

Business Responsibility Report

JSW Steel has operated in a fair, responsible and transparent manner since its inception. The Company is known for its efforts towards promoting inclusive growth, sustainable livelihoods and in giving back to the society more than what it takes. Now a part of the Nifty50, the Company is among the top corporates in India today and has been reporting its sustainability performance through various disclosures.

Since the requirement of the BRR for Top 500 companies was notified in 2015-16, JSW Steel has complied with the regulations and has followed the National Voluntary

Guidelines (NVGs) to report its performance across key principles. With the recent introduction of the National Guidelines on Responsible Business Conduct (NGRBC) and the notification of SEBI for adoption of BRSR (Business Responsibility Sustainability Report), the Company has aligned its existing sustainability and corporate strategy to the key principles, most of which already exist as a standard practice within the JSW ecosystem. The below disclosures summarise and link the principles to our performance and records of compliance.

SECTION A: GENERAL DISCLOSURES

Company Details

Name of the Company	JSW Steel Limited
Year of registration	1994
Corporate Identity Number (CIN) of the Company	L27102MH1994PLC152925
Registered Address	JSW Centre Bandra-Kurla Complex Bandra East, Mumbai - 400 051. Maharashtra India. Tel: +91 22 4286 1000 Fax: +91 22 4286 3000
Website	www.jsw.in
E-mail ID	jswsl.investor@jsw.in
Financial Year Reported	2020-21

Products/services

Sector(s) that the Company is engaged in (industrial activity code-wise)	Manufacture of Iron and Steel
	Industrial Group (NIC 2008)
	071 Mining of iron ores
	241 Manufacture of basic iron and steel
	243 Casting of metals
	259 Manufacture of other fabricated metal products; metalworking service activities

List three key products/services that the Company manufactures/provides (as in balance sheet)	Flat Products 1. Hot rolled coils 2. Cold rolled coils 3. Galvanised steel
	Long Products/Alloy Steel 1. TMT Bars 2. Wire Rods 3. Special Alloy Steel.

Brands (top five by respective share of market) owned and percentage of revenue contributed	JSW Colouon+ (Premium Al-Zn Colour Coated Sheets) JSW Vishwas (Premium GC Sheets) JSW Neosteel (Pure TMT Bars) JSW Galveco (Lead Free Galvanised Sheets) JSW Pragati (Colour Coated) JSW Everglow (Colour Coated). JSW Platina (Superior Quality Tinplate) JSW Trusteel (Premium Hot Rolled Sheets) JSW Galvos (Premium Galvalume Coil & Sheets) JSW Radiance (Superior Colour Coated)
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Operations

Location of plants (in case of manufacturing businesses)	In India, JSW Steel Ltd. has three main operational integrated iron and steel manufacturing locations, at Vijayanagar (Karnataka), Dolvi (Maharashtra) and Salem (Tamil Nadu). JSW also operates its rolling mill facilities at Vasind (Maharashtra), Tarapur (Maharashtra) & Kalmeshwar (Maharashtra) in India.
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I. National (Districts and states – top five by employee strength)	In India, JSW Steel Ltd. has three main operational integrated iron and steel manufacturing locations, at Vijayanagar (Karnataka), Dolvi (Maharashtra) and Salem (Tamil Nadu). JSW also operated its rolling mill facilities at Vasind (Maharashtra), Tarapur (Maharashtra) & Kalmeshwar (Maharashtra).
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II. International (Country – top three by employee strength)	Through subsidiaries: a. USA (Texas, near Houston): Plate and pipe mill b. Italy c. Chile
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Employees

Number of permanent employees	13128 (JSW ISP's, Salav, Odhisha & Corporate Office)
Contractual employees (seasonal, non-seasonal)	22457
Temporary employees	
Percentage of women	
a. On the Governance Structure:	16% (2 out of 12 Directors on Board)
b. In top management, i.e. business and function heads;	<1% (Considering total employees)

Associate entities

Names of subsidiary / associate companies;	Consolidated list of subsidiaries presented in the Financial Review section of the Management Discussion and Analysis Page 226
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Details of Trust/Society/Section company to further its CSR agenda

- Names;
- Organisation form (Trust, Society, Company) and year of establishment;
- Main objects/purpose;
- Amounts and sources of funds received in the reporting year;

JSW Foundation is registered as a Charitable Trust since 1989 and has been focusing on various initiatives across all Steel locations with dedicated full time CSR teams. The impact areas identified and the initiatives undertaken are tailored to our local communities but contribute to global goals and the national development agenda.

Objective

Our overall approach is to provide holistic life-cycle based interventions catering to all sections of society, age groups and those requiring extra attention. The strategy is to find the key connect amongst the various CSR thematic thrust areas to attain better complementarity, e.g. water interventions linked to agribusiness and livelihoods initiatives. Please refer to the JSW CSR policy for more details https://www.jsw.in/sites/default/files/assets/downloads/steel/IR/corporate_social_responsibility/Corporate%20social%20responsibility%20policy%20v2.pdf

JSW Steel's CSR interventions have reached out to communities across more than 255 villages in 4 states of India with special focus on:

- Health & Nutrition
- Education
- Water, Environment & Sanitation
- Agree-Livelihoods
- Livelihoods
- Need based community development initiatives.

Beneficiaries of community initiatives (Direct & Indirect beneficiaries about 5.5 lakhs)

Spent

In FY 2020-21, the Company spent an amount of ₹78.32 crore towards CSR expenditure, and an additional ₹86.49 crore was transferred to the unspent CSR account.

Note: At a consolidated level, the Company earmarked ₹176 crore for CSR expenditure, of which ₹86.49 crore has been transferred to the unspent CSR account.

