight of the BR policies.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.									
	The Board Sustainability Committee is responsible for implementation of the Policies. The Committee comprises of three Directors, out of which two are Independent Directors and one is an Executive Director, along with four Permanent Invitees. The broad terms of reference of the Sustainability Committee are the adoption of National Guidelines on Responsible Business Conduct (NGRBC) relating to Social, Environmental and Economic Responsibilities of Business in business practices of the Company, review the progress of initiatives under the purview of business responsibility (sustainability) and to periodically assess the ESG performance of the Company								

Note 1

Principle-Wise Policies^

P1	P2	P3	P4	P5	P6	P7	P8	P9
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 & Senior Management	Climate change Policy	Health & Safety Policy	Grievance Redressal Mechanism	Indigenous People and Resettlement Policy	Energy Policy	Policy to Make our World a Better Place	Policy on Social Development	Quality Policy
Code of Practice and Fair Disclosure of unpublished sensitive information	Energy Policy	Policy on Labour Practice & Employment	Policy to Make our World a Better Place	Policy to Make our World a Better Place	Raw Material Conservation Policy		Indigenous People and Resettlement Policy	
Determination of materiality of an Event & Information & Authorized KMP	Raw Material Conservation Policy	Policy on Board Diversity			Water Resource Management Policy		Cultural Heritage Policy	
Dividend Distribution Policy	Water Resource Management Policy	Remuneration Policy			Waste Water Management Policy		Corporate Social Responsibility Policy	
Policy for determining material subsidiaries	Waste Water Management Policy	Policy to Make our World a Better Place			Waste Management Policy			
Archival Policy for preservation of documents	Waste Management Policy				Air Emissions Management Policy			
Policy on materiality of Related Party Transactions as also dealing with Related Party Transactions	Air Emissions Management Policy				Biodiversity Policy			
Remuneration Policy	Biodiversity Policy				Local Considerations Policy			
Whistle-blower Policy & Vigil mechanism	Local Considerations Policy				Policy to Make our World a Better Place			
Terms & Conditions for the appointment of Independent Director	Policy to Make our World a Better Place							
Policy to Make our World a Better Place								



10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee									Frequency (Annually / Half yearly / Quarterly / Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	As a practice, BR policies of the Company are reviewed periodically or on a need basis by department heads, business heads and executive directors. During this assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are implemented.																	
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with the extant regulations as applicable.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	The processes and compliances, however, may be subject to scrutiny by internal auditors and regulatory compliances, as applicable. From a best practices perspective as well as from a risk perspective, policies are periodically evaluated and updated by various department heads, business heads and approved by the management or board. An internal assessment of the workings of the BR policies has been done and in due course, the Company shall have an external assurance on the same.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	NA	NA	NA
Key Managerial Personnel	11	<p>Topics 1. Code of Conduct- Prevention of Insider Trading</p> <p>Impact: To ensure designated employees are aware about important provisions, compliances and details which are aligned with SEBI guidelines.</p> <p>2. Adaptive Leaders Program: This training focused on tools and processes that support real work, how leaders can analyse, diagnose, think and apply the concepts regardless of the situation.</p> <p>Impact: Building accountability and ownership of goals. Encourage Performance evaluation, active listening feedback and proactive problem solving. Motivating team members to be more productive.</p> <p>3. Managers as a Coach: Demonstrate coaching orientation in creating organisational culture. Followed by on the job action plan execution for period of 6-8 weeks.</p> <p>Impact: Leaders demonstrated coaching and mentoring by becoming more self aware and authentic in their leadership style.</p> <p>4. ACCELERATE:</p> <p>The approach for the outbound workshop with the leadership group was to create opportunities for discovering what it means to be Adaptive, Passionate and to go to make a difference at work while handling the exponential growth opportunities.</p> <p>Multiple sessions took place with Personal and Organizational Reflections, achievement & appreciation exercise and creating work groups for post session action planning.</p>	88%
Employees other than BoD and KMPs	359	<p>Technical Trainings</p> <p>Topics covered: 1. Boiler Water Chemistry & Water Treatment / Boiler & Turbine Emergency Handling & Safe Shutdown</p> <p>2. BTG ESOP / Electrical operation- SLD /Power distribution, Electrical Safety, Electrical protection scheme, switchyard, Electrical system ESOP / Turbine Lube Oil System, HP LP by pass system, FR Oil Properties etc.</p> <p>Training Impact: Employees improved their job knowledge and skills at all levels of the organization, improved the morale of the workforce and helps them to identify with organizational goals. They increased their efficiency and productivity.</p> <p>Safety Trainings</p> <p>Topics: Chemical Safety / First Aid & CPR / Emergency Management Plan / Advance Fire- Prevention & Protection etc.</p> <p>Training Impact: Employees gained a solid knowledge of safety topics associated with their jobs and also enhanced skills and knowledge regarding safety both inside and outside the plant.</p> <p>Functional Trainings</p> <p>Topics: Employee Pension Scheme / Wealth Awareness (Financial Wellness Enhancement) / Retirement & NPS Planning / IMS training etc.</p> <p>Training Impact: Employees improved the job knowledge and skills.</p> <p>Behavioural Trainings</p> <p>Topics: Conflict Management & Resolution / Ownership & Accountability / Leadership & Management Development / Emotional Intelligence</p> <p>Training Impact: Employees enabled to balanced their work and life without stress and manage their time and emotions well. They were motivated and ready to take accountability of the given task.</p>	64%
Workers	187	<p>Safety Trainings Topics Covered</p> <p>Stop the Pandemic, Work Environment, Electrical Safety, Conveyor Safety, Confined Space Entry, PPE, Fire Fighting training, Road Safety, Lifting tools & tackles</p> <p>Impact : Fire and Safety Workplace safety training provided workers with the skills and knowledge they need to do their jobs safely. It informed them of the risks and hazards associated with different work activities. It also taught them how to detect, report, and tackle workplace safety incidents properly resulting in less accidents and fatalities at units.</p>	55%



