

Insight Innovation Initiative

Sustainability Report
2013-14



INSIGHT, INNOVATION, INITIATIVE

The theme for this report depicts the integration of the three dimensions of our sustainability initiatives - economic, environmental and social - as a symbolic whole. The tree of life portrays these dimensions by employing primary colours and relevant iconography, indicating their inseparable interrelationship.

The white backdrop signifies our commitment to outstanding quality, and conveys our values as well.

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FROM THE CHAIRMAN'S DESK



Dear Stakeholders,

This report marks the 10th year of our sustainability reporting, based on the Global Reporting Initiative guidelines, for the financial year 2013-2014. It highlights the journey of our continued efforts and endeavours to be a responsible corporate citizen.

I am pleased to share that JSW Steel is India's leading steel manufacturer in terms of installed capacity. The company is recognised globally for its high-end steel; nearly 40% of the products are high-value steel, and this has been possible largely due to our relentless focus on deploying cutting edge technology. Our robust and agile business model has helped us grow consistently over the years. Despite the inflationary environment, the inferior quality of iron ore, and higher procurement costs, we recorded our highest ever gross turnover of ₹ 48,527 crores, our highest ever EBIDTA of 8,783 crores, improved our margins to

19.4% from 17.8% in the previous financial year, and enhanced our overall market share to 13.2%.

Besides the necessary emphasis on growth and profits, we continue to work to ensure that our economic objectives are part of the broad sustainability goals. The company contributed over ₹ 4,500 crores to the government and society, an increase of 18% from the previous fiscal. I firmly believe that investing in economic, environmental and social imperatives allows us to not only tide over constraints and upheavals, but also work closely with customers, business associates, employees, investors, government and the community in tune with the national aspirations.

Our environmental ethos resides on the foundation of the judicious and efficient use of all resources as a prerequisite to being productive and profitable. A case in point being the innovative new technology of mill scale briquetting; it has reduced iron ore consumption as well as waste generation.



JSW Steel is committed to partner India's growth on the strength of its top-tier know-how and this dedicated workforce. We look to the future with more optimism than before.

From a life cycle perspective, JSW Steel reprocessed 2.2 million tonnes of waste scrap, waste mill-scale and other wastes with iron content. Yet another proof of our pioneering effort in inclusive growth is in becoming the first Indian steel manufacturer to develop the highly value-added Vinyl Coated Metal, which finds mass application and is an import substitute.

On the human capital and social development fronts, we take these very seriously, and pride ourselves on our initiatives to create and sustain a healthy and vibrant work force, as well as community in the areas around all our manufacturing locations. This approach has not only augmented our overall reputation, but also helped us achieve the status of being an agile organisation that has responded positively to all situations. Whether it is our efforts to increase the percentage and number of women in the workforce, or bolster employee volunteerism through the LEAP [Learn, Experience, Act and

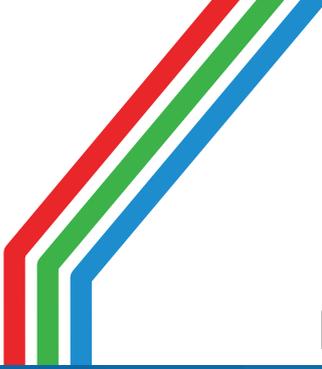
Persuade] initiative, or the vibrant Summer Internship Programme, the list goes on.

A special mention needs to be made of the integrated approach to community development through the unique Janam-Se-Janani-Tak initiative, which is based on the premise that interventions along the lifecycle of the social fabric coupled with women's empowerment as the fulcrum create a multiplier effect. Other high-impact, progressive efforts include the partnerships with the government to address the problems of malnutrition, water security, agriculture, livelihoods, etc. Promoting culture and arts, and broad-basing awareness on climate change through the Earth Care Awards are but some examples of the breadth and depth of the services being rendered through the JSW Foundation. No journey in sustainability is simple. Addressing challenges is part of our DNA; historically, we have found a way to convert adversity to our advantage. With growth comes added responsibility.

While the Government of India has targeted a capacity of 300 million tonnes of steel by 2025 from an existing 105 million tonnes, JSW Steel wants to lead the way. This has led us to integrate a slew of initiatives with touch-points on elements such as raw material security, clean energy, increase in value-added products for global markets, waste minimisation, talent acquisition, safety in all aspects, governance, base-of-pyramid solutions, and rural empowerment, to name a few.

I must acknowledge the immense contribution of the entire JSW team, who push their boundaries day in and day out, rise above all challenges and strengthen the foundation of the company. JSW Steel is committed to partner India's growth on the strength of its top-tier know-how and this dedicated workforce. We look to the future with more optimism than before.

Sajjan Jindal
Chairman & Managing Director
JSW Steel Limited



REPORT COVERAGE



JSW Steel Limited's 8th Sustainability Report covers the economic, environmental and social performance for the financial year April 2013 to March 2014. The report has been created using the framework of Global Reporting Initiative's G3.1 Guidelines for Sustainability Reporting.

JSW Steel Limited's 8th Sustainability Report covers the economic, environmental and social performance for the financial year April 2013 to March 2014. The report has been created using the framework of Global Reporting Initiative's G3.1 Guidelines for Sustainability Reporting.

This report serves the purpose of sharing experiences with the stakeholders on our progress on the 10 principles of the United Nations Global Compact. We also continue to work with the World Steel Association as a signatory to its sustainability charter,

along with the top 50 global steel makers to meet the demand for steel in a responsible and consistent way, valuing the interdependence of environmental, social and economic aspects in all decision-making. We have also aligned our sustainability performance to the Key Performance Indicators (KPIs) specified by the World Steel Association.

This report also aligns itself to the requirements of clause 55 of the listing agreement of the Securities and Exchange Board of India (SEBI) to publish a 'Business Responsibility