Contact details of Nodal Officer for this report (name, designation, email-id, phone number).	Mr. Prabodha Acharya (Group Chief Sustainability Officer) E-mail: prabodha.acharya@jsw.in Phone: 022-42861000
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SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. Names of the policy / policies that covers each Principle	Reference to the Last Page https://www.jsw.in/groups/sustainability-policies								
2. Core Elements related to the Principle that the policy policies cover	All the core elements stated as part of the Principles are covered in the policies								
3. Policy/ policies relating to each principle that has been translated into guidelines and procedures	Guidelines & procedures has been developed inline covering all the 9 principles related to the respective policy								
4. Extent to which manpower, planning and financial resources have been allocated for the implementation of the policy/ policies relating to each Principle	Professional workforce has been engaged and financial resources allocated across corporate and plant levels to plan, execute and oversee the implementation of responsible business conduct, including all Principles under NGRBC guidelines.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. National and International codes and standards adopted mapped to various Principles	The policies are based on NGRBC, in addition to conformance to the spirit of international standards like ISO 9000, ISO 14000, ISO45001, ISO 50001, ISO26000, SA8000, 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), Dow Jones Sustainability Index (DJSI) and Task Force on Climate-related Financial Disclosures (TCFD).								
Governance, leadership and oversight									
6. Names of the above policies that have been approved by the Board/top management	All the policies are approved by the Board/top management.								
7. Name of the specified committee(s) of the Board/ Director/ Officer and processes to oversee the implementation of the policy/ policies	The Business Responsibility Reporting Committee is responsible for implementation of the Policies.								
8. The process for board/ top management to review performance against the above policies and incorporating inputs (100 words)	The Business Responsibility Reporting Committee reviews the sustainability performance, the policies and practices developed in line with the sustainability strategy on a half yearly basis and recommends the specific actions to enhance sustainable performance. The Corporate Sustainability team presents the actions undertaken along with the activities conducted & achievements on each principle of the guidelines during the meetings. The meetings are conducted twice a year.								
9. Process for board/ top management to review compliance with statutory requirements of relevance to the Principles and rectify any non- compliances (100 words)	There are different committees which are headed by the Board of Directors such as Audit Committee, Risk Management Committee, Stakeholders Relationship Committee, Business Responsibility & Sustainability Committee and Project Review Committee., among others. The officials from different departments of different locations present to the Board information related to compliance to statutory requirements of different areas and their relevance to the principles. There are specific action plans outlined for any non- conformity and these are reviewed in the follow up meetings.								
10. Frequency of the reviews of the business's alignment with the Principles and Core Elements conducted by the board/ top management	The Business Responsibility Committee meets biannually wherein it reviews of the business' alignment with the Principles and Core Elements along with the Sustainability performance of the company.								
Stakeholder engagement									
11. Description of the process to identify your business's key stakeholders (100 words)	JSW Steel maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors. The details of Stakeholder group, Engagement Forum and the Value created for the Stakeholder group is included in the Integrated Report.								
12. Description of the process to engage with your stakeholders on the Principles (100 words)	JSW Steel's stakeholder engagement strategy seeks feedback on a regular basis, which is then integrated into the organisation's medium- and long-term strategy and planning exercises. This also enables the Company to promote the idea of shared growth and a common prosperous future for the society at large. The Company has formal mechanisms in place to engage key stakeholder groups in a constructive manner and collect valuable feedback, including on areas that are under the purview of the NGRBC Principles. This proves to be a valuable input for the risk assessment and strategy formulation process of the Company. In FY 2020-21, we undertook a fresh materiality assessment, exploring the matters considered most pertinent by internal and external stakeholders.								
13. Description of the processes to identify groups that are vulnerable and marginalised stakeholders (100 words).	JSW has been working for education, health & nutrition, sanitation and wellbeing of marginalised sections of the society. To identify the vulnerable and marginalised stakeholders within the identified focus areas, several methodologies are adopted such as desk research for situational analysis, participatory rural appraisal, community need assessment and focus group discussion with the stakeholders. These methods help in prioritising the community level interventions. JSW Steel focuses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Steel's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. Overall, the Company has aligned its CSR programmes to the key areas of health and nutrition, education and learning, agri- initiatives, livelihood, sanitation, water conservation and augmentation, biodiversity promotion, skill enhancement, and art, culture and sports.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
14. Description of the processes to identify issues related to inclusion and impact of adopting the Principles on vulnerable and marginalised stakeholders (100 words).	The Company contributes towards CSR with the aim of mitigating the major challenges faced by the communities, especially the economically and socially disadvantaged, across all locations where it has operations. The interventions focus on programmes aimed at creating development models that can be replicated at scale and adopted across geographies with similar issues. JSW Steel's CSR approach is based on a framework that is developed to identify key stakeholder groups, including the local community, the local government or bodies, academia and research institutions, investors, etc. The CSR interventions are wholly based on the needs assessed through community engagement, backed with a definitive structure arising from the of needs of the local area and the existing systemic gaps.								
Communications									
15. Description of process to communicate to stakeholders, the impact of your policies, procedures, decisions and performance that impact them (100 words)	JSW believes that stakeholders are essential to business operations, and their feedback is vital to understand their concerns and their material impact on the Company. JSW Steel considers its stakeholders as trusted partners in its value creation journey and solicits their views and to communicate the impacts of the Company's policies, procedures through various media like supplier meets, customer meets, community meetings, annual general meetings, workshops, intranet, advertisements, publications, website and social media and regular updates.								
16. Description of how the business communicates the results of stakeholder engagement in the public domain (100 words)	The results and updates of stakeholder engagement are communicated to the public using the annually published Integrated Report.								
17. Description of the process of communicating performance against these Guidelines to relevant stakeholders (100 words)	The performance against the Guidelines are available in the Integrated Report which are available on the company website.								
18. Note on how disclosures and reporting helped in improving business performance / strategy (50 words)	Enhanced and comprehensive reporting using the Integrated Reporting (IR) Framework, the Business Responsibility Report as per NGRBC guidelines and disclosures under the GRI Standards have helped the Company take quantitative and qualitative stock of its all-round performance, and proactively communicate its progress across economic, environmental, social and governance to the stakeholders. The measurement of various KPIs along with stated strategy, together with feedback from various stakeholders, help the Company review, recalibrate and reaffirm its goals continuously to achieve its business objectives, while creating a positive impact on the society and effectively managing change.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
The company has not understood the Principles It is planned to be done within next 12 months						NA			
The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified Principles						NA			
The company does not have financial or manpower resources available for the task						NA			
It is planned to be done within next 6 months						NA			
It is planned to be done within next 12 months						NA			
Any other reason (please specify)						NA			

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Essential/Leadership indicators	Information
Principle 1: Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable	
Essential indicators	Information
E1 Month/year of last review by Governance Structure/ top management of performance of the business across the Principles and Core Elements of the Guidelines?	E1 The Company has established a Business Responsibility/Sustainability Reporting Committee. The committee is responsible for the continuous implementation of sustainability best practices and the overall governance of social responsibility & organisational sustainability. The Business Responsibility/Sustainability Reporting Committee also oversees the implementation of policies mentioned in the Business responsibility manual covering the principles and core elements of the Guidelines. The Committee reviews the business responsibility report and recommends the same to the Board for the approval. Business responsibility committee meetings were held in May-2020 & Dec-2020 in FY 2020-21.
E2 % Coverage of leadership team by awareness programs on the Guidelines: a. In reporting year b. Total to date	E2 The Company aims to follow and promote sustainable business practices and continuously strives to create awareness among all the stakeholders. The leadership team is made aware regarding the new principles released, under the National Guidelines on Responsible Business Conduct (NGRBC) along with BRSR during the Business Responsibility/Sustainability Reporting Committee meetings. The Board Committee meets twice annually to review the actions. Board committee had reviewed the performance on basis of NGRBC guidelines in last meeting held in April -2021. The Integrated Report is also provided on the Company's Intranet portal for the perusal of all employees. 100% board leadership team has been covered & made aware of the guidelines in reporting year & to date.
E3 % of suppliers and distributors (by value), in the year: a. Covered by awareness programs for the Guidelines? b. Had responsible/sustainable business policies in place?	E3a It is planned to create awareness among the suppliers & distributors on the Principles & Core Element as per NGRBC. There was an awareness session conducted in March 2021 with the suppliers/distributors/vendors of the company covering topics related to Sustainability, GRI Standards for Performance Monitoring and Reporting, Company's Policies and Supplier Code of Conduct. E3b The Integrated Report for FY 2020-21 includes the BRR which is based on the NGRBC Guidelines. The Integrated Report is also staged on the company's website for external stakeholders. There are suppliers meet also organised by the company wherein the matters related to sustainability are also discussed between the company and the suppliers/ distributors. The Purchase Orders provided by the company to the suppliers/vendors also provides the links to the policies available & Supplier Code of Conduct on the website of the company to be followed for any supplies by all the suppliers/distributors.
E4 Number of meetings/ dialogues with minority shareholders that were organised in the year?	E4,E5 & E6 Our current communications with the minority shareholders are mainly through the annual integrated reporting, web sites and AGM. We get engaged specifically with our investors through the rating agencies or investors directly through our investor relations department and have regular dialogue with them throughout the year either through phone calls or mail exchanges on our ESG performance and plans. We have not received any specific complaints on any aspect of NG RBC from our investors and lenders till date. Rather we have had very constructive discussions on the plans, performances and strategy.
E5 Number of complaints received on any aspect of the NGRBC in the year from: a. Shareholders/investors b. Lenders	E5 The dialogues with all the shareholders/stakeholders are on a regular basis by the Company. The AGM is held by the Company to solicit the views of all the shareholders of the Company. The shareholders are also empowered to lodge their grievances via a dedicated e-mail address, which are then resolved by the Company.
E6 Number of the above complaints pending resolution at close of year?	E6 There were some grievances related to the shareholdings received from the shareholders during the year. There are no complaints pending resolution.
E7 Value of non-disputed fines / penalties imposed on your business by regulatory and judicial institutions in the year?	E7 There are no non-disputed fines/penalties imposed on our business by regulatory and judicial institutions in the year.
E8 Number of complaints / cases of corruption and conflicts of interest that were registered in the year?	E8 There have been no cases of corruption/conflicts of interest in the company in the present reporting year. JSW Steel has developed and implemented a robust policy on Ethical Business Conduct. The policies are available on https://www.jsw.in/groups/sustainability-policies .

