



RESPONSIBLE BUSINESS POLICY

JSW Energy Ltd. is committed to conduct all its operations, activities and initiatives in a responsible manner that entails efficient utilisation of all resources and adoption of forward-looking strategies leading to financial and economic growth, minimising the environmental footprint and maximising social and community development, ultimately leading to stakeholder delight. This Policy cascades down from the Vision, Mission and Core Values of the JSW Group, encompasses the elements as shown below, and is to be considered in conjunction with the other policies and practices of JSW Energy Ltd. for implementation. The Board of the Company has approved this Policy, as well as the process to implement the same and review the performance outcome on a regular basis.

- **Ethics, transparency and accountability**

A Conduct for Board Members and Senior Management Executives is in place. It is the foremost duty of every Director and senior management executive to uphold the interests of the Company and its stakeholders, to fulfil all their fiduciary obligations, to act with honesty, integrity, fairness and ethical conduct, and to exercise good faith and due care in performing their duties. In addition, all Directors of the Company shall abide by the requirements as laid down in the Companies Act, 2013.

- **Product life cycle and sustainability**

In conjunction with the Sustainability Policy, Corporate Social Responsibility Policy and the Integrated Management Policy for Quality, Environment, Occupational Health & Safety and Energy, the Company will focus on energy-efficient technologies that are economically viable, use of recyclable materials, and also promote sustainable practices in the value chain.

- **Employee well-being**

The success of the Company hinges largely on a contented workforce, and hence attracting, retaining, nurturing, motivating and rewarding talent without any discrimination is essential. A safe, healthy and harassment-free work environment will be provided to all employees, with amenities, benefits and welfare measures, ultimately leading to employee satisfaction. The Company will strive to adopt best practices to foster a culture that enables persons from diverse backgrounds and abilities to function to the best of their ability, with grievances, if any, addressed to their satisfaction.

- **Stakeholder engagement**

JSW Energy will deploy structured as well as informal processes to identify, prioritise and engage with internal and external stakeholders in order to understand their needs, suggestions, complaints and expectations, and identify the issues that are material to the business. These, in turn, will be addressed through appropriate strategies and measures, and reviewed periodically, thereby enabling continual improvement and long-term value creation for all stakeholders.



- **Human rights**
The Company is committed to ensuring full protection of the economic, social and cultural rights of all individuals who work with it. The Company shall strive to uphold the highest human rights standards by ensuring compliance with all local human rights regulations at all the operating sites and having zero tolerance for any human rights violations, addressing any such cases that are brought to its notice promptly and in a firm manner.
- **Environment**
Respect and care for nature is not only enshrined in the vision of the JSW Group but also in the certified Environment Management Systems in place at all the operating sites. This approach includes efforts to drive continual improvement in the utilisation of resources, minimising the environmental footprint and wastes, selection of clean and efficient technologies thereby enhancing natural capital.
- **Policy advocacy**
The priority accorded to India's economic development in the Mission statement of the JSW Group is reinforced by the proactive steps taken by the Company to join hands with the Government and taking up public policy issues of national and international importance through widely respected apex industry bodies and other similar platforms using credible, scientific and rational approaches.
- **Inclusive growth**
JSW Energy Ltd. is committed to improving the quality of life of the communities around its operations, as embodied in the Vision of the JSW Group. This is demonstrated by working closely with various partners and stakeholders to reduce social and economic inequities, and adopting a strategic participatory approach to social and community development.
- **Customer value**
Being in the business of producing electricity that powers several households and establishments across the country, JSW Energy Ltd. shall constantly endeavour to fulfil its responsibilities towards the end-users of energy by spreading awareness on issues of public interest via multiple modes and channels. The deployment of management systems across its operations covers the material aspects of the business which contributes ultimately to enhancing customer delight.

Date: March 23, 2017


Sanjay Sagar
CEO & Jt. Managing Director