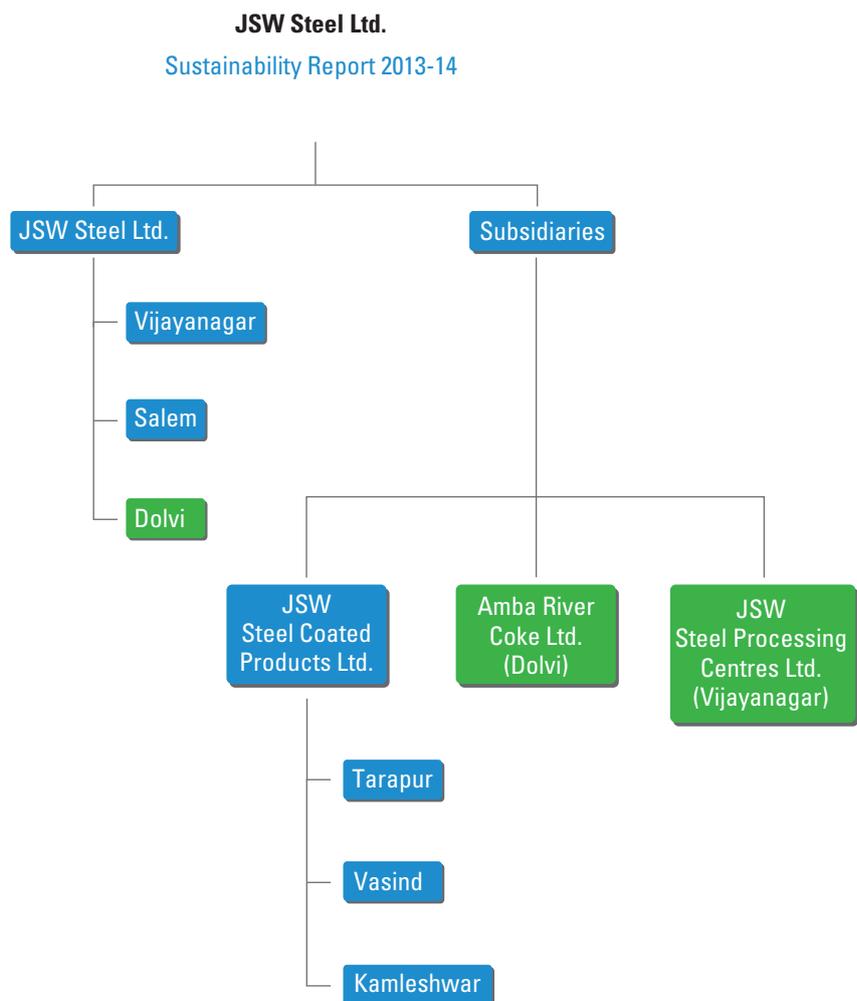
Report'. The nine principles of the 'National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business' have been mapped to the relevant sections in this report and specific disclosures required as per the 'Business Responsibility' reporting requirements have also been provided.

At JSW Steel, sustainability is embedded in the operational processes. Our systems for governance, manufacturing, supply chain management, human resource management, community engagement, mitigation of our carbon footprint and customer engagement, among others, are benchmarked against global best-in-class standards. Climate change and energy, intellectual capital management, health and safety, product responsibility and innovation, environmental excellence and community development continue to be the material issues that define scope of initiatives and programmes.

This year, the report boundary was extended to three of JSW Steel's subsidiaries: JSW Steel Coated Products Limited, JSW Steel Processing Centres Limited (JSPCL) and Amba River Coke Limited (ARCL). This report has additional data pertaining to Dolvi and Kalmeshwar operations and also data pertaining to the subsidiaries JSPCL and ARCL, which are reported for the first time. This has significantly changed the boundary of the report and has affected the comparability of all the performance indicator values viz-a-viz the previous year's report, substantially.

This report is JSW Steel's sincere attempt to present an overview of their sustainability performance. Your constructive feedback on these aspects will help JSW Steel to improve their systems and processes, and in turn their performance. Please e-mail your valuable feedback and queries related to this report to JSW Steel's Group Chief Sustainability Officer, Dr. S. Majumdar at suman.majumdar@jsw.in.

This report also serves the purpose of sharing experiences with our stakeholders on our progress on the 10 principles of the United Nations Global Compact.



The green colour signifies new units added in the reporting boundary during FY 2013-14



OUR ETHOS

Vision:

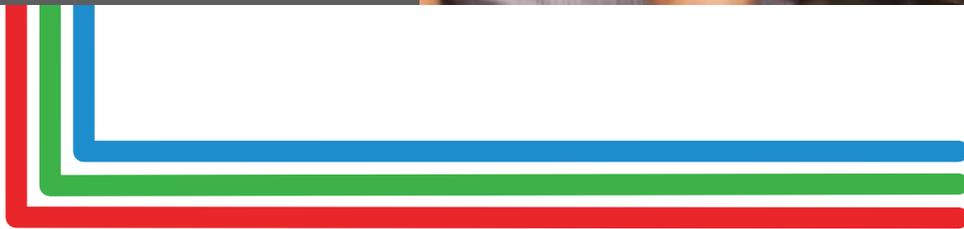
Global recognition for quality and efficiency, while nurturing nature and society

Mission:

Supporting India's growth in core economic sectors with speed and innovation

Core Values:

- Transparency
- Striving for excellence
- Dynamism
- Passion for learning





Sustainability Policy:

JSW Steel Limited (JSW) believes in creating sustainable growth while balancing utilisation of natural resources and social development in its business decisions.

It also believes in pursuing its business objectives ethically, transparently and with accountability to its stakeholders across the value chain.

JSW is committed to promoting integrated responsible behaviour and value for social and environmental well-being.

JSW's commitment to doing business responsibly is built into the core values of the Company to conduct every aspect of business responsibly and sustainably. It relies on:

- A dynamic leadership
- Adherence to core values
- A well-articulated Enterprise Risk Management framework
- Practices that seek to sustain and enhance the long-term competitive advantage of JSW with care for the society and environment

OUR BUSINESS PROFILE



The JSW Group, established in 1982, is one of the fastest growing business conglomerates with diversified interests in Steel, Energy, Minerals and Mining, Infrastructure and Logistics, Cement, and Information Technology. JSW Steel Limited is the flagship company of the JSW Group, and is one of the leading private sector steel manufacturers in India.



JSW Steel is a global conglomerate with a turnover of around \$11 billion, spread over six locations in India and has a footprint that extends to the US, South America and Africa. Our strategic approach to growth has driven the Company's forward and backward integration initiatives. Our steel plants in Karnataka, Tamil Nadu and Maharashtra have a combined installed capacity of 14.3 million tonnes per annum (MTPA). With the objective of touching 40 million tonnes in the next decade, we are expanding capacities at our existing sites and setting up plants in new locations.

We offer the entire gamut of steel products - Hot Rolled, Cold Rolled, Galvanized, Galvalume, Pre-painted Galvanised, Pre-painted Galvalume, TMT Bars, Wire Rods and Special Steel Bars, and Rounds and Blooms. We have manufacturing facilities at Vijayanagar in Karnataka, Dolvi in Maharashtra and Salem in Tamil Nadu. One of our major subsidiaries, JSW Steel Coated Products Limited, has operations at Tarapur, Vasind and Kalmeshwar in Maharashtra.

Key Features

- Widest range of Hot Rolled products: Thickness up to 25.4 mm, width up to 2050 mm and coil weight up to 36 MT.
- Ultra-low carbon for IF & IFHS grade and Dual Phase steel requiring divide quench cooling for critical automobile applications.
- One of the few manufacturers in the world to manufacture X70 grade up to 20 mm thickness for line pipe applications.
- Higher reduction in finishing stands with transfer bar thickness up to 55 mm.
- Level 2 coiling temperature control to achieve desired cooling pattern and rates for control of micro-structure.

Our facility in Vijayanagar is India's largest steel plant at a single location with an installed capacity of around 10 MTPA. It is considered to be the best 'green' steel manufacturing technology, with its reduced demand for water and energy resources. The plant produces 1.6 MTPA hot metal from Corex technology. It also houses two of India's largest blast furnaces of 3.2 million tonnes capacity each. Waste gases from the Corex and blast furnaces are used for power generation. Furthermore, 25MW of clean power is generated from TRT installed in the blast furnaces.

Our Salem plant is India's largest producer of special steel in the long products category and mainly caters to the automotive sector. It manufactures various grades of special steel in the long products category, ranging from 5.5 mm to 200 mm. It is the Asian leader for the manufacture of special grade steel used in gears, crank shafts and bearings. It also manufactures ultra low-sulphur steel for sour-gas pipelines and alloy steel for boilers.