Essential/Leadership indicators	Information
Principle 1: Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable	
Leadership indicators	Information
E9 Details of unmet obligations (fiscal, social, etc.) arising out of any benefits or concessions provided by the central, state, or local governments (100 words).	E9 The Company also has people policies that address anti-corruption & the Company takes every possible measure to monitor & prevent such behavior. The Company ensures that the business contributes to public finances by timely payments of all applicable taxes in the letter and spirit of the laws and regulations governing such payments. The Company does not have any unmet obligations arising out of any benefits or concessions provided by central, state or local governments. The company contributed to Government and Society 12,956 crore in FY 2020-21.
L1 % coverage of all employees by awareness programs for the Guidelines: a. In reporting year b. Total to date	L1, L2, L3 Approach to Integrated reporting: The integrated report of JSW Steel is prepared in accordance with the International Integrated Reporting (IR) Framework published by the International Integrated Reporting Council (IIRC). This report has been published with a view to transparently communicate to stakeholders the Company's ability to create value in the short, medium and long terms. Towards this end, the report covers the credentials of JSW Steel, its model of value creation, holistic performance, strategy and risk management. Frameworks and standards used in reporting: Apart from abiding by the guiding principles and content elements of the International (IR) Framework, the report is mapped to and covers disclosures from the following: <ul style="list-style-type: none"> Global Reporting Initiative (GRI) Standards: Core option United Nations Sustainable Development Goals United Nations Global Compact Carbon Disclosure Project (CDP) Companies Act, 2013 (and the rules made thereunder) Indian Accounting Standards Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 Secretarial Standards issued by Institute of Company Secretaries of India. National Guidelines on Responsible Business Conduct (NGRBC)
L2 % of suppliers and distributors (by value) covered by social and environmental audits: a. In reporting year b. Total to date	
L3 Was report on responsible business conduct made, in the year: a. As per mandatory/global reporting frameworks. b. Available in the public domain. c. Assured by a third party	
L4 Details of non-disputed fines/ penalties imposed on your business by regulatory and judicial institutions in the year available in public domain .	L4 There are no non-disputed fines/penalties imposed on our business by regulatory and judicial institutions in the year.
L5, L6	L5, L6 Not Applicable

Essential/Leadership indicators	Information
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	
Essential indicators	
E1 List top three goods /services (revenue in the year) which incorporate environmental and social concerns, risks, and/or opportunities in their design.	E1 Product Mix Year FY 2020-21 (%) Semis 5% Flats 74% Longs 21%
E2 Details of investments in specific technologies to improve the environmental and social impacts (top three by value).	E2 In FY 2020-21, 557 crore were invested on the BAT (Best Available Technologies) & environment sustainability interventions VIJAYANAGAR Capital expenditure of ₹3.68 crore was incurred on energy conservation projects, resulting in a reduction of 0.002 Gcal/TCS DOLVI Capital expenditure of ₹2.25 crore was incurred on energy conservation projects, resulting in a reduction of 0.033 Gcal/TCS SALEM Capital expenditure of ₹0.72 crore was incurred on energy conservation projects, resulting in a reduction of 0.02 Gcal/TCS
E3 % of input material and services (by value), in the year, sourced from suppliers adhering to internal or external sustainability standards / codes / policies / labels.	E3 Australia -62%, Canada-13%, Russia -11%, South Africa – 6%, USA – 4%, Rest 4% from Indonesia, Mozambique, Columbia and Poland.
E4 % of total raw material consumed in the year (by value) that consisted of material that was recycled or reused (provide details in 50 words): a. <5% b. between 5% and 25%, c. > 25%	E4 This is between 5% and 25% of the total material.
E5 Describe the process in place to safely collect, reuse, recycle and dispose of your products at end-of life (100 words)	E5 The company is in constant endeavour for recycling, reusing or material leading to conservation of resources. A number of steps have been taken as below - <ul style="list-style-type: none"> Recycle steel scrap Increase recycling of water Supply recycled water for irrigation in water-starved regions around the operations <p>Besides slag, dust from the bag filters and cyclones as well as filter cake from the GCP are completely recycled in the sinter plant. Fly ash generated from the power plant is sold to fly ash brick manufacturing units. Another innovative application of fly ash was its utilisation in the coke oven plant as a top layer in coke making to minimise burning loss.</p> <p>JSW puts in efforts to maximise the reuse and recycle of the material. The scrap production in the company is in the tune of about 3-5%. This is completely reused in the process. The process adopted by JSW has also the capability of taking additional scrap available in the country. There is a draft policy being considered by the Govt. of India for the scrap recycling and the company has the available infrastructure to process additional scrap available, once the policy is finalised. Facilities are proposed to be enhanced to take 10% additional scrap.</p>

Essential/Leadership indicators	Information
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe	
Leadership indicators	
L1 For goods and services that incorporated environmental and social concerns, give details of: a. Resource use (energy, water, raw material) per unit produced in the year. b. Reduction in resource use covering sourcing, production, and distribution in the year. c. Sustainability standards/ codes/ labels adhered to. d. Product life cycle assessment completed.	L1, L2 LCAs (Life Cycle Assessments) have been completed as per ISO 14040/ISO 14044 for total 6 products from 3 manufacturing locations Dolvi - HRC & Bar rod, Vijayanagar-HRC & CRCA and Salem-Bloom & Bar rod. Environment Product Declaration as per compliance with EN 15804 and ISO 14025 standards has been obtained for HRC & CRCA. LCAs are already in progress for 14 Finished Products of the company namely: Viayanagar -Hot Rolled Plates, CR Coils and sheets, Cold Rolled Coated GA & GI Coils and sheets, Non-oriented Electrical Steel, TMT Bars, Wire Rods Dolvi – HRC, TMT Bars Salem –Hot Rolled Wire Coil, Hot Rolled Bar, Hot Rolled Round Cornered Square, Heat Treated Wire Rod Coil, Heat Treated Bar, Hot Rolled Flat. The details of the Environment Product Declaration are available at https://www.environdec.com/Detail/?Epd=14709 and https://www.environdec.com/Detail/?Epd=14713
L2 Information on the impacts of your products across the value chain communicated to: a. To which stakeholder groups? b. By which channels for each group? c. At what frequency ?	L3 There are regular customer meetings & interactions and Based on the feedback received from the various customers, our R&D team works on the development of new grades/ products to satisfy the market requirement. The company continued to develop newer grade of steel & customised product for its clientele across segments which included automotive OEMs, General engineering, Infrastructure, Consumable durables.