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

Nil

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NOT APPLICABLE

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

JSW Energy has developed and implemented a robust Policy on Business Conduct available on <https://www.jsw.in/investors/energy/jsw-energy-sustainability-policies>. The policy aims to ensure that all employees conduct themselves in accordance with the highest standards of honesty, integrity and fairness, exercising utmost good faith, judgement and due care in the performance of their duties. It also aims to ensure that the Company has in place the most effective systems to support its employees in delivering the highest standards of business ethics. The Company also has people policies that address anti-corruption and the Company takes every possible measure to monitor and prevent such behaviour. The policy is also extended to all value chain partners in order to promote ethical conduct of business. The Company has defined and openly shared a Code of Practice setting the minimum expectations from suppliers and business partners in relation to ethical conduct of their businesses. The Policy discourages the offering of, promising of, or giving of a bribe or other undue advantage to obtain or retain business or other benefits, either directly or indirectly.

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 2021-22 (Current Financial Year)		FY 2020-21 (Previous Financial Year)	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	Topics 1. Environment Awareness & Plantation Impact: To ensure our customer is aware & sensitive to the environment sustainability - opportunities & Risks arising because of the climate change scenarios and is able to understand and support the climate change initiatives.	Not evaluated

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

Yes. The Company undertakes assessment at sites in order to identify any and all potential areas for conflict of interest. It engages with internal and external stakeholders to ensure the comprehensiveness of this assessment process. Based on the outcomes of this assessment process, the Company:

- Enhances its business practices to eliminate any perceived threat of a conflict of interest occurring;
- Reviews and re-confirms the effectiveness of both its external grievance system and associated internal systems through which any potential and actual conflicts of interest can be highlighted, investigated and addressed;
- Provides appropriate training to the Board and employees with regard to how to recognise and avoid conflicts of interest.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0	0	
Capex	92%	15.81 %	Lower GHG Lower PM Creating more livelihood opportunities

Majority of the Capex in FY22 has been used for the procurement and construction of the Renewable projects - Solar - 225 MW, Hydro - 240 MW and wind - 1260 MW. The renewable projects shall result in clean power without any GHG and PM pollution. It also creates a lot of livelihood for locals.

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

Yes.

b. If yes, what percentage of inputs were sourced sustainably?

- JSW Energy Barmer - 24.18%
- JSW Energy Ratnagiri - 45%
- JSW Energy Vijayanagar - 67%
- JSW Hydro Energy - 40%



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

Not Applicable – Being an electricity generation company, there is limited scope for reclaiming of its products for further processing. Nonetheless, the company is constantly seeking out opportunities to recycle waste. Fresh water is used for generation of De-mineralized water, which is fed to boiler for generation of steam. The process of generating DM water causes wastewater generation. This is treated in neutralizing pits and the treated effluent is used for condenser makeup. The fresh water used for canteen and toilet purposes is treated through Sewage treatment plant and the treated effluent is used for development of green belt in and around the plant. Regular monitoring of the effluent parameter is being carried out by in-house laboratory. This ensures the efficacy of wastewater management and ensures that the systems are running properly. The hazardous waste sent to authorized recyclers in FY 2021-22 is 243.45 MT.

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

Not Applicable

Leadership Indicators

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
351	Electricity Generation*	100%	Lignite from mines to Electricity output	Yes	No

* LCA was carried out at our plant, JSW Energy (Barmer) Limited in August 2020

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

Name of Product/Services	Description of the risk/concern	Action Taken
There were no significant concerns arising from the LCA conducted.		

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

Indicate input material	Recycled or reused input material to total material	
	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Water	22.37%	16%
Fly Ash	97%	100%
Waste Gases	6.9%	6.7%

The raw material consumed that was re-cycled or re-used was waste gases being used as fuel at Vijayanagar plant, re-cycling of water for usage in cooling cycle, horticulture and supply re-cycled water for irrigation to nearby communities whenever possible. Fly ash generated is sold to fly ash brick manufacturing units. The Company is in constant endeavor for recycling, reusing of material leading to conservation of resources.

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastic (Including Packaging)	0	0	0	0	83.12	0
E-Waste	0	0.38	0	0	0	1
Hazardous waste	0	50.65	0	0	15.8	0
Other waste	113620 (FA &BA)	192.30 (battery + Other waste)	0	0 (FA &BA)	34.18 (battery waste+other)	0.207

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	Not Applicable – Product is Electricity

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	100%	1,533	100%	1,533	100%	-	NA	1,533	100%	-	N-
Female	100%	70	100%	70	100%	70	100%	-	NA	70	100%
Total	100%	1,603	100%	1,603	100%	70	100%	1,533	100%	70	100%
OTHER THAN PERMANENT EMPLOYEES											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

b. Details of measures for the well-being of workers:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKER											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
OTHER THAN PERMANENT WORKER											
Male	2,268	2,268	100%	2,268	100%	-	-	2,268	100%	-	-
Female	189	189	100%	189	100%	189	100%	-	-	189	100%
Total	2,457	2,457	100%	2,457	100%	189	100%	2,268	100%	189	100%



2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	NA	NA	NA	NA	NA	NA
Others	- One time relocation allowance at the time of retirement					
- please Specify	- Post retirement Medical Insurance coverage for employee & spouse up to the age of 75 years at a concessional rate					

3. Accessibility of workplaces:

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

Yes - All premises/ offices are accessible to differently abled employees and workers.

