



HUMAN RIGHTS POLICY

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PREFACE

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JSW Steel Limited (**'JSW'**) 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'.

JSW'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.

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 JSW'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.

JSW 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. JSW upholds international human rights standards, does not condone human rights abuses and creates & nurtures a working environment where human rights are respected without prejudice.

ANTI-DISCRIMINATION

A discrimination free workplace for employees provides the environment in which diverse talents can bloom and be nurtured. This is achieved by ensuring that a non-discrimination policy and practice is embedded across JSW in line with Corporate

Principles and benchmarked business practices. JSW acknowledges that every individual brings a different and unique set of perspectives and capabilities to the team. JSW employs people on the basis of their ability to do the job and JSW prohibits discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability etc.

FREELY CHOSEN EMPLOYMENT

JSW does not use forced, bonded or involuntary prison labour in the production of Products or Services. JSW ensures that the overall terms of Employment are voluntary.

NO CHILD LABOUR

JSW complies with applicable minimum age laws and requirements and does not employ child labour.

JSW's hiring practices conform to the International Labour Organization conventions for minimum age (C138) and child labour (C182).

FAIR WORKING HOURS

JSW manages operations to ensure that the working hours do not exceed levels that create inhumane working conditions.

JSW does not require its employees to work more than the maximum working hours stipulated by the applicable laws. Flexible working practices recognising the need for employees to balance their working life with other interests and responsibilities are provided.

FAIR REMUNERATION

JSW provides compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours and mandated benefits. For each pay period, JSW provides employees with an understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

SAFE AND HEALTHY WORKING CONDITIONS

JSW provides a healthy and safe working environment for employees. The safety and security of employees at the facilities is a key priority. In cases where housing or eating facilities are provided, JSW operates and maintains them in a safe, sanitary and hygienic manner.

NO HARSH OR INHUMANE TREATMENT

JSW prohibits the physical abuse and harassment of employees, as well as the threat of either.