Essential/Leadership indicators	Information
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	
Essential indicators	
E1 Complaints received on cases arising out of discrimination: a. Number received in the year.	E1, E2 JSW respects human rights and nurtures an inclusive culture that does not discriminate on the basis of religion, gender, caste or disabilities and has a policy for equal opportunity for all. There are no complaints as received arising out of discrimination by the company. As one of the leading steel companies in India, JSW Steel has been working towards creating an empowering and rewarding working environment for women. The Company puts gender equality on top of its agenda and makes diversity one of its key business and people strategy components. The Human Rights Policy for JSW Steel addresses the aspects of diversity and inclusivity. This policy aims to ensure that all those participating in its workplace are treated with respect, dignity and fairness, thus creating an environment which promotes positive working relationships.
E2 Number of the above complaints pending resolution at end of the year?	
E3 % of permanent employees who are members of the employee association(s) recognised by the management?	E3 Percentage of permanent workforce represented through recognised employee associations: 11.8%
E4 % of your establishments / value chain that has been audited in the year for: a. Child labour b. Forced/involuntary labour	E4 JSW Steel respects human rights and is committed to ensuring that they are protected. To this end, the Company has a human rights policy that addresses human rights issues across the supply chain. It articulates the Company's stand on human rights, including non-discrimination, prohibition of child and forced labour, freedom of association and the right to engage in collective bargaining. It is complemented by other specific policies such as occupational health and safety, environment, anti-corruption, etc. Officers of security agencies are trained to act in a manner that respects human rights at all times and comply with all the applicable national, state and local laws. JSW Steel contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programs and grievance redressal mechanism.
E5 Number of cases of child labour in your establishments/ value chains identified to date: a. Resolved b. Pending resolution	E5 There is a strict check on the contractors and laborers entering the company premises. The details related to their health, safety, age along with other mandatory requirement are checked and then only allowed to enter the company premises. The details of the mandatory requirements are also provided in the Purchase Order of the company on contract finalisation.

Essential/Leadership indicators	Information
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	
E6 Number of cases of forced / involuntary labour identified to date: a. Resolved b. Pending resolution	E6 No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year and none are pending at the end of the reporting year.
E7 % of your employees that were paid above the legal minimum wage in the last year?	E7 The Company regards its employees across organisational hierarchy as its most valuable and strategic resource and seeks to ensure a high performance work culture through a fair compensation structure, which is linked to Company and individual performance. At JSW, the compensation is linked to the nature of job, skill and knowledge required to perform the given job in order to achieve Company's overall directive. The company complies with the mandatory rules set by the Government of India and 100% of the employees were paid above the legal minimum wage in the last year.
E8 Ratio of the highest salary paid to the lowest salary paid amongst your permanent employees?	E8 613:1
E9 Number of cases of delay in payment of wages during the year: a. Resolved b. Pending resolution	E9 There are no cases of delay in payment of wages during the year.
E10 Number of complaints related to harassment to date: a. Resolved b. Pending resolution	E10 There have been no cases reported related to harassment in the reporting year.
E11 Number of the following occurred during the year: a. Accidents at the workplace b. Fatalities caused c. Disability caused	E11 a. Accidents at the workplace (LTI) - 0.26 b. Fatalities caused- 8 c. Disability caused- 1 % of accident-affected persons integrated back into employment- 100% As part of this group initiative, all JSW employees, business associates & contractors are required to comply with the newly launched "10 JSW CRITICAL SAFETY RULES". These rules cover the most critical safety practices to achieve a notable reduction in injuries & illness. This is a real opportunity for discussion, identifying points for improvement and communication about safety behaviors with our workforce. JSW expects all levels of management and employees to not only anticipate hazards, but also to address them and stop employees if they deem a work environment or task to be unsafe. Safety Observation (SO) programme is a great way of engaging the workforce. We are in the process of further strengthening the impact of SO Process by focusing efforts where they matter, expanding the conversation, and making SOs more personal and positive for our workforce. Its mandatory for the leadership team to conduct mandatory shop floor walkthrough & identify unsafe acts & conditions.
E12 % of employees (all categories) trained on health and safety issues and measures: a. In the year b. Total to date	E12 At JSW, we work closely with our contractors to build a Safety culture at the frontline, aiming to improve safety performance. Revamped Contractor Safety Management program is being launched across the JSW group businesses to provide quality assurance, evaluate contractor performance at defined intervals to provide feedback, lessons learned and a basis for improving Health & Safety performance and future contractor selection. The program is also designed with the process of capturing contractors' non-conformances and delivering systemic corrective actions based on identifying the root cause and having a closed loop feedback process. 100% employees were trained on health & safety issues in FY 2020-21. A short brief on the description of safety training to suppliers/ visitors/ contractors entering the plant- a. Visitor Induction at the gate by Visitor Induction video and endorsement in Register kept at Gate b. For Contractual workers and Employees, induction is done in three phases- i) L1 Training- General Steel Industry Hazard ii) L2 Training- Specific Plant Hazard iii) L3 Training- Job Specific Hazard c. For Operation, the overall induction period is 3 days and For Projects, Induction is covered in 2 days d. There is a separate module for employees and New Joiners.