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

Yes. JSW Energy 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. The Company has a Human Rights Policy that aims to protect human rights and reinforce the culture of inclusivity and equality within our organisation. The policy can be viewed at: https://www.jsw.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Sustainability_Policies/JSWEL_Policy_on_Human_Rights.pdf

The Company also has a Policy on Labour Practices and Employment Rights that affirms its stance on being an equal opportunity employer and treat all employees with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability and any other characteristic. The policy is available at: https://www.jsw.in/sites/default/files/assets/downloads/energy/Corporate%20Governance%20and%20Regulatory%20Information/Sustainability_Policies/JSWEL_Policy_on_Labour_Practices_and_Employment_Rights.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	-	-
Female	100%	100%	-	-
Total	100%	100%	-	-

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes - All HR & Business Leads have set grievance handling mechanism
Other than Permanent Workers	NA
Permanent Employees	Yes -All HR & Business Leads have set grievance handling mechanism
Other than Permanent Employees	NA

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

Category	FY 2021-22 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees/ workers in the respective category (A)	No of Employees / workers in the respective category who are part of association/union(B)	%B/A	Total employees/ workers in the respective category (A)	No of Employees / workers in the respective category who are part of association/union(B)	%B/A
EMPLOYEES						
Male	530	530	98%	543	543	100%
Female	12	12	100%	13	13	100%
Total	542	542	100%	556	556	100%
WORKERS						
Male	443	443	94%	464	464	100%
Female	26	26	100%	28	28	100%
Total	469	469	100%	492	492	100%

8. Details of training given to employees and workers :

Category	FY 2021-22 Current Financial Year				FY 2020-21 Previous Financial Year					
	Total (A)	On health and safety measures		On skill up gradation	Total (A)	On health and safety measures		On skill up gradation		
		No. (B)	% (B/A)	No. (C)		% (C/A)	No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES										
Male	1,533	1,533	100%	658	43%	1,512	100%	100%	634	42%
Female	70	70	100%	46	66%	66	100%	100%	38	58%
Total	1,603	1,603	100%	704	44%	1,578	100%	100%	672	43%
WORKERS										
Male	2,268	2,268	100%	983	43%	2,264	100%	100%	1,155	51%
Female	189	189	100%	10	5%	210	100%	100%	21	10%
Total	2,457	2,457	100%	993	40%	2,474	100%	100%	1,176	48%

9. Details of performance and career development reviews of employees and worker :

Category	FY 22 Current Financial Year			FY 21 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	1,533	100%	100%	1,512	100%	100%
Female	70	100%	100%	66	100%	100%
Total	1,603	100%	100%	1,578	100%	100%
WORKERS						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

All employees of the Company undergo an annual performance appraisal process as determined by the Company. The appraisal process is based on criteria such as grade of the employee, role / designation of the employee, her / his role in and contribution to the overall performance of the Company, the performance of profit centre / division to which she / he belongs, merits of the employee, past performance record, future potential of the employee and / or such other criteria as may be determined by the management.



10. Health and safety management system:

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

Yes, occupational health and safety management system coverage is as per ISO 45001:2018. The JSW Group endeavors to prevent all injuries and work-related illnesses. It recognises health and safety as an integral part of its operations by promoting "Zero Harm" in its operations. It aspires to set the highest standards required to comply and exceed applicable statutory health and safety requirements. It provides appropriate trainings to employees, associates, contractors and suppliers to help them work safely. The system helps in assessing risks and provide controls on health and safety hazards in operations and activities. Regular assurance programs are conducted and timely actions are taken. The systems ensures that incidents are reported timely, investigated for root causes and deployment of lessons learnt across the Group companies.

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

A well-defined safety observation system, hazard Identification and risk assessment procedures are in place. Some of them are enlisted below:

- 1) Hazard Identification & Risk Assessment.
- 2) Barrier Health Management
- 3) Quantitative Risk Assessment
- 4) Job Safety Analysis
- 5) Hazop
- 6) Inspections
- 7) Audits
- 8) Safety Observation System

Safety is reviewed by the Board as an important part of the Operations review every quarter. The safety performance with all locations is reviewed on a monthly basis by the steering committee.

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

Yes. As part of the 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 behaviors with the 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. It is mandatory for the leadership team to conduct shop floor walkthrough and identify unsafe acts and conditions.

Additionally, safety improvement of High-Risk operations is done through Risk Rating method and employing teams to brainstorm and find ways to improve safety of these systems using new technology, creating new safety barriers and using administrative controls. Every plant has completed and improved at least 10 High Risk systems.

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

YES, Jindal Sanjivani hospital (JSH) is available at most of the locations where the worker has access to all available medical healthcare services. In locations where JSH is not there, the organization usually has tie-ups with local hospitals for healthcare.

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

Safety Incident/Number	Category	FY2021-22	FY2020-21
		Current Financial Year	Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.10	0.11
Total recordable work-related injuries	Employees	0	0
	Workers	0	1
No. of fatalities (safety incident)	Employees	0	0
	Workers	1	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

In FY22 the overall LTIFR has improved to 0.10 from 0.11 in the previous year FY21, indicating a 10% improvement. However, there was an unfortunate fatality in the 1091 MW Karcham-Wangtoo Hydro plant where one person slipped and fell from a 7m high scaffolding while climbing down from an unauthorised path, as it started raining.