Our Dolvi plant is the first in India to adopt a combination of Conarc technology for steelmaking and compact strip production (CSP) for producing hot rolled coils. The main feature of CSP is thin slab casting. This provides the unit with the flexibility of using any combination of solid charge and liquid hot metal and can produce coils with thickness as low as 1.2 mm. The Dolvi unit features a sponge iron plant (1.6 million tonnes per annum), a blast furnace, a sinter plant, a hot strip mill (3.3 million tonnes), an oxygen plant and a lime calcining plant. HR coils produced at Dolvi are feed material for the two JSW Steel cold rolling facilities at Vasind and Tarapur.

Our subsidiary JSW Steel Coated Products Limited has its operations at three locations in Maharashtra. The Tarapur plant marks one of the first milestones for JSW Steel, and offers coated products catering to several



Vijayanagar Works is India's largest steel plant at a single location with an installed capacity of around 10 MTPA. It is considered to be the best 'green' steel manufacturing facility, with its reduced demand for water and energy resources.

sectors. Another specialization is in Galvanized, Galvalume and colour coated steels. It is India's largest producer and exporter of coated products. Our Vasind unit focuses on JSW-branded high-end steel products. It manufactures value-added, branded steel products such as galvanised steel, plain and corrugated products as well as colour-coated products. The Kalmeshwar plant has a pickling line, two rolling mills, two galvanising lines, two colour-coating lines, a Galvalume line, six slitting and 7 cut-to-length lines, two profiling lines and a tile profiling line.

The plant produces several branded products including JSW Vishwas, JSW Vishwas Plus, JSW Colouron and JSW Colouron Plus.

In order to stay ahead of the curve at all times, the Company has teamed up with global leaders. Names like JFE, Severfield, Praxair, Marubeni Itochu and Toshiba that are synonymous with excellence are now creating a new gold standard in the Indian steel industry in collaboration with JSW Steel.

JSW Brands

<p>Value for money product targeted at urban and rural India</p>   <p>Galvanized & AL/Zn Coated Corrugate Sheets</p>	<p>Premium quality product for customers who admire quality</p>   <p>Pre-painted Galvanized & AL/Zn Coated Corrugate Sheets</p>	<p>Innovative and economical product for rural India</p>  <p>Pre-painted AL-ZN Profile Sheets</p>	<p>Best-in-class product, used in various prestigious projects across the spectrum</p>  <p>TMT Bars</p>
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Product Category	Market Segment Being Served	
Hot Rolled (HR)	<ul style="list-style-type: none"> • Automobile • Boiler and Pressure Vessel • Ship Building • Railways • Transmission Towers • Pipes and Tubes 	<ul style="list-style-type: none"> • Oil and Petro Chemicals • Projects and Construction • General and Heavy Engineering • Machinery • LPG Cylinders • Cold Rolling and Galvanising
Cold Rolled (CR)	<ul style="list-style-type: none"> • Automobile • White Goods • Machinery • Pipes and Tubes 	<ul style="list-style-type: none"> • General Engineering and Fabrication • Packaging • Drums / Barrels • Furniture
Galvanised / Galvalume	<ul style="list-style-type: none"> • Automobile • Machinery • Projects and Construction 	<ul style="list-style-type: none"> • General Engineering • Consumer Durables / White Goods • Furniture
Pre-painted Galvanised (PPG)	<ul style="list-style-type: none"> • Roof, Wall Cladding and other Building Products • Household Appliances 	<ul style="list-style-type: none"> • Furniture • Automotives
Long Products (TMT, Wire Rod)	<ul style="list-style-type: none"> • Projects and Construction • General Engineering 	<ul style="list-style-type: none"> • Automobile - for special alloy longs from Salem

THE SUSTAINABILITY IMPERATIVE



Dear Stakeholders,

There is growing understanding that sustainable development is no longer a luxury, or nice-to-do; it is a must-do. In this context, the role and responsibility of business and industry cannot be wished away. Corporates are indispensable in scripting the growth story, as also playing a lead.

JSW Steel has always strived to be a pioneer or leader in every sector within which it operates. Its vision of global recognition for quality and efficiency while nurturing nature and society, and mission of supporting India's growth in core economic sectors with speed and innovation, have constantly spurred it.

The Company has in place a Board Committee for Business Responsibility Reporting and Sustainability Reporting, and has adopted policies to address the principles of the National Voluntary

Guidelines. It is one of the few companies in India to have included a dedicated section on sustainability in its annual report.

All the production locations have adopted certified Environment Management Systems as per ISO 14001. JSW Steel is the sole company in the Indian steel industry to have implemented a wide array of iron and steel making technologies; this has led to optimum resource utilisation. The Company is in the process of becoming the first integrated iron and steel plant in India to use Corex gas to produce DRI, potentially reducing CO₂ emissions by as much as 40% as compared to the conventional coal route.

JSW Steel has established its leadership position as India's highest manpower



productivity in terms of tonnes of steel manufactured. Its approach to business is deeply ingrained with the belief that empowering communities and enabling them to grow hand-in-hand would be integral for inclusive growth. The community initiatives preceded the mandatory provisions on corporate social responsibility under the Companies Act, and the structured approach cascades down from the overall Vision and Mission of the JSW Group.

JSW Steel has implemented a novel initiative on employee volunteerism called LEAP (Learn, Experience, Act and Persuade) for communities. Employees have a choice to contribute their time, talent and finances for the CSR projects initiated through the JSW Foundation, leading to happiness in the community.

The key focus of the community initiatives has been on making primary education universal, mitigating infant mortality and improving maternal health; these are in harmony with the

UN Millennium Development Goals. Emphasis has also been on securing livelihood in the communities through farm and non-farm based initiatives, as well as waste management and water conservation.



Dr. S. Majumdar

Group Chief Sustainability Officer
JSW Steel Limited

For any additional information, or to provide feedback on this report, please write to:

suman.majumdar@jsw.in

JSW Steel has always strived to be a pioneer or leader in every sector within which it operates. It has a vision of global recognition for quality and efficiency while nurturing nature and society.

KEY INITIATIVES

Location	Project Status	Project Description	Project Impact / Benefits
Vijayanagar	Projects Commissioned	Installation of new slab caster at steel melting shop	Enhanced steel melting capacity
		Installation of new ladle heating furnace at steel melting shop	Enhanced secondary steelmaking capacity
		Installation of new hot blast stove at blast furnace	Enhanced blast furnace capacity
		Revamp of Corex unit	Enhanced capacity of Corex unit from 0.8 to 0.85 MTPA
		Installation of nodulizer in sinter plants	Better granulometry of finer grade iron ore
		Installation of waste heat recovery systems at blast furnaces and sinter plants	Enhanced energy efficiency
		Installation of micro-pelletisation plant	Reduced waste generation
		Installation of mill scale briquetting technology	Reduced waste generation
		Installation of gas burner system in power plants	Increased utilization of waste gases and zero flaring
	Projects Under Implementation	Reconstruction of blast furnace	Enhanced capacity from 0.9 MTPA to 1.8 MTPA
		Installation of sizing press at hot strip mill	Greater flexibility in caster operations and enhanced throughput
		Commissioning of continuous annealing lines at cold rolling mill	Enhanced production capacity
		Commissioning of a service centre with annual capacity of 54,000 MT	Enhanced capability to handle finished products
	Salem	Projects Commissioned	Installation of new reducing and sizing blocks in bar rod mill
Installation of online automatic inspection line in blooming mill			Automated inspection leading to enhanced quality of products
Installation of secondary de-dusting systems in BF cast house and EOF			Reduced dust emissions
Projects Under Implementation		Installation of reheating furnace in bar rod mill with blast furnace gas fired burners	Reduced furnace oil consumption leading to enhanced energy efficiency and reduced emissions
		Commissioning of waste heat recovery boiler in coke oven	Enhanced energy efficiency
		Installation of new 15 MW turbo generator	Enhanced energy efficiency