Essential/Leadership indicators	Information												
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains													
E13 % of employees provided training and skill upgradation: a. In the year b. Total to date	E13 It is the endeavour of the company to engage 100% employees with training & skill upgradation in the year. During the year, JSW covered a total of 1,06,245 learning hours in the development of our people, leveraging continuous learning opportunities that are customised for the individual in an on-demand, digital environment. A highly skilled workforce is of prime importance to an organisation's competitive advantage. JSW Steel constantly organises trainings for its employees to acquire new skills and sharpen existing ones. These initiatives have resulted in improved performance and increase in productivity across operations. Learning platforms In FY 2019-20, we onboarded the Percipio platform from Skillsoft that delivers an immersive learning experience. It leverages highly engaging content, curated into nearly 700 learning paths (channels) that are continuously updated to ensure users always have access to the latest information. This programme has seen an 100% utilisation level during FY 2020-21. Similarly, our Harvard ManageMentor® Spark™ provides a highly personalised experience, fueled by the latest and best leadership and management content. It empowers learners to develop critical business skills when and how it works best for their busy schedules. This programme has seen an 85% utilisation level during FY 2020-21. During the year, we also launched a few initiatives such as: Learn-a-thon: A blended learning program launched for 500+ Future Fit Leaders based on the cohort development areas mapped with courses on Percipio Digital Quotient: Launched in three phases-Digital Readiness, Digital Literacy & Digital Dexterity aimed at upskilling employees for the impending Digital Transformation journey was the highlight of the year. Launched for 8000+ employees had over 92% uptake and utilisation Thank God It's Friday: A feature programme scheduled for every Friday with the mission of creating awareness of the learning platforms and the benefits the employees can reap from it. Future Skills 2025: This programme was aimed at upskilling current workforce for the skills needed for the future. Launched for 8000+ employees, this has an 60% utilisation. Other ongoing initiatives run daily, weekly & monthly are- Equip-The Daily Journal which attracted over 60% audience and Free@3 which attracted 50% of repeat users to the platforms. No complaints related to harassment have been received in FY 2020-21. The Company revised the Prevention of Sexual Harassment (POSH) policy under an initiative called 'Samman'. This was done with the objective of emphasising safe and harmonious work culture within the Company. The revised policy was an effort to create awareness on the subject, often considered a taboo and develop 'speak up' culture to receive help from the organisation. Going a step further, JSW Steel specially curated e-learning modules to maximise awareness and highlight various nuances of sexual harassment. Using the forum theatre technique, the facilitators enacted scenarios and provided techniques to handle such situations effectively and raise concerns, as and when necessary. The Company has in place an Anti-Sexual Harassment Policy in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, JSW has formed Statutory Internal Complaints Committees (ICCs) to Address Sexual Harassment of Women at the Workplace. 2013. All employees (permanent, contractual, temporary and trainees) are covered under this policy. The Company has also complied with the provisions related to constitution of Internal Complaints Committee (ICC) under the said Act to redress complaints received regarding sexual harassment. JSW has formed Statutory Internal Complaints Committees (ICCs) to Address Sexual Harassment of Women at the Workplace.												
Leadership indicators	<table border="1"> <thead> <tr> <th></th> <th>2020-21</th> <th>2019-20</th> </tr> </thead> <tbody> <tr> <td>L1 Categories of employees (list up to three) supported by affirmative action, and has there been any change from the previous year ?</td> <td>Total Employees Permanent employees Contractual Permanent Women employees Differently-able</td> <td> 13,128* 13159 19784 659 40</td> </tr> <tr> <td>L3 % of children identified as employed in your establishments / value chain that have been remediated: a. In reporting year b. Total to date</td> <td>L3 There are no children identified as per the mandated Government Rules employed in the company. We do not promote any supplier that does not pay minimum wages to their employees.</td> <td></td> </tr> <tr> <td>L4 % of forced/involuntary labour identified in your establishments / supply remediated: a. In reporting year b. Total to date</td> <td>L4 There has been no forced/involuntary labour.</td> <td></td> </tr> </tbody> </table>		2020-21	2019-20	L1 Categories of employees (list up to three) supported by affirmative action, and has there been any change from the previous year ?	Total Employees Permanent employees Contractual Permanent Women employees Differently-able	 13,128* 13159 19784 659 40	L3 % of children identified as employed in your establishments / value chain that have been remediated: a. In reporting year b. Total to date	L3 There are no children identified as per the mandated Government Rules employed in the company. We do not promote any supplier that does not pay minimum wages to their employees.		L4 % of forced/involuntary labour identified in your establishments / supply remediated: a. In reporting year b. Total to date	L4 There has been no forced/involuntary labour.	
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*JSW ISP's, Salav, Odhisha & Corporate Office

Essential/Leadership indicators	Information
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains	
L8 % of accident-affected persons integrated back into employment.	L8 100% accident affected persons have been integrated back into employment

Essential/Leadership indicators	Information
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	

Essential indicators	E1 List stakeholder groups that have been identified as key to your business?	E1 JSW has identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors. Stakeholders are essential to business operations, and their feedback is vital to understand their concerns and their material impact on the Company. JSW Steel considers its stakeholders as trusted partners in its value creation journey and solicits their views. Stakeholder engagement is continuous process. Frequency of Engagement: Regular basis and as and when required. However, companies engage with stakeholders via various forums & as listed below: Customers- Customer meets, Official communication channels: Advertisements, publications, website and social media, Conferences events, Customer feedback, Customer satisfaction survey, Phone calls, emails and meetings, Customer visits, JSW Shoppe. Employees- JSW World – Intranet portal, Newsletters, Employee satisfaction surveys – JSW Voice Pulse Survey, Emails and meetings, Training programs like Springboard, Employee engagement initiatives like WeCare and Samvedna, Performance appraisal, Grievance redressal mechanisms, Notice boards Community and civil society/ NGOs-Need assessment, Meetings and briefings, Partnerships in community development projects, Training and workshops, Impact assessment surveys, Official communication channels: Advertisements, publications, website and social media, Complaints and grievance mechanism Government and regulatory bodies- Official communication channels: Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections Institutions-Conferences, Joint R&D initiatives, Internship opportunities for students. Investors-Analyst meets and conference calls, Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings and roadshows Suppliers-Vendor assessment and review, Training workshops and seminars, Supplier audits, Official communication channels: Advertisements, publications, website and social media.
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E2 Positions / departments / functions responsible for engagement with each stakeholder category identified above?	E2 Positions / departments / functions responsible for engagement with each stakeholder category identified above are - Employees- HR/PR & Admin Government and Regulatory Authorities- Legal/Environment/Corporate Strategy/Corporate Sustainability/Safety Customer-Sales & Marketing, Quality Communities and Civil Society / NGOs- CSR Institution- R & D / Corporate Sustainability Suppliers- Commercial / Safety /HR Investors- Investor Relations / Corporate Finance / Corporate Sustainability JSW Steel's stakeholder engagement strategy seeks feedback on a regular basis, which is then integrated into the organisation's medium- and long-term strategy and planning exercises. This also enables the Company to promote the idea of shared growth and a common prosperous future for the society at large. The Company has formal mechanisms in place to engage key stakeholder groups in a constructive manner and collect valuable feedback. This proves to be a valuable input for the risk assessment and strategy formulation process of the Company.
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Essential/Leadership indicators	Information
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders	