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

The organisation emphasises on the importance of maintaining a safe and healthy workplace for all employees, workers and third-party stakeholders who work on its premises.

Taking a very grim and serious note of the unfortunate fatal incident during the year, a proper investigation through a high-level committee was conducted to find out the Root Cause Analysis (RCA). Based on the recommendations of the RCA report the following actions were taken:

A) System Improvements:

Work at Height SOP awareness training provided to employees at Dam & Power House

- a. SOP includes 'Stop Work' authorisation to Supervisor, Engineer, Line Manager, HoD in case of Unsafe Situation at site.
- b. Competency Evaluation of Contractor workmen before vendor selection
- c. All workers to undergo approval from doctor to confirm 'medical fitness' for work at height.

B) Job Specific Trainings

- 1) Scaffolding Inspector Certificate Training provided to 36 employees at the hydro plant through external agency.
- 2) Refresher Emergency Response training for site supervisory staff including contractor

**C) Physical Improvements**

- 3) Procured its own scaffolding material which shall be used in maintenance work not relying on the material of the contractor
- 4) Daily Tool Box talk on safety for all workmen, especially those engaged in work at height.

Compulsory training for workers engaged in work at height at site, which includes do's and don'ts including proper access and egress from the high platform, PPE compliance.

The Company has developed high risk procedures in line with corporate safety standards. Line managers involvement in Safety Observation systems (SOS) using the software tool, Incident reporting & Investigation using software-based tools. Regular trainings are provided to employees & associates.

Some of the other measures taken at plants are as below:

- OHS Policy OHS Induction & OHS Trainings
- Motivational Programs
- Standard Operating Procedure
- OHS Committees
- Mass Safety Tool Box Talks
- Permit to Work
- LOTO
- Confined Space Entry
- QRA
- Manual Material Handling Assessment
- Industrial Hygiene Survey
- OHS Inspections
- Barrier Health Management
- Safety Kaizen
- Hazardous Area Classification
- Gas Monitoring
- Near Miss Reporting System
- Incident Investigation System
- Contract Safety Management
- Road Safety
- Visual Display Management
- Electrical Safety
- Tools, tackles & equipment's inspection
- Portable tools inspection

13. Number of Complaints on the following made by employees and workers:

	FY 2021-22 (Current Financial Year)			FY 2020-21 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

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

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

All operational plants were assessed by third party for Occupational Health & safety practices by reputed and authorised third party agencies.

No significant concerns were raised during the audit and nor was there any lapse on the statutory compliance part. However, minor gaps and few opportunities for improvement beyond the compliance were pointed out by the auditors. Majority of the OFI's have been implemented at site locations while few OFI's are under progress (plan for implementation is finalized and work is in progress) at our plant locations. Some of the OFI's, duly implemented, are provided below –

- Records of periodic maintenance of Flame proof lighting in HFO/LDO area not maintained properly – Rectification done in the record upkeep.
- Maintenance of electrical equipment in boiler area – Proper preventive maintenance schedule updated for all electrical equipment in boiler area.
- Ergonomical assessment for employees not done – Ergonomical assessment for employees to be conducted in 1st quarter of FY23.
- Fire Hydrant Testing procedure revised and updated.
- Training provided on SCBA usage to concerned team. Included in annual training calendar.
- Washing room signage displayed at location
- Loose ladder in MCC room rectified
- Safety Policy Displayed in both Hindi & English at the main Gate.
- Painting of corroded steel structure completed
- Sign Boards in LHS area provided in Hindi language also in addition to English.

Leadership Indicators**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**

- A) Yes
B) Yes



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

The Company is compliant to statutory dues of employees towards income tax, provident fund, professional tax, ESIC etc. as applicable from time to time.

The other value chain partners (vendors) are equally responsible to comply as per the contract.

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

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year	FY 2021-22 Current Financial Year	FY 2020-21 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes. The philosophy behind the Company's people management is to empower its employees through a broad range of initiatives directed towards their holistic growth. It believes in continuous learning and keeping abreast of the latest technologies and processes. Continuous work is done on designing and offering new and exciting learning opportunities for all employees.

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.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The Company expects its value chain partners to follow extant regulations, including health and safety practices and working conditions, these parameters are explicitly captured in the procurement contracts. Performance is monitored on various parameters including but not restricted to explicit parameters relating to adherence to health and safety practices and working conditions regulations. Although no specific assessment has been carried out pertaining to health and safety practices and working conditions of value chain partners, periodic inspections of material value chain partners are performed.
Working Conditions	

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

No corrective action plan has been necessitated on the above-mentioned parameters.

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

Essential Indicators

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

JSW Energy 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.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly/Others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customer	No	Customer meets, Official communication channels: Advertisements, publications, website and social media, Conferences events, Phone calls, emails and meetings.	Frequent and as and when required	To acquire new customers and service the existing ones
Employees	No	JSW World – Intranet portal, Newsletters, Employee satisfaction surveys – JSW Voice Pulse Survey, Emails and meetings, Training programs like Springboard, Employee engagement initiatives like WeCare and Samvedna, Performance appraisal, Grievance redressal mechanisms, Notice boards	Intranet – Daily Newsletter – Quarterly Emails – As and when required	To keep employees abreast of key developments happening in the company and also addressing their grievances
Suppliers	No	Vendor assessment and review, Training workshops and seminars, Supplier audits, Official communication channels: Advertisements, publications, website and social media	As and when required	Service existing business
Investors/ Shareholders	No	Analyst meets and conference calls, Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings and roadshows	Quarterly	To inform on how the company is currently doing and what it plans to do in near term future
Institutions & Industry Bodies	No	Networking through meetings, brainstorming sessions, discussions, etc.	As and when required	Networking so as to be abreast of new opportunities in sector and drive change
Governments & Regulatory Authorities	No	Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections	As and when required	Discussions with regard to various regulations, amendments, inspections, approvals and assessments.
Communities & Civil Society/ NGOs	No	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	Frequent and as when required	Support CSR projects



Leadership Indicators

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

JSW Energy's stakeholder engagement strategy seeks feedback on a regular basis, which is then integrated into the organization'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.