Location	Project Status	Project Description	Project Impact / Benefits
Dolvi	Projects Commissioned	Commissioning of 53.5 MW Blast Furnace Gas based power plant	Increased utilization of waste gases leading to reduced emissions and energy efficiency
		Commissioning of 600 TPD lime calcination plant	Enhanced scale of operations
		Commissioning of railway siding	Improved dispatch of finished goods
		Commissioning of coke dryer plant	Reduced coke consumption leading to improved fuel efficiency and productivity
	Projects Under Implementation	Expansion of existing blast furnace and installing new sinter plant	Enhanced production capacity
		Installation of five strand billet caster	Increased production capacity
		Expansion of main receiving sub-station	Capability to cater to increased load
		Installation of a cross country conveyor from jetty to RMHS	Enhanced material handling capacity
		Installation of new water pipeline	Enhanced water availability
		Modification of sponge iron plant to operate on coke oven gas	Reduced natural gas consumption leading to energy efficiency and reduced emissions





BUILDING A LEGACY: THE JSW CENTRE

The JSW Centre - An innovative model of engineering, landscaping and excellence



The JSW Centre is the corporate headquarters of the JSW Group located in the Bandra-Kurla Complex at Mumbai. This iconic, multi-storeyed building is a symbol of the Group's progressive vision, transparency and passion for excellence. It is uniquely planned to sustainably utilise sun, wind, rain and energy for the comfort of the occupants. It is a platinum-LEED pre-certified project which incorporates innovative and high-performance technologies to use considerably less energy, reduce the consumption of potable water and provide a healthy and productive indoor environment that highlights the use of natural light and fresh air.

With a footprint of 2.2 acres, the elegantly enveloped glass-steel structure derives its elliptical form from the geometry of its site. The tower with its sky garden terrace redefines the BKC skyline with its tangible structure of steel and glass. Delineated through clear construction, the fluidly wrapped curves enclosed in a dual-glazed skin supported by a steel structure provide transparency and openness to the core. The façade is a glass canvas with an arched roof canopy encased within a stainless steel rim, conceived to bring in light into the atrium. Fostering efficient performance, the use of structural steel and glass reinforces the ability to enhance the effectiveness of the structure in a number of ways. It not only helps provide a sleek, contemporary look to the ten-storeyed building, but also elevates the architectural design and structural integrity by using the full potential of long-span steel that helped create a modern and flexible work environment of unobstructed office spaces and fast-track construction. The ensemble of high-performance double-glazed Belgium glass reduces heat loads significantly, whereas simultaneously facilitating day-lighting to its maximum. Symbolising the Group's progressive values and ambitious



aspirations, it is one of the pioneering constructs in India to use structural steel.

The austere beauty of the entrance lobby with its minimalistic grace greets the occupants and the visitors of the building. The 30' x 100' eye-shaped multi-storey central atrium space is developed to bring natural light to the workspaces. By maximising day-lighting opportunities, the predominantly glass envelope lowers energy consumption even more, while suffusing the interiors with natural light.

The headquarters accommodates more than 1,000 people within 660 workstations and 123 cabins that are spread through the middle floors. It also houses a 102-seater auditorium, a 200-seater cafeteria, a state-of-the-art business centre consisting of 12 meeting rooms and a conference room, and a parking space for around 275 cars in the basement. The high-end executive floors occupy the top levels with beautifully landscaped and sunlit terraces. The traffic of the building is managed by 12 high-speed elevators and a service lift, steering the smooth movement of the employees.

The innovative combination of high-performance tinted glass and double walls, a first for an office building in India, reduces heat loads significantly. The material used has low-emission value, recycled content and high reflectance.

Air-conditioning: A hybrid system leverages peak load energy consumption by automatically cutting off to save energy in the HVAC plant and its three chiller plants. Efficient chiller operation allows a standard operating temperature in the building of $23^{\circ}\text{C} \pm 1^{\circ}\text{C}$, with a saving of 25 KWH/chiller.

Variable air valves are used on the floors, with cut-in and cut-out as per set temperatures, thereby reducing power consumption. Variable frequency drives are used to control the air flow, motor frequency and to control the starting torque of the motor, which extends the life of the motor.

Lighting: The lighting system is designed as per ASHRAE standard 90.1-2004. The entire building is designed to maximise the use of natural light. Light pollution is controlled by using full cut-off luminaires, low-reflectance surfaces and low-angle spotlights. Automatic controlled lights saves energy during non-business hours.

Water: The water softening plant is designed to produce about 2,500 kL of treated water annually to suit various applications. Treated water is of consistent quality with low residual hardness throughout the service cycle. This water is used for drinking.

Wastewater: A sewage treatment plant recycles the grey water, enabling a saving of 5,000 kL water annually.

Rainwater harvesting: Augmenting its green proficiency, the terrace has been designed to capture rainwater which is then stored in three rainwater harvesting tanks with a combined capacity of 1,245 kL. The stored water is then used for flushing, gardening, cooling tower and chiller plant, saving 21,600 kL annually.

The security system is integrated with the building management system, ensuring security awareness and protection to all the employees throughout the building.

Simple yet modern, minimal structures define the boundaries between common areas and demarcated work spaces which interweave art and creativity in its realm. The building houses various creations by renowned artists, such as the 'Hex-Hex', a multifaceted luminous steel helix by Anish Kapoor, and 'Someone Else', a library of 100 books made of steel written anonymously or under pseudonyms by Shilpa Gupta, along with works of many other established contemporary artists such as S. H. Raza, Krishen Khanna, Nilima Sheikh, etc.

The creative design of the JSW Centre has embodied a unique identity for the company that enhances the effectiveness of the workplace and also composes itself as a strong marketing and recruiting tool. Consistently resonating with the values of sustainable spaces through use of technological advancement and building management systems, the Centre delineates an energy efficient, responsive, safe and secure approach.

MANAGING STAKEHOLDER EXPECTATIONS

Communicating with and listening to our stakeholders is important for us to understand their views and explain our perspectives. We have identified eight key stakeholders: Customers, Employees, Suppliers, Local Communities, Regulators, Dealers & Distributors, NGOs and the Media.

The feedback we receive from external stakeholders helps us take informed decisions about the sustainability priority of our business and feeds into our sustainability strategy as appropriate. Our aim is to work together with our stakeholders to mutually benefit from the process. In cases where we do

not agree or cannot respond to the feedback we have received, we aim to explain our position honestly and openly. Feedback from regular engagement with stakeholders contributes to our processes to identify the issues that are most significant or material to JSW.