E3 Number of stakeholder groups that were formally engaged on environment and social issues in the last year?	E3 The company has formally engaged with all the seven stakeholder groups in the last year. The company regularly addresses the internal as well as external stakeholders through various forums. The company hosts World Environment Day, World Safety Day etc. at all locations wherein all the employees, contractors, associates are addressed about the various aspects on Environment & Social. The CSR teams continuously work with the communities to address the aspects related to communities like health, water availability, sanitation, education, skill development, women development, malnutrition etc.
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E4 % of input material and services (by value), in the year, that were procured from local and small vendors / producers?	E4 In FY 2020-21, total active vendors were 15,781 out of which 22% were MSME vendors.
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Leadership indicators	L1 Frequency of engagement with each stakeholder group?	L1 The company regularly addresses the internal as well as external stakeholders through various forums. The company hosts World Environment Day, World Safety Day etc. at all locations wherein all the employees, contractors, associates are addressed about the various aspects on Environment & Social. The CSR teams continuously work with the communities to address the aspects related to communities like health, water availability, sanitation, education, skill development, women development, malnutrition etc.
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L2 Examples (up to three) of how the business has incorporated inputs from stakeholders.	L2 The Company focusses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Steel's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. With the aim to ensure that the Company keeps the stakeholders' interests at the center of all operations and business decisions, JSW Steel follows a stringent corporate governance policy. Transparency and openness are the core principles of corporate governance at JSW Steel and it has established a corporate governance structure that works towards achieving sustainable growth in the medium and long term.
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L3 List of the vulnerable and marginalised groups in each stakeholder group.	L3,L4 JSW Steel's CSR approach is based on a framework that is developed to identify key stakeholder groups, including the local community, the local government or bodies, academia and research institutions, investors, etc. The CSR interventions are wholly based on the needs assessed through community engagement, backed with a definitive structure arising from the identification of needs of the local area and the existing systemic gaps. Natural resource management is one of the key areas identified for addressing the basic issue of poverty. Leveraging the substantial work that had been done around watershed management, steps were taken to develop synergies, thereby improving agricultural productivity and generating livelihoods. Another area that has received renewed focus is the gap in the field of education that is being bridged through the provision of supplementary teachers. JSW Steel's CSR interventions have reached out to communities across more than 255 villages in 4 states of India with special focus on:
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L4 Examples of decisions and actions taken by the business to address the interests of vulnerable/marginalised groups.	<ul style="list-style-type: none"> Health & Nutrition Education Water, Environment & Sanitation Agree-Livelihoods Livelihoods Need based community development initiatives. Beneficiaries of community initiatives (Direct & Indirect beneficiaries about 5.5 lakhs). The details of activities are provided at https://www.jsw.in/foundation/foundation-program-overview
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Essential/Leadership indicators	Information
Principle 5: Businesses should respect and promote human rights	
Essential indicators	<p>E1 % of employees that have been provided training on human rights issues: a. In the year b. Total to date</p> <p>E1 JSW Steel Limited is committed to ensuring and protecting the rights of those who work with it or live in communities surrounding its operations. In furtherance of this commitment, the Board of Directors has adopted this 'Human Rights Policy'. The Company's policy on human rights applies to all its businesses processes and is part of its commitment to ethical and socially responsible behavior across its value chain.</p> <p>In line with JSW's legacy as a responsible corporate citizen, the Company is committed to respecting the economic, social, cultural, political and civil rights of individuals involved in and impacted by the Company's operations. JSW holds itself to the highest standards of human rights and is committed to supporting and respecting internationally proclaimed human rights principles, in particular the Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation.</p> <p>In FY 2020-21, we have covered a 1,06,245 total learning hours in the development of our people, leveraging continuous learning opportunities that are customised for the individual in an on-demand, digital environment.</p> <p>The Company contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programs and grievance redressal mechanism. The Company upholds international human rights standards, does not condone human rights abuses and creates & nurtures a working environment where human rights are respected without prejudice.</p>
	<p>E2 Employee categories that are covered by the human rights policies of the business – Permanent/Contract/Casual.</p> <p>E2 Permanent Employees/Associates/Contractual persons are covered under Human Rights.</p>
	<p>E3 Number of business agreements and contracts with third party partners that were reviewed in the year, to avoid complicity with adverse human rights impacts in the previous year.</p> <p>E3, E4 The trainings are imparted on regular intervals at locations covering all the employees at all levels covering the topics of Human Rights. It is the endeavour of the company to cover all the employees for training for Human Rights.</p> <p>JSW Steel respects human rights and is committed to ensuring that they are protected. To this end, the Company has a human rights policy that addresses human rights issues across the supply chain. It articulates the Company's stand on human rights, including non-discrimination, prohibition of child and forced labour, freedom of association and the right to engage in collective bargaining. It is complemented by other specific policies such as occupational health and safety, environment, anti-corruption, etc. Officers of security agencies are trained to act in a manner that respects human rights at all times and comply with all the applicable national, state and local laws. JSW Steel contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programs and grievance redressal mechanism.</p>
	<p>E4 Stakeholders' groups governed by the grievance committee for human rights issues.</p>
	<p>E5 Number of stakeholders that reported human rights related grievances and/ or complaints: a. Received in the year b. Pending resolution</p> <p>E5 No complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year and none are pending at the end of the reporting year.</p> <p>JSW Steel is committed to promoting responsible behavior and value for social and environmental wellbeing. To this end, it has a policy on business conduct that is applicable to all its employees and value chain partners. It has a structured stakeholder grievance redressal mechanism through which stakeholders freely share their concerns and grievances with the Company, including regarding human rights issues.</p> <p>Company have stakeholder relationship committee to periodically look into the functioning of the Company's shareholder/ investor grievance redressal system and oversee improvements in the same, besides reporting serious concerns, if any.</p> <p>There were no grievances related to Human Rights received by the company.</p>
Leadership indicators	<p>L2 External stakeholder groups and representatives that are covered by the human rights policies of the business?</p> <p>L2, L3 Community stakeholder group was covered under the Human Rights. The Foundation arm of the company carries out many programs for the communities. The details are available on https:// www.jsw.in/foundation/foundation-program-overview</p> <p>The Company contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programs and grievance addressal mechanism. Any grievance related matters could be addressed to the company or at jswsl.investor@jsw.in mentioned in the Integrated Report.</p>
	<p>L3 Stakeholder groups that have been made aware of the grievance mechanisms for human rights issues: a. During the year b. Total to date</p>