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

Yes. The Company engages with various stakeholders in helping to ensure that every group's expectations are heard. Social development activities are carried out through the JSW Group's JSW Foundation which provides opportunities to communities for their holistic and inclusive development. In addition, the Company has been engaging with a number of ESG consultants and experts in this field, along with rating agencies which helps to better understand expectations of stakeholders and benchmark against best practices. The Foundation also actively works towards eradicating poverty and hunger, tackling malnutrition, promoting social development, addressing social inequalities by empowering vulnerable sections of the society, addressing environmental issues, preserving national heritage and promoting sports training. Through continuous and purposeful engagement with the local communities, we work towards creating a value-based and empowered society. The foundation also collaborated with communities, individuals and the government to facilitate them overcome the more devastating and grave challenges posed by the second wave of COVID-19. The various evolving aspects of ESG makes it a 'learning phase' and hence stakeholder interactions remain vital for the Company.

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

The Company is committed to building constructive relationships with all its stakeholders. Engagements with stakeholders are done on diverse issues. Proactive engagement with stakeholders provides the Company us with insights that help to gain information on material issues, shape business strategy and operations, and minimise the risk of reputation. For details, please refer to pages 48 and 49 of the Sustainability Report within the Annual Integrated Report.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (A)	No. of employees/ workers covered (B)	% (B / A)
EMPLOYEES						
Permanent	1,603	1,603	100%	1,578	1,578	100%
Other than Permanent						
Total Employees	1,603	1,603	100%	1,578	1,578	100%
WORKERS						
Permanent						
Other than Permanent	2,457	2,457	100%	2,474	2,474	100%
Total Workers	2,457	2,457	100%	2,474	2,474	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2021-22 Current Financial Year					FY 2020-21 Previous Financial Year				
	Equal to Minimum Wage			More than Minimum Wage		Equal to Minimum Wage			More than Minimum Wage	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)	Total (D)	No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	1,533			1,533	100%	1,512			1,512	100%
Female	70			70	100%	66			66	100%
Other Than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	NIL									
Male										
Female										
Other Than Permanent										
Male	2,268			2,268	100%	2,264			2,264	100%
Female	189			189	100%	210			210	100%

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

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category in ₹	Number	Median remuneration/ salary/wages of respective category in ₹
Board of Directors (BoD)^:				
Executive Directors	3	3,60,27,594	0	-
Non-Executive Independent Directors*	4	14,48,219	1	24,10,000
Key Managerial Personnel (other than BoD)^				
	0	-	1	1,03,87,587
Employees (Other than BoD and KMP)^				
	450	14,70,774	39	5,19,972
Workers (Other than permanent)				
	2,268	-	189	-

^ Details of the Company on Standalone basis.

* Sitting Fees and Commission paid in FY 2021-22. For more details, please refer to page 260 of this Annual Report.

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

Yes, Human rights is a sensitive issue and JSW Energy has zero tolerance to Human Rights violation. Human Rights is one of the 17 Key Focus areas for the Organisation. For any Human Rights violation, whenever reported, shall be investigated by a special committee nominated for the purpose by the Senior leadership / CEO.

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

The Company has put in place a robust Grievance Redressal process for investigation of employee concerns and has instituted a Code of Conduct & Employee Service Rules that clearly delineates employee responsibilities and acceptable employee conduct. All employees can register their grievances online, where a dedicated link is available in the company portal. They may also put in a written grievance letter through respective HR departments. The issue once registered is duly addressed through a High Level Committee constituted for the purpose.



Together, these constitute the foundation for promoting a diverse and inclusive culture at the workplace.

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

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil		Nil	Nil	
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child labour	Nil	Nil		Nil	Nil	
Forced labour / Involuntary labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human right related issues	Nil	Nil		Nil	Nil	

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

The Company believes in promoting diversity and inclusion as a culture which allows all employees to bring their authentic selves to work and contribute wholly with their skills, experience and perspective for creating unmatched value for all stakeholders. It provides a rules-based policy framework that is non-discriminatory and provides equal opportunity for all individuals irrespective of their gender, religion, caste, race, age, community, physical ability or gender orientation. JSW Energy endeavors to ensure a safe, secure and congenial work environment, so that employees can deliver their best without inhibition. The Company has put in place a robust Grievance Redressal process for investigation of employee concerns and has instituted a Code of Conduct & Employee Service Rules that clearly delineates employee responsibilities and acceptable employee conduct. Together, these constitute the foundation for promoting a diverse and inclusive culture at the workplace.

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

Yes. The business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights.

9. Assessments for the Year:

	% of your plants & offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Nil
Forced/involuntary labour	Nil
Sexual harassment	Nil
Discrimination at workplace	Nil
Wages	Nil
Others – please specify	Nil

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

There were no significant risks or concerns (considering Q9)

Leadership Indicators

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

As there were no Human Rights issues in FY22 no business process was modified / introduced due to this.