The key expectations identified for each of our valued stakeholders are as follows:

Stakeholders	Stakeholder Input	Response
Customers	Improve complaint management systems	The marketing team is implementing an effective complaint management system across sites
Employees	Parity in career progression based on skills, education and capabilities. Special consideration for women employees during pregnancy and otherwise	The HR policies of the company are consistently updated and revised as per the latest labour laws and employee requirements
Suppliers	Timely payments	The existing mechanism is being re-evaluated
Local Communities	Needs assessments, effective planning and implementation of CSR activities	The CSR team has been empowered to plan, assess and implement initiatives
Regulatory Bodies	More initiatives in health, education and rural development in the vicinity of its plants	The CSR team is putting its efforts towards several new initiatives and is committed to continue doing so
Traders	Regular communication of plans and any major decisions	The company plans to increase the number of interactions
NGOs	Communication of yearly action plan to NGOs	The CSR team has planned for regular communication with the NGOs
Media	Disclosure of information regarding farmers' queries	The communication regarding local issues is being prepared



GOVERNANCE FOR SUSTAINABILITY



For us, corporate governance begins with the Board's oversight and commitment, and flows through into management systems and processes that integrate sustainability into day-to-day decision-making. In order to create robust corporate governance principles, we have constituted a board comprising of top level executives and competent professionals across the organisation. At the heart of the Company's Corporate Governance is the ideology of transparency and openness in the working of the management and Board. Transparency and honesty in management form the basis of our governing policies.

As on 31st March 2014, the Board of Directors comprises of 13 Directors, of whom 9 are non-executive independent Directors. All the Directors are appointed by the shareholders at Annual General Meetings and are subject to retirement by rotation. The Chairman is executive and a promoter of the Company.

The Board has constituted thirteen Standing Committees:

- Audit Committee
- Project Review Committee

- Shareholders/Investors Grievance Committee
- Remuneration Committee
- Finance Committee
- Nomination Committee
- Risk Management Committee
- Business Responsibility/Sustainability Reporting Committee
- Forex Hedging Policy Review Committee
- ESOP Committee
- Share Allotment Committee
- Share/Debenture Transfer Committee
- JSWSL Code of Conduct Implementation Committee

The Board constitutes additional functional committees from time to time, depending on business needs. The Board of Directors oversees the overall functioning of the Company.

The Board provides and evaluates the strategic direction of the Company, management policies and their effectiveness and ensures that the long-term interests of the stakeholders are being served.

Business Responsibility Committee

The role of the Business Responsibility Committee is to assess the framework for Business Responsibility Reporting and the Business Responsibility performance of the Company. The committee comprises of the following persons as its Members:

- Dr. S. K. Gupta - Chairman
- Mr. Seshagiri Rao MVS - Member
- Dr. Vinod Nowal - Member
- Mr. Jayant Acharya - Member
- Mr. Uday Chitale - Member
- Mr. K. Vijayaraghavan - Member
- Mrs. Punita Kumar Sinha - Member

The Chief Sustainability Officer [CSO] is responsible for the following:

- The adoption of 'National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business' (NVGs) in business practices of JSW Steel
- Creation of policies linked to the 9 principles of the 'National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business'
- Review of the progress of initiatives under the purview of business responsibility (sustainability) policies mentioned above
- Review of business responsibility reporting disclosures on a pre-decided frequency
- Review of the progress of business responsibility initiatives at JSW Steel
- Review of the annual business responsibility report and presenting it to the Board for approval
- Stakeholder grievance redressal

Based on the recommendations of the Committee for Business Responsibility Reporting, the Board of Directors has approved the policies to address the nine principles of NVGs, which meet the clause 55 requirements. We have created a stakeholder complaint redressal mechanism to help address complaints related to Business Responsibility (BR) / Sustainability Policies in line with the National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business.

Shareholder/Investors Grievance Committee:

The Shareholders/Investors Grievance Committee comprises of 4 Non-executive Independent Directors. The terms of reference of the Committee are as follows:

- a) To review the reports submitted by the Registrars and Share Transfer Agents of the Company at half-yearly intervals.
- b) To periodically interact with the Registrars and Share Transfer Agents to ascertain and look into the quality of the

Company's shareholder/investors grievance redressal system and to review the report on the functioning of the investor grievances redressal system.

- c) To follow-up on the implementation of suggestions for improvement, if any.
- d) To periodically report to the Board about serious concerns, if any.

Remuneration Policy and details of remuneration paid to Directors:

The Remuneration Committee recommends the remuneration package for the Executive Directors (EDs) of the Board. In framing the remuneration policy, the Committee takes into consideration the remuneration practices of companies of similar size and stature, the Industry Standards and competitive circumstances of each business so as to attract and retain quality talent and leverage performance significantly.

The Executive Directors' compensation is based on the appraisal system wherein their individual goals are linked to the organisational goals. EDs are paid compensation as per the agreements entered into between them and the Company, subject to the approval of the Board and of the members in General Meeting and other such approvals, as may be necessary.

Code of Conduct for Board Members and Senior Management:

The Code of Conduct highlights Corporate Governance as the cornerstone for sustained management performance, for serving all the stakeholders and for instilling pride of association. It is applicable to all Directors and specified Senior Management Executives. The Code impresses upon Directors and Senior Management Executives to uphold the interest of the Company and its stakeholders and to endeavour to fulfil all the fiduciary obligations towards them. Another important principle on which the Code is based is that the Directors and Senior Management Executives shall act in accordance with the highest standards of honesty, integrity, fairness and ethical conduct and shall exercise utmost good faith, due care and integrity in performing their duties. The Code has been posted on the website of the Company - www.jsw.in

Code of Conduct for Prevention of Insider Trading:

The Company has adopted a Code of Conduct for Prevention of Insider Trading for its Management, Staff and Directors. The Code lays down guidelines and procedures to be followed and disclosures to be made by Directors, Top Level Executives and Staff whilst dealing in shares of the Company. Minor modifications were made to the 'JSWSL Code of Conduct for Prevention of Insider Trading' in line with the amendments made to the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2008, by SEBI.



Internal Checks and Balances:

The wide use of technology in our financial reporting processes ensures robustness and integrity. We deploy a robust system of internal controls to allow optimal use and protection of assets, facilitate accurate and timely compilation of financial statements and management reports and ensure compliance with statutory laws, regulations and Company policies. We have both external and internal audit systems in place. Auditors have access to all our records and information. The Board and the management periodically review the findings and recommendations of the auditors and take necessary corrective actions whenever necessary. The Board recognises the work of the auditors as an independent check on the information received from the management on our operations and performance.

Legal Compliance of the Company's Subsidiaries:

Periodical Management audit ensures that the Company and its subsidiaries conduct their business with high standards of legal, statutory and regulatory compliances. As per the report of the Management Auditors, there has been no material non-compliance with the applicable statutory requirements by the Company or its subsidiaries.

Human Rights Policy:

The Board of Directors in its meeting held on 20.01.2010 approved a formal Human Rights Policy for adoption by the Company and all its subsidiaries as part of its global personnel policies. This was further amended on 28.01.2013 to bring it in line with the requirements of business responsibility reporting. JSW Steel's policy on human rights applies to all its business processes and is part of its commitment to ethical and socially responsible behaviour across its value chain.