Essential/Leadership indicators	Information
Principle 6: Businesses should respect and make efforts to protect and restore the environment	
Essential indicators	<p>E1 Material risks of potential or actual adverse impacts upon the environment and communities by the business: a. Identified in the year b. Mitigation and adaptation measures put in place for the above environmental risks?</p> <p>E1, E2 Our Enterprise Risk Management (ERM) is based on the globally recognised 'COSO' framework, which brings together the understanding of the potential upside and downside of all those factors which can affect the organisation with an objective to add maximum sustainable value to all the activities of the organisation & to various stakeholders.</p> <p>We recognise that the emerging & identified risks need to be managed and mitigated to:</p> <ol style="list-style-type: none"> protect our shareholders and other stakeholder's interest, achieve our business objective and enable sustainable growth <p>Pursuant to the requirement of Regulation 21 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and Companies Act, 2013, the company has Risk management framework in place. It has constituted a sub-committee of Directors to oversee Enterprise Risk Management framework to ensure resilience</p> <p>The key risks identified by the company along with response strategies are provided in the Integrated Report. Refer Risk Management & governance Pages 44-49 Key risks.</p> <p>JSW carries out Environment Impact Assessments for all its projects as per the Guidelines of the MOEF&CC. The documents as required by MOEF&CC are prepared and made available on the website of MOEF&CC for the clearances. The reports for compliance are submitted to the Statutory Authorities as mandated.</p> <p>The Company's Research & Development (R&D) activities involve new process and product development, process improvement for maximisation of quality, cost & energy optimisation, waste utilisation & conservation of natural resources.</p> <p>The Key focus areas includes:</p> <ul style="list-style-type: none"> Optimisation of resource utilisation. Quality, Productivity and Cost optimisation through process efficiency improvement. Product development, customisation & new applications. Recycling & reuse process waste * conservation of natural resources. New application development & promotion of slag usage in country. New process technology development for process intensification and productivity.
	<p>E2 Good practices (up to three) in reduction, recycling, and reuse initiatives that contributed to lowering the adverse environmental footprint of your business activities.</p> <p>E3 Examples of any collective action by your business with other businesses / NGOs / government agencies / international partners / development institutions undertaken to address any of the environmental risks opportunities identified above.</p> <p>E3 The Company's R&D is actively involved in Industry- Institute partnership and has initiated five collaborative projects in FY 2020-21 with leading academic and research institutes in India. Some of these include IISc Bangalore, National Council for Cement and Building Materials, Haryana, Stedrant Technoclinic, Bangalore, BBQI Bangalore, and Dalmia Cement Ltd., Odisha.</p>
	<p>E4 Details of any adverse orders in respect of any show cause / legal notices from CPCB/NGT/SPCB received during the year.</p> <p>E4 There were no adverse orders with respect to notices received from CPCB/NGT/SPCB during the year for which fines have been levied and paid. Responses have been provided to the concerned Authorities to their satisfaction with actions and hence further there is no action which is pending.</p>
Leadership indicators	<p>L1 Information on environmental impact assessments undertaken in the year: a. Have the results been communicated in the public domain? b. Provide details of any actions taken to mitigate any negative social impacts.</p> <p>L1, L2, L3 JSW carries out Environment Impact Assessments for all its projects as per the Guidelines of the MOEF&CC. The documents as required by MOEF&CC are prepared and made available on the website of MOEF&CC for the clearances. The reports for compliance are submitted to the Statutory Authorities as mandated and are available on the website of the company.</p> <p>The details of the actions taken for social impacts are available on https://www.jsw.in/foundation/foundation-program-overview</p> <p>Please refer Indicator E1 of Principle-6</p> <p>As per the Ministry of Steel, Government of India, in its 2017 policy has included GHG emission in Iron & steel sector to a level 2.2 – 2.4tCO₂ per ton of crude steel produced (tCO₂/tCS) in BF- BOF route & 2.6 – 2.7tCO₂ per ton of crude steel produced (tCO₂/tCS) by 2030 in DRI-EAF route.</p> <p>This has been voluntary agreed by all major steel producers as integrated in the National Steel Policy 2017 and JSW Steel will abide by this target of Government of India The company is in constant endeavour to create better products to address various factors including environment. The details are provided in the Integrated Report .</p>
	<p>L2 Risk management strategies and measures for each material environmental risk identified for the business: a. Details of measures (100 words). b. Targets and achievement values.</p> <p>L3 Details of your specific contribution to India's Nationally Determined Contributions (submitted at UNFCCC COP21 in 2015)</p>

Essential/Leadership indicators	Information
Principle 6: Businesses should respect and make efforts to protect and restore the environment	
L4 New businesses-products-services created to address the material environmental risks identified: a. Information on businesses created (100 words) b. % of revenue contributed by these	L4 Some key products & newer grade of steel developed are, 1. High strength low alloy steel 2. Ultra low carbon grades 3. Galvanealed Ultra Low carbon 4. Advance high strength steel 5. Electrical steel grades & insulation development 6. Tin plate grade
L5 Details of good practices cited in reduction, recycling, and reuse initiatives benchmarked against industry best practice (100 words).	L5 Recycling plastic in Coke Oven and Electric Arc Furnace A suitable feeding system has been designed and installed at Coke Oven-3 to feed the shredded waste plastic along with the coal blend. About 35 tonnes of waste plastic has been recycled in coke oven, with subsequent reduction in electrical energy consumption. Development of steel slag based paver blocks for civil applications EAF slag is processed and converted into suitable form for its usage in paver and concrete brick manufacturing as per the standard specifications. Different shapes of pavers have been cast for usage at the road sides. New design mix has been developed to utilise 100% EAF slag component in manufacturing of paver and concrete bricks.

Essential/Leadership indicators	Information
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	
Essential indicators	E1
Review public policy advocacy positions by the governance structure for consistency with Principles of these Guidelines: a. Frequency b. Month/year of last review.	JSW, as a part of the Working Groups for the Industry which will help the Government to formulate policies/guidelines for the country. JSW is a part of the Working Group 3 of CII - Harmonising GHG data collection by Industrial Process and Product Use (IPPU) sector with IPCC requirements and contribution to national GHG inventory JSW participates for policy advocacy with the Government.
E2 Names of trade and industry chambers and associations that you are a member/affiliate of.	E2 JSW Steel engages with the following associations and organisations: World Steel Association, CII, FICCI, ASSOCHAM, Indian Steel Association, GRI, DJSI, CDP, UN Global Compact, Bangalore Chamber of Industry & Commerce, Karnataka Iron & Steel Manufacturing Association, Indian Institute of Metals, American Society of Metals, Association of Iron & Steel Technology (US), Iron and Steel Institute of Japan, PMS (Metal Society of USA), Indian Chamber of Commerce and Bengal Chamber of Commerce & Industry
E3 Details of any adverse orders received from regulatory authorities for anti- competitive conduct by your business.	E3 No adverse orders received from regulatory authorities for anti-competitive conduct.
E4 Monetary contributions (if any) that have been made to political parties .	E4 There were no direct monetary contributions that have been made to political parties. However, the monetary political contributions are being made to the Jankalyan Electoral Trust, which is a registered electoral trust (A section 8 company). Jankalyan Electoral Trust receives contributions from various entities and distributes the funds to the registered political parties in compliance with guidelines prescribed under the Electoral Trust Scheme notified by the Income Tax Department. The details of the contributions made to the electoral fund are being disclosed in financial statements of the company.
L1 The public policy positions available in the public domain.	L1, L2 The company has been involved in process of policy advocacy & changes with different government departments. Some of the key details are as below, <ul style="list-style-type: none"> Draft EIA notification 2020
L2 Examples (up to three) of any policy changes in the past year as a result of your advocacy efforts.	<ul style="list-style-type: none"> Transfer of Statutory Clearances of Expired Mines to New Lessee Relaxation in the Exploration Norms required for Auction of Mining Lease Amendment to Domestically Manufactured Iron & Steel Products Policy Use of Iron and steel slag in NHAI Vehicle Scrapping Policy