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

NIL

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

Yes, all premises and offices are accessible to differently abled visitors.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	
Discrimination at workplace	
Child labour	To be assessed
Forced labour/Involuntary labour	
Wages	
Others – please specify	

The Purchase order / Contract document of the value chain partners includes clauses on the above mentioned matters for adherence.

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

No formal assessment was carried out.

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

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total electricity consumption (A)	53,63,811.86	50,14,198.12
Total fuel consumption (B) - GJ	866,73,658.45	728,52,607.57
Energy consumption through other sources (C)	0	0
Total energy consumption (A+B+C) - GJ	920,37,470.31	778,66,805.68
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.001053	0.00108
Energy intensity (optional) – the relevant metric may be selected by the entity		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **Yes – Assurance done by KPMG Consultants**

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

Yes. JSW Energy (Barmer) Ltd (JSWBL) is a designated consumer (DC) under the PAT scheme of the Government of India. The Company has been successful in achieving PAT cycle 1 and 2 targets. Below are the details of PAT Cycle Net Heat Rate (Kcal/Kwh) target & actuals:

Barmer Plant

PAT Cycle	Target	Actual
PAT Cycle 1	3559.00	2926.25
PAT Cycle 2	2917.40	2883.69



Vijayanagar Plant

SBU1

PAT Cycle	Target	Actual
PAT Cycle 1	2503	2422.74
PAT Cycle 2	2423.77	2413.07

SBU2

PAT Cycle	Target	Actual
PAT Cycle 1	2420	2416.53
PAT Cycle 2	2414.6	2411.11

Ratnagiri plant also comes under PAT Cycle 2 and has successfully achieved its target.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	24,824,795	236,88,280
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	653,25,454	570,89,846
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	94,143,718	82,778,126
Total volume of water consumption (in kilolitres)	*24,824,795	*23,688,280
Water intensity per rupee of turnover (Water consumed / turnover)	0.00028	0.00033
Water intensity (optional) – the relevant metric may be selected by the entity	1.11 m3/Mwh	1.11 m3/Mwh

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.- **Yes – Assurance done by KPMG Consultants**

*Note – Water Stored values are not included in consumption

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

Yes. JSW Energy recognises the need for the efficient management of water resources within and outside its operating sites. Efforts are made to increase water use efficiency, while also ensuring its availability for all stakeholders. All plants are based on the principle of 'ZERO LIQUID DISCHARGE'. Waste water is treated and re-cycled in the water use cycle or diverted for horticulture use.

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

Parameter	Please specify unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
NOx	Metric Tonnes	18,137.79	20,273.52
SOx	Metric Tonnes	33,810.60	35,203.20
Particulate matter (PM)	Metric Tonnes	3,124.68	3,054.82
Persistent organic pollutants (POP)	NA (Not applicable)	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

Yes – KPMG Assurance & Consulting Services LLP

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

Parameter	Unit	FY 2021-22	FY 2020-21
		(Current Financial Year)	(Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	150,86,661.31	14,481,410.36
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	33,292.43	30,183.89
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.00017	0.00020
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/MWh	0.68	0.68

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

Yes – KPMG Assurance & Consulting Services LLP

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

Considering all the major plants at Hydro, Barmer, Vijayanagar and Ratnagiri, the organization has collectively planted around 37,196 saplings / plants in the current year FY21-22.

Apart from the plantations each location has specific energy reducing modification projects which in turn contribute to reduce the GHG emissions all throughout their effective life-time operation. These energy use reduction initiatives have resulted in savings of 47.53 MU of electricity in FY21-22.

The Company has been gradually marching towards green and renewable energy by planting around 27,000 plants till date and retained 14.87 Lacs cubic meter soil at JSW Hydro Energy Plant alone. Plantation of local species is carried out every year to restore and rehabilitate the dumping sites with a survival rate of more than 70 %. Green Cover has been increased near the colonies. The area in the plant premises has been converted into the green cover. A community playground has been developed near the colony. Sewage Treatment Plants are installed at Sholtu (600 KLD), Wangtoo PH (15 KLD), Baspa PH (15 KLD), Kuppa Camp (36 KLD). Effluent discharged is checked on regular basis by the Himachal Pradesh State Pollution Control Board and third party and are in permissible limits. Solid waste from the colonies and mess are segregated in non-biodegradable and biodegradable waste at the source itself. Fuel and manure is prepared by Biodegradable Domestic waste. Each location is provided with Composter of different capacity. The non-biodegradable waste is stored and sent to the vendors for further disposal and recycling.

At Vijayanagar, the plant was successful in arresting SBU2 BFP 1A RC passing resulting in reduction of power consumption to the tune of 2,52,846 KWH and monetary savings of ₹ 8.85 lakhs. BFP power optimization was done by replacing the RC valve trim set resulting in net savings of 8,21,760 KWH of power consumption and monetary savings of ₹28.76 lakhs. Other initiatives like PA 1A Scoop replacement PA 1A to overcome Scoop hunting problem, Air Compressor Power Consumption Optimization by attending leakage & reducing Header pr to 5.5Kg/cm², SBU2 U1 CEP Bypass MOV open Power Savings, Deaerator level CV across throttling losses optimized, Reserve shutdown units TG barring gear and JOP stopped to reduce wear and tear and increase availability of Turning gear and SBU1 Compressor -A Power Consumption Optimisation. Mode of operation changed from BASE mode to SUCTION THROTTLING MODE have collectively led to savings of 5,44,139 KWH of power consumption.