Whistle Blower Policy:

The Whistle Blower Policy specifies the procedure and reporting authority for reporting unethical behaviour. It looks into actual or suspected fraud or violation of the Company's Code of Conduct or ethics policy or any other unethical or improper activity including misuse or improper use of accounting policies and procedures resulting in misrepresentation of accounts and financial statements. During FY 2013-14, there were no complaints registered regarding fraud or violation of the Company's Code of Conduct.

Public Policy Advocacy:

Through stakeholder consultation with industry bodies, Independent Policy Research and other industry players,

we support the Government in framing policies in the following areas:

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

The Industry:

Associations/organisations where JSW Steel has employee representation include, World Steel Association, FICCI, CII, ASSOCHAM, GRI, UNGCN, Bangalore Chamber of Industry & Commerce, Karnataka Iron & Steel Manufacturing Association, Indian Institute of Metals, American Society of Metals, Association of Iron & Steel Technology (USA), Iron and Steel Institute of Japan, PMS (Metal Society of USA), Indian Chamber of Commerce and the Bengal Chamber of Commerce & Industry.

ECONOMIC PERFORMANCE

We have an all-India presence and export our products to more than 140 countries. 25% of our total sales were carried out through our retail network branded as JSW Shoppe. There are more than 400 Shoppes located across the country.

During the FY 2013-14, we have increased our sales by nearly 34% to 11.86 million tonnes. Our overall market share in the domestic market increased to 13.2%.

	Segments	Product Offering
1	Automotive	HR, CR, GI, Special Steel
2	Auto Parts	HR, CR, Wire Rods, Special Steel
3	Projects & Construction	HR, CR, GI, GL, COLOURON, TMT Bars, Prepainted Products
4	Machinery	HR, CR, SPECIAL STEEL GI, Wire Rods
5	Pressure Vessels	HR, CR
6	Energy	HR, CR, GI, Colouron
7	General Engineering	All Except TMT
8	White Goods	HR, CR, GI, Prepainted Products
9	Cold Rolling & Galvanizing	HR, CR (FH)
10	Pipes & Tubes	HR, CR, GI

Product	2013-14 (in MnT)	
	Domestic	Export
Semis	0.14	0.20
Rolled Products – Flat	7.01	1.79
Rolled Products – Long	1.67	0.14
Value Added Products	0.66	0.25
Total	9.48	2.38
Saleable Steel	11.86	

Economic Value Generated, Distributed and Retained

A. Economic Value Generated	49,626.5
Domestic turnover	39,541.8
Export turnover	8,985.4
Other income	1,099.3
B. Economic Value Distributed	48,292.0
Operating cost	38,558.0
Employee wages and benefits	799.6
Payments to providers of capital	2,740.1
Payments to governments	4,475.0
Exchange loss	1,692.3
CSR initiatives	27.0
Economic Value Retained (A – B)	1,334.5

All figures in ₹ crores



ENERGY AND CLIMATE CHANGE



India, as a nation, is heavily reliant on fossil-fuels for its energy needs. These resources are not only depleting at an alarming rate but pose a threat to the climate because of the greenhouse gases that are released due to their usage. We are putting our best foot forward to reduce our energy consumption and hence our GHG emissions.

We have pioneered the use of technology to optimise energy

consumption in the steel industry. All our plants monitor energy consumption per tonne of product as a key performance indicator.

The total energy consumption using primary fuel sources during the year FY 2013-14 at JSW Steel Limited was 185.47 Million GJ, while it was 4.2 Million GJ for JSW Steel Coated Products Limited. There was no direct energy consumption at the subsidiaries ARCL and JSPCL.

Total Direct Energy Consumption - JSW Steel Limited



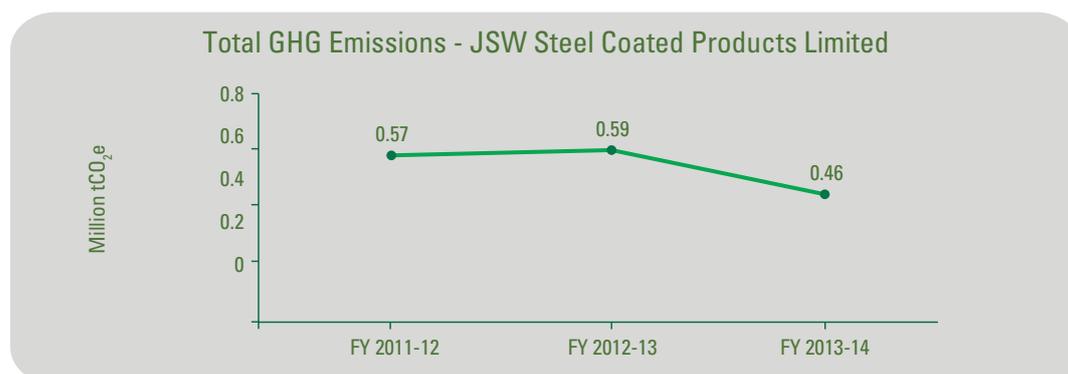
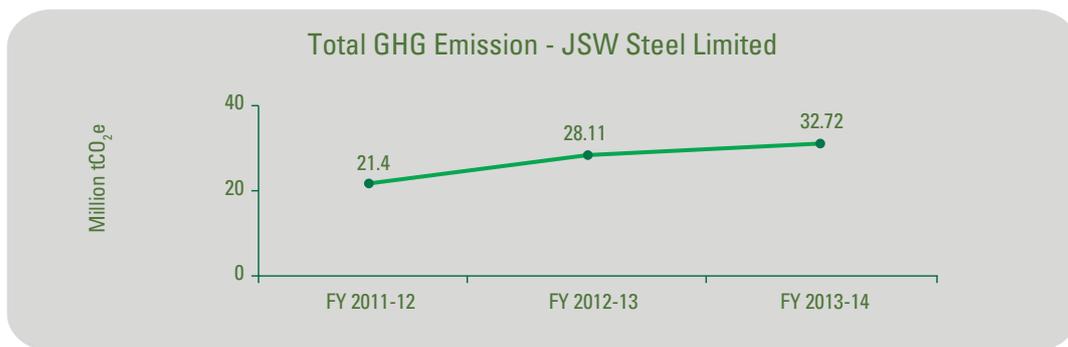
ENERGY CONSERVATION INITIATIVES

JSW Steel has always been a frontrunner in continually improving its operational performance in all areas, like production, yield, plant utilisation and others, while reducing the consumption of fuel, power, stores and others. A slew of initiatives have been taken across production facilities to ensure that energy conservation is taken up as a critical aspect of improving performance culture.

Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013-14	2012-13	2011-12	2013-14	2012-13	2011-12	2013-14	2013-14
Direct energy consumption ('000 GJ)	185,472	262,695	277,325	4,203	5,445	5,177	-	-
Indirect energy consumption ('000 GJ)	92,671	1,878	2,275	645.9	269.9	286.5	-	63.89
Energy saved due to conservation ('000 GJ)	6,403	12,439	1,683	6.33	0	8.96	-	-

We keenly monitor the GHG Emissions from our operations in our efforts to reduce the adverse impacts of our operations on the surroundings in which we operate, as we realise the importance of safeguarding nature for the sustenance of this planet.