Essential/Leadership indicators	Information
Principle 8: Businesses should promote inclusive growth and equitable development	
Essential indicators	E1, E2
Social impact assessments of your business operations conducted: a. Number completed in the year? b. Number conducted by an independent external agency.	The company follows all the statutory processes required for construction of facilities. The Consent to Operate is also subsequently taken before starting of operations. The stakeholder consultation is done in the prescribed manner as laid down by the Government Authorities and abided by with all the permissions. The letters of approvals are put in public in English and local languages for the external stakeholders. The clearances are also available on the website of the company as well as the website of MOEF&CC. The social impact assessment is carried out by the company and are a part of the EIA reports. Also the CSR teams carry out SIA as per the community requirement and makes actions plans which cover education, health, sanitation, clean water availability, skill development etc. The details of many such initiatives are available on https://www.jsw.in/foundation/foundation-program-overview . There are a number of need based activities and also many initiatives for the communities done by the Foundation team.
	Amount Spent in Current FY ₹ crore
	Sr. no. CSR Projects or Activities
	1 COVID-19 Support & rehabilitation program 17.90
	2 Educational infrastructure & systems strengthening 7.61
	3 Enhance Skills & rural livelihoods through nurturing of supportive ecosystems & innovations 3.80
	4 General community infrastructure support & welfare initiatives 13.41
	5 Integrated water resources management 3.99
	6 Nurture women entrepreneurship & employability 1.08
	7 Nurturing aquatic & terrestrial ecosystems for better environment & reduced emissions 3.46
	8 Promotion & preservation of art, culture & heritage 0.22
	9 Public health infrastructure, capacity building & support programs 14.70
	10 Sports promotion & institution building 5.48
	11 Waste management & sanitation initiatives 2.71
	12 Program Management Expenses 3.91
	Grand Total 78.32
E3 With respect to projects during the year for which R&R is applicable: a. Number of persons that were affected/displaced by these projects? b. Gross amount paid out to project- affected and displaced persons?	E3 There were no R&R in any of our facilities/projects.
E4 Grievances / complaints received from local community: a. Number received during the year b. Number pending resolution	E4 All grievances received from the local community have been addressed. Please Refer Indicator E1 & E2 in Principle-8
E5 Details of investments (top three by value) in regions which are underdeveloped (100 words).	E5 Please Refer Indicator E1 & E2 in Principle-8
E6 Examples of goods and services up to 3) that incorporate local traditional knowledge	E6 The details of many such initiatives are available on https://www.jsw.in/foundation/foundation-program-overview .
E7 Details of adverse orders or judgements in intellectual property rights disputes related to traditional knowledge during the year (100 words)	E7 There are no adverse orders or judgements in intellectual property rights disputes related to traditional knowledge during the year.

Essential/Leadership indicators	Information
Principle 8: Businesses should promote inclusive growth and equitable development	
E8 Summary of the key themes covered by CSR initiatives (as per Section 135 of Companies Act 2013) or linked to the CSR Policy of the business (up to 100 words).	E8 Please Refer Indicator E1 & E2 in Principle-8
L1 With respect to these social impact assessments: a. Results made available in the public domain b. Details of any actions taken to mitigate any negative social impacts (100 words).	L1 The company follows all the statutory processes required for construction of facilities. The Consent to Operate is also subsequently taken before starting of operations. The stakeholder consultation is done in the prescribed manner as laid down by the Government Authorities and abided by with all the permissions. The letters of approvals are put in public in English and local languages for the external stakeholders. The clearances are also available on the website of the company as well as the website of MOEF&CC. The social impact assessment is carried out by the company and are a part of the EIA reports. Also the CSR teams carry out SIA as per the community requirement and makes actions plans which cover education, health, sanitation, clean water availability, skill development etc. The details of many such initiatives are available on https://www.jsw.in/foundation/foundation-program-overview . There are a number of need based activities and also many initiatives for the communities done by the Foundation team.
L2 Numbers benefiting from such beneficial products, technologies or processes.	L2 The information is available at https://www.jsw.in/foundation/foundation-our-reach
L3 With respect to projects during the year for which R&R is applicable: a. Was the R&R package developed in consultation with project- affected people? b. Information on gross amounts, made available in the public domain	L3 There has been no R&R involved with our facilities .
L4 Channels/platforms used to communicate information regarding resolution of grievances / complaints from communities.	L4 The grievance could be written at jswsl.investor@jsw.in . This is provided in the Integrated Report which is made available on the company's website. The grievance could also be sent to any of the plant locations who will handle the same .
L5 Examples (up to three) of economic and social value addition in these underdeveloped regions (100 words).	L5 JSW Steel's CSR interventions have reached out to communities across more than 255 villages in 4 states of India with special focus on: Health & Nutrition Education Water, Environment & Sanitation Agree-Livelihoods Livelihoods Need based community development initiatives.

Essential/Leadership indicators	Information														
Principle 8: Businesses should promote inclusive growth and equitable development															
L6 Examples where benefits of this local traditional knowledge being used by the business are shared with the community.	L6 Refer to Key initiative and impacts under core impact areas														
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Essential/Leadership indicators	Information																				
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner																					
Essential indicators	<p>E1 Examples (up to three) where adverse impacts of goods and services of your business have been raised in public domain</p> <p>E2 % by value of goods and services of the business that carry information about: a. Environmental and social parameters relevant to the product. b. Safe and responsible usage.</p> <p>E3 Number of consumer complaints in respect of data privacy: a. Received during the year. b. Pending resolution.</p> <p>E4 Number of consumer complaints in respect of advertising: a. Received during the year. b. Pending resolution.</p> <p>E5 Number of consumer complaints in respect of delivery of essential services: a. Received during the year. b. Pending resolution.</p>																				
Leadership indicators	<p>E1, E2 No concerns have been raised on adverse impacts of goods and services of the company. LCAs (Life Cycle Assessment) had been completed for total 6 products from 3 manufacturing locations Dolvi-HRC & Bar rod, Vijayanagar-HRC & Salem-Bloom & Bar rod. Life cycle assessment (LCA) provides a holistic approach to evaluate environmental performance by considering the potential impacts from all stages of manufacture, product use and end-of-life stages. This is referred to as the cradle-to-grave approach. JSW had done the EPD (Environmental Product Disclosure) for HRC which is compliant with EN 15804 & management system ISO 9001:2000, ISO 14001:2004, OHSAS 18001:2007 and ISO 50001:2011. EPD is an independently verified and registered document that communicates transparent and comparable information about the life-cycle environmental impact of products. Think step Sustainability Solutions Pvt. Ltd, a Sphera Company (formerly thinkstep AG) has been entrusted to conduct Life Cycle Assessment for JSW's products as per the ISO 14040/44. The LCA model was created using the GaBi ts Software system for life cycle engineering, developed by Sphera (formerly thinkstep AG). JSW have carried out Environmental Product Declaration for HRC ~44% of production volume as per ISO 14025, Type III ecolabel, International EPD system which is available on https://www.environdec.com/Detail/?Epd=14709 All information regarding goods and services can be accessed through the Company's website www.jsw.in/steel and in its periodic disclosures such as the annual report and the integrated report.</p> <table border="1"> <thead> <tr> <th>Complaint Type</th> <th>Admitted</th> <th>Technical Resolution</th> <th>Pending</th> </tr> </thead> <tbody> <tr> <td>Done</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Product</td> <td>672</td> <td>579</td> <td>93</td> </tr> <tr> <td>Service</td> <td>289</td> <td>267</td> <td>22</td> </tr> <tr> <td>Total</td> <td>961</td> <td>846</td> <td>115</td> </tr> </tbody> </table>	Complaint Type	Admitted	Technical Resolution	Pending	Done				Product	672	579	93	Service	289	267	22	Total	961	846	115
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	<p>L2, L3 EPD, ISO 14025, Type III ecolabel, International EPD system are the national-international product labels / certifications being used by the business The platforms used for the information are - 1. Website 2. Integrated Report 3. Social Media platforms 4. MOEF&CC reports 5. Media Publications</p> <p>L3 Channels platforms where information on goods and services of the business can be accessed .</p> <p>L5 On complaints received in respect of data privacy and advertising, indicate what corrective actions were taken to ensure that these do not get repeated</p> <p>L5 Not Applicable</p>																				

Signature of the designated official responsible for this report.

Sd/-

Name: **Prabodha Acharya**

Designation: Group Chief Sustainability Officer

Address: JSW Centre, Bandra-Kurla Complex, Bandra (East), Mumbai - 400 051 Telephone number: 22 4286 1000

E-mail-id: Prabodha.acharya@jsw.in

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