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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	83.12
E-waste (B)	0.38	1
Bio-medical waste (C)	0.012	0.442
Construction and demolition waste (D)	0	0
Battery waste (E)	192.30	34.38
Radioactive waste (F)	0	
Other Hazardous waste. Please specify, if any. (G)	50.65	15.8
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	14,93,373.43	13,16,624.02
Total (A+B + C + D + E + F + G + H)	14,93,616.77	13,16,715.442
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	11,16,561.26	13,10,288.81
(ii) Re-used		
(iii) Other recovery operations	3,77,055.51	6426.63
Total	14,93,616.77	13,16,715.442
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	3,61,428.18	6426.63
Total	3,61,428.18	6426.63

Note: Indicate if any independent assessment / evaluation/assurance has been carried out by an external agency?

Yes – KPMG Assurance & Consulting Services LLP

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

JSW Energy is in the business of generating electricity through thermal, hydropower and renewable projects and the product as such is electricity. The hazardous waste generated during the O&M activity is the waste oil which is recycled through authorized recycling agencies at all locations. The quantity of this waste oil is low. Other than this, there is no involvement of any Toxic chemicals in the process of generating electricity.

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

Not Applicable. The Company does not have any facilities in and around ecologically sensitive areas and as such no special environmental/ clearances are required.

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

Although, required Environmental Impact Assessments (EIAs) were performed during the project initiation stages, there have been no EIAs performed during the reporting period in absence of any new projects undertaken.

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

Yes, all plants of JSW Energy are, as on date, compliant with applicable environmental laws/ regulations and guidelines. Proper clearances from the MOEF are in place for all the plants.

Leadership Indicators

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

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	126,000 GJ	157,320 GJ
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	126,000 GJ	157,320 GJ
From non-renewable sources		
Total electricity consumption (D)	52,37,811.86 GJ	4,856,878 GJ
Total fuel consumption (E)	8,66,73,658.45 GJ	7,78,66,806 GJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	91,911,470.31 GJ	82,723,684 GJ

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?

Yes – KPMG Assurance & Consulting Services LLP

2. Provide the following details related to water discharged:

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	5,85,044	not evaluated
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	6,53,25,454	5,70,89,846
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	6,59,10,499	5,70,89,846

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?

Yes – KPMG Assurance & Consulting Services LLP

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

For each facility / plant located in areas of water stress, provide the following information:

- (i) **Name of the area:** All plants locations are water stressed
(ii) **Nature of operations**



(iii) Water withdrawal, consumption and discharge in the following format:

Barmer Plant (8x1080 MW)

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,96,71,803	1,91,60,256
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water	NIL	NIL
(v) Others		
Total volume of water withdrawal (in kilolitres)	1,96,71,803	1,91,60,256
Total volume of water consumption (in kilolitres)	1,62,63,378	1,91,60,256
Water intensity per rupee of turnover (Water consumed / turnover)	0.0006	
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)		

Ratnagiri Plant (4x300 MW)

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	9,42,299	8,57,659
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water	6,53,25,454.92	5,70,89,846
(v) Others		
Total volume of water withdrawal (in kilolitres)	6,62,67,753.92	5,79,47,505
Total volume of water consumption (in kilolitres)	9,42,299	8,57,659
Water intensity per rupee of turnover (Water consumed / turnover)	0.00007	
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment - please specify level of treatment	6,53,25,454.92	5,70,89,846
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	6,53,25,454.92	5,70,89,846

Vijayanagar Plant (860 MW)

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	74,14,527.13	52,42,179
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water	NIL	NIL
(v) Others		
Total volume of water withdrawal (in kilolitres)	74,14,527.13	52,42,179
Total volume of water consumption (in kilolitres)	74,14,527.13	52,42,179
Water intensity per rupee of turnover (Water consumed / turnover)	0.00033	-
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	NIL	NIL

Hydro Power Plant (1391 MW)

Parameter	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	789634.30	4,28,186.9
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water	NIL	NIL
(v) Others		
Total volume of water withdrawal (in kilolitres)	789634.30	4,28,186.9
Total volume of water consumption (in kilolitres)	2,04,590	4,28,186.9
Water intensity per rupee of turnover (Water consumed / turnover)	0.00001	-
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment		
- With treatment - please specify level of treatment	5,85,044.3	Not evaluated
(ii) Into Groundwater	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
(v) Others	NIL	NIL
- No treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	5,85,044.3	Not evaluated

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?

Yes - KPMG Assurance & Consulting Services LLP



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

Parameter	Unit	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Tonnes of CO ₂ equivalent	12,19,298.14	18,19,444
Total Scope 3 emissions per rupee of turnover		0.00001	0.00002
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/Mwh	0.055	0.085

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency?

Yes – KPMG Assurance & Consulting Services LLP

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

Not Applicable.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Solar Plant	Provided at Hydro Power plant for Captive generation	Emission Reduction
2.	Heat Pumps	Provided at Hydropower plant	Energy Efficiency
3.	Tree Plantations	Tree Plantation is a regular activity in all plants of JSW Energy every year. The number of trees planted location wise were: Vijayanagar – 22021, Barmer – 5878, Ratnagiri – 5437 and Hydro - 3860	Reduction in Energy of upto 1,71,118 GJ
4.	Composters used at locations	Solid waste from the colonies and mess are segregated in non-biodegradable and biodegradable waste at the source itself. Fuel and manure are prepared by Biodegradable Domestic waste. The non-biodegradable waste is stored and sent to the vendors for further disposal and recycling.	Reduction in waste going to landfills and emissions.

