



**CORPORATE SOCIAL
RESPONSIBILITY POLICY**

1. Preface

Policy Title	CSR Policy
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Authorised by	Board of Directors
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JSW Steel Ltd (JSW Steel) is part of a US\$11 billion JSW Group (The Group) which is a part of the O.P. Jindal Group. The group has set up business facilities in various core sectors of India. The Group is exploring innovative and sustainable avenues in steel, energy, infrastructure and cement for growth. The Group is paving the way for India's development.

Expansions, upgradations and technological innovations are a way of life at The Group and is committed to develop vibrant communities along the way.

The JSW Group is committed to creating more smiles at every step of the journey. JSW Foundation, the Group's social development arm is in constant pursuit of making life better for communities with its various initiatives in the fields of health, education, livelihood and sports along with art and culture.

The Group's zero effluent plants, green townships and happy employees are changing the course of the nation with their spirited growth. The Group is proud to be charting a course to excellence that creates opportunities for every Indian and leads to the creation of a dynamic and developed nation.

The Group believes in inclusive growth to facilitate creation of a value-based and empowered society through continuous and purposeful engagement of society around.

*The Group firmly believes in strengthening the social capital. It has adopted a **Corporate Social Responsibility Policy** where it strives to address the issues related from antenatal stage of life up to the reproductive age of 45 years in theme '**Janam se Janani Tak, JSW Aap ke Saath**' through a process of social inclusion.*

JSW Steel is India's leading integrated steel producer with a capacity of 14.3 MTPA.

JSW Steel is committed to:

- **Allocate atleast 2% of its average Net Profits made during the three immediately preceding financial years towards Corporate Social Responsibility, as per the categories mentioned in Schedule VII of the Companies Act 2013**
- **Transparent and accountable system for social development and conducting periodic assessments**
- **Concentrate on community needs and perceptions through social processes and related infrastructure development**
- **Provide special thrust towards empowerment of women through a process of social inclusion**
- **Spread the culture of volunteerism through the process of social engagement.**

FOCUS:

JSW Steel has decided to focus on the complete life cycle approach where women shall be empowered in such a way that they become strong positive force of change. Specific interventions are recommended as below:

- Efficient maternal and child health care services
- Enhance access to improved nutrition services
- Early childhood education/ pre-primary education
- Completion of primary and secondary education
- Access to adolescent reproductive and sexual health and rights
- Enhancing the output of present occupation
- Employability and vocational education
- Responsible parenthood

STRATEGY:

JSW Steel allocates atleast 2% of its average Net Profits made during the three immediately preceding financial years for the planning and implementation of CSR. All the CSR initiatives are approved by the committee and the same are reviewed periodically.

Taking a note of the importance of synergy and interdependence at various levels, JSW Steel would adopt a strategy for working directly or in partnership, wherever appropriate.

- Priority to be given to the villages in the immediate vicinity of the plant locations defined as Direct Influence Zone (DIZ). The policy enables plants to define their own DIZ with the provision that this could be expanded as per the size of operations. However, certain programs might be expanded beyond this geographical purview and upscaled. This context is defined as Indirect Influence Zone (IIZ)
- All the interventions would be formulated based on need assessment using different quantitative and qualitative methods
- All the interventions would be adopted based on concurrent evaluation and knowledge management through process documentation
- Social Mobilization, advocacy at various levels, and/or appropriate policy changes would form part of the interventions in each sector

INTERVENTIONS:

In line with the approach and strategy, JSW Steel Ltd. plans interventions in the field of health, education, livelihood, vocational education, women empowerment, environment sustainability and responsible citizenship. The key thematic interventions as per the Schedule VII of the Companies Act 2013 include:

1. IMPROVING LIVING CONDITIONS (ERADICATING HUNGER, POVERTY, MALNUTRITION, ETC.):

All the plant locations of JSW Steel are in the remote areas where the access to livelihood and sustenance for the population has remained a continued challenge. The poor infrastructure and seasonal source of earning livelihood have been the major factors to this. JSW Steel as per its commitment to the local development and nation building has initiated various projects. Major projects planned under this theme over next three years include:

- a. Soil and water conservation
- b. Enhancement of crop productivity and crop diversification
- c. Livestock management
- d. Complimenting government schemes such as ICDS- *Integrated Child Development Scheme* and NRHM – *National Rural Health Mission (ANC, PNC, Immunization)*
- e. Entitlements- *Facilitating access to government schemes*
- f. Linkages with the existing government schemes/ programs such as MNRAREGA, PURA Model - *Providing Urban Amenities in Rural Area model*
- g. Tracking of pregnancy and child birth
- h. Screening of women for disease such as cancer, hypothyroidism, bone density, etc.
- i. Improvement of the infrastructure of Primary Health Centre
- j. Awareness generation at the community level
- k. Establishment of Voluntary Counseling and Testing Centre (VCTC)
- l. Drop-in centre (Targeted intervention)
- m. Sexually Transmitted Infections (STI)/Reproductive Tract Infection (RTI)
- n. Trauma care services
- o. Preventive measure to reduce the incidences of disease
- p. Reduction of incidences of breast cancer among women in the plant neighborhood
- q. Building a cadre of para-medical workers
- r. Emergency preparedness for vector-borne disease

2. PROMOTING SOCIAL DEVELOPMENT (PROMOTING EDUCATION, SKILL DEVELOPMENT, LIVELIHOOD ENHANCEMENT, ETC.):

Education is the basis for improving the quality of life of people. Taking a note of this, JSW Steel both independently and in partnership with local government and civil societies has undertaken various programs. Along with this, enhancing the productivity of available workforce through engaging the youth with appropriate employability skills and assuring sustainable livelihoods continues as one of the top priority. The activities planned under this theme include:

- a. Improving the infrastructure of local schools

- b. Training of teachers
- c. Establish computer aided learning centre(CALC)
- d. Complimenting Mid-day meal program
- e. Remedial classes for children with slow learning
- f. Life skill education, leadership and motivation of children
- g. Institution based education program for children with different abilities
- h. Create opportunities for access to higher education
- i. Plant operation & Maintenance
- j. Technical knowhow and do-how
- k. Rural BPO
- l. Adoption of ITIs' (Industrial Training Institutes)
- m. Market driven enterprises

3. ADDRESSING SOCIAL INEQUALITIES (PROMOTING GENDER EQUALITY, WOMEN EMPOWERMENT, ETC):

Women are the primary focus for development of the communities and the nation. JSW Steel Ltd. strongly believes in this philosophy and has planned and spearheaded various programs to strengthen partnership of women in the process of development. Major projects planned to substantiate this include:

- a. Skill building(vocational skills and employment)
- b. Economic empowerment (SHGs and entrepreneurship)
- c. Social Business (BPO, textile, enterprises)
- d. Facilitating linkages for destitute and widow

4. ENSURING ENVIRONMENTAL SUSTAINABILITY:

Nurturing the nature and adopting processes to enhance its sustainability remains a major goal of the JSW Steel. As vigilant and responsible corporate, the major interventions include:

- a. Solid waste management
- b. Sanitation and personal hygiene
- c. Aforestation
- d. Rainwater harvesting
- e. Harnessing science and technology
- f. Fostering Local innovations

5. PRESERVING NATIONAL HERITAGE:

Preservation and promotion of art, craft, culture, heritage, and monuments is one of the strong focus of JSW Steel Ltd. Key activities under this theme include:

- a. Preservation of art, crafts, culture, and monuments
- b. Promotion of traditional art and culture

6. SPORTS TRAINING:

Promotion and strengthening of the sports in India has always remained as a key interest area for JSW Steel. Some of the sports faculties/ training that are contributing to the national sports include:

- a. Squash
- b. Football
- c. Volleyball
- d. Swimming
- e. Athletics

7. SUPPORTING TECHNOLOGY INCUBATORS IN CENTRAL GOVERNMENT APPROVED ACADEMIC INSTITUTES:

Fellowships/ grants to academic institutions for technology innovations

8. RURAL DEVELOPMENT PROJECTS:

Infrastructure development in rural area including road, toilets, lighting, community centre, etc.

IMPLEMENTATION:

A. Implementing Agency:

The CSR activities would be implemented by:

- a. JSW Steel Ltd. when the activities are related to civil works involving construction of buildings, roads, and other infrastructure related projects.
- b. JSW Foundation in all other projects either by itself or in partnership with Government, Foundations or any other institution with relevant expertise and experience in the sector

B. Annual plan would be prepared with clear quarterly milestones.

MONITORING MECHANISM:

A combination of various mechanisms would be adopted for the monitoring of the CSR programs:

- a. Monthly meeting by the respective CSR location In-Charge to monitor the progress.
- b. Quarterly monitoring by the Location Head
- c. Half-yearly monitoring by Apex Committee of the Foundation and by the Committee of the Board
- d. Yearly monitoring by the Board