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

The Company has a Business Continuity Policy. The same can be viewed at www.jsw.in/investors/energy/jsw-energy-corporate-governance-policies. All major generation plants have formulated Business Continuity Plans (BCP). The main objective of BCP is to maintain business continuity under disruptive incidents with an aim to minimize impact on -

- Human life and other living beings
- Environment and related eco systems
- Economic losses
- All stakeholders (such as investors, employees)

To make this BCP more robust, the Company plans training and awareness sessions across the Plant locations. Apart from training, BCP testing is done periodically to check its efficacy and improving it further based on the gaps observed during testing.

8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard? - Not evaluated

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

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

Essential Indicators

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	CII	National
2	FICCI	National
3	ASSOCHAM	National
4	National Safety Council of India	National
5	Quality Circle Forum of India (QCFI)	National
6	CDP	International
7	Indian Chamber of Commerce	National
8	Southern Regional Power Committee (SRPC)	National
9	Bangalore Chamber of Industry and Commerce	National
10	Grow Care India	National

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

No adverse orders received from regulatory authorities for anti-competitive conduct.

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

JSW Energy works closely with trade / industry associations in evolving policies that govern the functioning and regulations of Power Sector. The company participates in stakeholder consultation with Industry players and support the Government in framing policies in the following areas:

- Governance and administration
- Economic reforms
- Sustainable business principles
- Energy, water, and other natural resources
- Social and community development
- Transparency in public disclosure
- Non-conventional energy

JSW Energy, directly as well as through the JSW Group teams, engages with the following associations and organizations: CII, FICCI, ASSOCHAM, GRI, CDP, Indian Chamber of Commerce

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

*No SIA was done in the current financial year



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

Not Applicable

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

All grievances could be submitted at jswel.investor@jsw.in. This is provided in the Integrated Report which is made available on the Company's website. The grievances of the community could also be sent to any of the plant locations HR / Admin teams who will handle the same.

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

	FY 2021-22 (Current Financial Year)	FY 2020-21 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	27%	20%
Sourced directly from within the district and neighbouring districts	44%	33%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
NIL*	

* No SIA was done in the current financial year

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

S. No	State	Aspirational District	Amount spent (In INR)
1	Karnataka - Social Development - community development, integrated water resource management, google transformation program,	Bellary	1,44,00,000
2	Himachal Pradesh	Kinnaur	3,80,88,000

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

No, we do not have a policy on this as yet.

(b) From which marginalized /vulnerable groups do you procure?

NA

(c) What percentage of total procurement (by value) does it constitute?

NA

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
1	NIL			

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

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of CSR amount spent against ongoing projects for the financial year:

CSR Amount allocated - 2% of average net profit as per Section 135(5) = 17.17 crore

Sl.	Category as per Co. Act 2013	JSWEL Consolidated spend (₹ crore)
1	COVID 19 Support & rehabilitation program	1.15
2	Educational infrastructure & systems strengthening	2.43
3	Ehance Skills & rural livelihoods through nurturing of supportive ecosytems & innovations	2.92
4	General community infrastructure support & welfare initiatives	3.42
5	Integrated water resources management	1.80
6	Nurturing aquatic & terrestrial ecosystems for better environment & reduced emissions	0.36
7	Project Management Cost	0.84
8	Public health infrastructure, capacity building & support programs	2.53
9	Sports promotion & institution building	1.63
10	Waste management & sanitation initiatives	0.09
Total (₹ in crore)		17.17

Beneficiaries from vulnerable and marginalized groups

The Company's objective is to pro-actively support meaningful socio-economic development in India and enable a larger number of people to participate in and benefit from India's economic progress. This is based on the belief that growth and development are effective only when they result in wider access to opportunities and benefit a broader section of society. All CSR initiatives are for the support of the underprivileged / those who belong to the vulnerable / marginalized sectors of the society.

Number of direct beneficiaries impacted: 1,60,973

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

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
- Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as JSW Energy is in the business of producing electricity, there
Safe and responsible usage	are no shelf goods or services that may carry information.
Recycling and/ or safe disposal	

- Number of consumer complaints in respect of the following: NIL

	FY 2021-22 Current Financial Year			FY 2020-21 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remark	Received during the year	Pending resolution at end of year	Remarks
Data privacy	There have been no consumer complaints received in respect of these practices.			There have been no consumer complaints received in respect of these practices.		
Advertising						
Cyber-security						
Restrictive Trade Practices						
Unfair Trade Practices						
Others						



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

	Number	Reason for Recall
Voluntary Recall forced Recall		Not Applicable due to the peculiar nature of product.

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

Yes. JSW Energy has under the Ethics or Code of Conduct, included the Cyber security , including data and information security. The Company also has a Board Level Committee on 'Risk management' which includes the Cyber Security Risk. <https://jswworld.jsw.in/sites/default/files/JSW%20Code%20of%20Conduct%20Policy.pdf>

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

Not Applicable.

Leadership Indicators

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

All information regarding business of JSW Energy can be accessed through the Company's website www.jsw.in/energy and in its periodic disclosures such as the annual report and the integrated report.

Link - <https://www.jsw.in/energy>

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

Not Applicable – JSW Energy has 'Electricity' as its product and it is not directly involved in the distribution services to the consumer.

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

Not Applicable – JSW Energy has 'Electricity' as its product and it is not directly involved in the distribution services to the consumer.

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

Not Applicable – JSW Energy has 'Electricity' as its product and it is not directly involved in the distribution services to the consumer.

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact - None

b. Percentage of data breaches involving personally identifiable information of customers – Not Applicable