Total GHG emissions for JSW Steel Limited for FY 2013-14 was 32.72 Million tCO₂e, for JSW Steel Coated Products Limited was 0.46 Million tCO₂e and for the subsidiary ARCL was 14,553 tCO₂e.



Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013-14	2012-13	2011-12	2013-14	2012-13	2011-12	2013-14	2013-14
Greenhouse gas emissions								
Direct emissions ('000 tCO ₂ e)	31,193	28,086	21,355	316.66	528	501.5	-	-
Indirect emissions ('000 tCO ₂ eq.)	1,527	33.62	16.54	148.51	59.95	71.59	-	14.55

Total GHG emissions include Scope 1 and 2 emissions.

Case Study – Waste Heat Recovery at Kalmeshwar

Our Kalmeshwar facility installed a Regenerative Thermal Oxidizer (RTO) and Waste Heat Recovery Boiler in the colour coating line for utilisation of waste heat produce from the VOCs.

VOCs are generated during the colour coating process and may spread in the workplace if proper

measures are not taken. With the thermal incineration process, the hydrocarbons were oxidized in a combustion chamber at high temperatures of 770 – 900°C and heat was produced. The same heat was used in the Waste Heat Recovery Boiler to produce steam. The capacity of WHRB is 1 MT/Hr. Our steam requirement in

CCL2 line is 60 kg/ MT of product. We have produced 69,880 MT of Colour Coated Sheet during April 2013 to March 2014. On the basis of this, the WHRB contributed an annual cost saving of INR 3.35 million and led to a reduction of 149.22 MT of tCO₂e.

Case study – Induction Dryer (Drying Mode Modification) at Tarapur

Formerly at Tarapur, a 200 KW blower was being run continuously for both the heating and drying processes of the materials. This led to 20 KWh/Hr being consumed as this method of cooling was used by both the drying and heating processes.

It was felt that power could be

saved during the drying operation in PPGI & PPGL materials by switching off the blower without affecting the heating operation. Subsequently, a PLC programme was developed in-house for individual heating and drying processes. The drying process was given an ON and OFF tab to be used during the drying

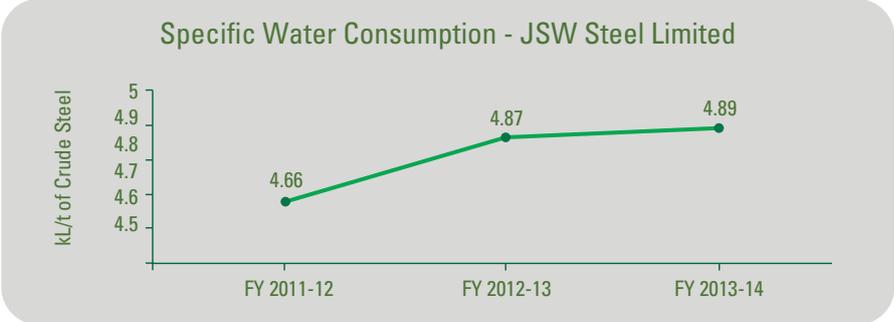
operation in PPGI & PPGL materials.

Post the installation of the PLC programme, in drying mode blower gets automatically switched off and heating output is reduced to 12%. This has led to a saving of 126.144 MWH and ₹ 0.56 million without any capital investment.

ENVIRONMENTAL EXCELLENCE

WATER MANAGEMENT

Water scarcity is one of the major problems faced across the globe. We understand the importance of water and strive to reduce our consumption of fresh water on an ongoing basis. We have invested in technologies to maximise reuse and recycling of water in our operations. We have increased the capacity at our Vijayanagar Works. To prevent additional load on Tungabhadra River, we have tapped alternative water from the Almaty Dam by laying a 172-km pipeline connecting to the unit. We have also invested in rainwater harvesting systems in our units and strive to use water efficiently across our operations. The total water consumption during the year FY 2013-14 at JSW Steel Limited was 59.6 million kL, while it was 2.19 million kL for JSW Steel Coated Products Limited and 0.186 million kL for subsidiaries ARCL and JSPCL.



The water consumption for JSW Steel includes water used for support processes like power generation and greenbelt development. The increasing demand in power has led to an increase in water consumption per unit of production.

We have reduced the specific water consumption at JSW Steel Coated Products Limited to 0.66 kL per ton of product, a decrease of 20.5%.

Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013-14	2012-13	2011-12	2013-14	2012-13	2011-12	2013-14	2013-14
Total water consumption ('000 m3)	59,573	41,490	34,635	2,191	1,374	1,660	2,941	183.54
Total water recycled ('000 m3)	11,349 ¹	5,701	3,934	325.7	232.6	162.2	-	-



WASTE MANAGEMENT

We continuously monitor the waste streams that result from our operations. Most of our residues produced are by-products and are reused in our operations, thus helping us decrease our material intensity. We strive to reduce the total waste generation at our

operations. We dispose all our hazardous waste to government approved recyclers and also have a plan in place to reduce our total waste. A total of 882 tonnes of hazardous waste and 8.66 million tonnes of non-hazardous waste were produced across JSW Steel during FY 2013-14.

The increase in non-hazardous waste is primarily due to the sale of 13.72 million tonnes of slag at our Salem plant in the first quarter of FY 2013-14. In the subsequent quarters, the slag was used internally in the sinter plant.

Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013-14	2012-13	2011-12	2013-14	2012-13	2011-12	2013-14	2013-14
Waste disposed								
Hazardous waste ('000 tonnes)	0.88	1.03	0.75	60.51	25.67	25.36	0.0072	0
Non-hazardous waste ('000 tonnes)	8,662	6,143	5,181	53.31	5.92	42.32	28.48	0.696

EMISSIONS

Dust and emissions are generated as a part of the steelmaking process. We understand the severity and impact of our operations and the effect they have on our workforce and society at large. We invest in pollution control measures as well as safeguard our employees'

health and well-being by providing them with PPEs. We also focus on communities around our plants and meet them on a regular basis to understand any issues faced by them. We monitor our emissions on a daily basis and ensure operations are audited at

frequent intervals to understand any issues associated with our operations and actions we can take to reduce our impact on the society. We abide by all legislations and ensure our emission values are at par with our global peers.





JSW Steel Limited recorded emissions of 15,690 tonnes for SPM, 17,720 tonnes for NOx and 22,430 tonnes for SOx while JSW Steel Coated Products Limited recorded an emission of 197.36 tonnes for SPM, 97.48 tonnes for NOx and 267.35 tonnes for SOx during the FY 2013-14.

We significantly reduced emissions per tonne of production at JSW Coated Products Limited. However, commissioning of new units at Vijayanagar and inclusion of Dolvi operations into the reporting boundary have led to a change in our emissions patterns.

Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013-14	2012-13	2011-12	2013-14	2012-13	2011-12	2013-14	2013-14
Total emissions								
SPM ('000 tonnes / year)	15.69	13.35	10.44	197.4	112.9	114.7	-	-
SOx ('000 tonnes / year)	22.43	6.12	7.04	267.3	298.3	332.5	-	-
NOx ('000 tonnes / year)	17.72	9.43	9.64	97.48	24.84	32.87	-	-
Emissions of ODS (tonnes of CFC-11 eq.)	0.099	0.027	0.028	0.01	0.01	0.0033	-	-

BIODIVERSITY

We comply with all the statutory requirements and take all measures towards the conservation and protection of flora and fauna. While our Vijayanagar unit is located near a biodiversity sensitive zone, we have constructed

physical barriers on our infrastructure to prevent the entry of animals and work towards maintaining the ecosystem of the area. We try our best to restore value to the local ecosystems and none of our operations have had any negative

impact on the local flora and fauna. This was validated by the appraisal committee of the Ministry of Environment and Forests, Government of India.



PRODUCT RESPONSIBILITY AND INNOVATION



Material Stewardship

While steel products help meet society's needs in myriad ways, it is our responsibility as one of the leading steel manufacturers to meet the demand in a sustainable manner. Steel's characteristic 100% recyclability makes steel products inherently eco-friendly. However, we augment our capabilities on an ongoing basis to make our products less energy and material intensive.

We have always shown responsibility towards all our processes and the impact they have. We have thus implemented strict monitoring systems to assess our progress and receive feedback, including activities identified under EMS, QMS and OHSMS, quality circles, cross-functional teams, six sigma, TPM and TQM, etc.

Our energy management practices aim at maximising the collection, recycling and reuse of hot air and process gases, to reduce fossil fuel consumption and specific energy consumption across locations. Product responsibility has been one of our guiding principles that formed a base of how we work, thus making the recycling and reuse of waste generated at our units one of the major

areas of focus. As we leverage our capabilities to customise offerings and match customer expectations, we also work on recycling the steel scrap generated during the processing of steel for final products. We have also always supported the development of LCA-related studies and research in collaboration with the World Steel Association.

Our operations consume natural resources such as coal, iron ore and fluxes for producing steel, while our downstream operations process intermediate steel products such as slabs and coils. During FY 2013-14, the specific raw material consumption for JSW Steel Limited operations was 3.56 tonnes/tonne of crude steel production, as compared to 3.92 tonnes/tonne of crude steel production during FY 2012-13 - an improvement of 9.18%.

Impact on the environment during any stage of our entire process chain has been an area of prime focus and we have taken various measures to address the same. While we are ISO certified for quality, environment and safety, we also have a number of processes in place to ensure the highest degree of product quality, as well as maintain stringent

checks about the environmental impacts throughout the product lifecycle, including third-party inspections.

At JSW Steel, we have always strived to create a positive impact in every way for all our stakeholders. Our various innovative products and market mapping studies help meet customer needs, while also helping us to meet our sustainable development goals.

We consider it our responsibility to take various steps towards responsible resource consumption and have always endeavoured to emphasise on emission reduction and climate change management. We always strive to use as much renewable energy as possible for all our facilities.

Several clean technologies have been implemented as part of our sustainable

growth policy, while many more such projects are in progress, including a Waste Heat Recovery System, the utilisation of surplus BF gas for power generation, micro-palletisation of wastes, mill scale briquetting, etc. Some of the initiatives taken across our various sites include:

VIJAYANAGAR	SALEM	DOLVI	KALMESHWAR	VASIND	TARAPUR
<ul style="list-style-type: none"> • Top charging system of blast furnace replaced for better distribution of its feed burden • Commissioned the 60 TPH BF gas boiler to minimise flaring of gases from furnaces • Installed a waste heat recovery mechanism in the sinter cooling area to generate steam 	<ul style="list-style-type: none"> • Commissioned a fugitive dust collection system • Started utilisation of external waste • Started use of BF slag as ballast in the new railway siding • Eliminated high TDS waste water in CPP by 100% utilisation of raw water as cooling water makeup 	<ul style="list-style-type: none"> • Installed a system for the online monitoring of gas leakage, to reduce the risk of gas exposure for personnel • Commissioned a coke dryer plant to reduce the moisture levels of coke, and improve the fuel-efficiency and productivity of the blast furnace 	<ul style="list-style-type: none"> • Installed a cold rolling mill with a capacity of 0.21 MTPA 	<ul style="list-style-type: none"> • Capacity enhancement of effluent treatment plant and improvement in technology to treat increased effluent load from Colour Coated Line (CCL) and galvanised lines • Installed a new acid fumes scrubber system to minimise the acid fumes discharge 	<ul style="list-style-type: none"> • Installed a Multi-effect Evaporator to achieve zero liquid discharge • Conversion of LPG heating system to Natural Gas system (in progress)

Specific Material Consumption - JSW Steel Limited



Specific Material Consumption - JSW Steel Coated Products Limited



JSW Steel Limited consumed 11.23 million tonnes of coal, 24.56 million tonnes of iron ore and 7.54 million tonnes of fluxes in FY 2013-14, while JSW Steel Coated Products Limited accounted for the consumption of 71.96 thousand tonnes of zinc and alloys, 1131.746 thousand tonnes of HRC and 515.6 thousand tonnes of CRC.

Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013-14	2012-13	2011-12	2013-14	2012-13	2011-12	2013-14	2013-14
Total Crude Steel Production (million tonnes)	12.17	8.52	7.43	-	-	-	-	-
Material Consumption								
Coal (million tonnes)	11.23	9.25	7.15	-	-	-	-	-
Iron ore (million tonnes)	24.56	17.84	15.56	-	-	-	-	-
Fluxes (million tonnes)	7.54	6.28	4.5	-	-	-	-	-
Zinc & alloys ('000 tonnes)	-	-	-	71.96	48.7	46.73	-	-

Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013-14	2012-13	2011-12	2013-14	2012-13	2011-12	2013-14	2013-14
Hot rolled coils ('000 tonnes)	-	-	-	1,131.75	906.82	882.61	-	-
Slabs ('000 tonnes)	-	-	-	0	79.86	99.47	-	-
Cold rolled coils ('000 tonnes)	-	-	-	515.6	485	436.35	-	-
Material consumption (tonnes)	-	-	-	-	-	-	4.91	-
Concrete consumption (m ³)	-	-	-	-	-	-	-	97,937
Reinforcement steel (tonnes)	-	-	-	-	-	-	-	7,615
Structural erection (tonnes)	-	-	-	-	-	-	-	19,329
Equipment erection (tonnes)	-	-	-	-	-	-	-	20,182
Refractory erection (tonnes)	-	-	-	-	-	-	-	30,045
Material Recycled								
Material recycled ('000 tonnes)	1,714	1,225	1,257	0	0	0	-	-
Material recycled (%)	9.8	14.38	16.91	-	-	-	-	-

Customer Focus and Responsible Marketing

Customer centricity is one of our key areas of focus and we strive to meet customer requirements in the least possible time. We have established stockyards across India and dispatch our materials through rakes to the nearest point, and use road facilities thereafter. This has also helped us in reducing our

emissions and improve our service quality. At our stockyards, we have implemented strict SOPs to ensure maximum utilisation of space and zero defects in our products. We also believe in educating our stakeholders about our products and their features to help them make informed decisions.

Our distribution network, JSW Shoppe, acts as a one-stop shop that showcases all JSW Steel products. Some of the ways in which we interacted with stakeholders include:

MSME Meet	<ul style="list-style-type: none">● Helped understand their requirements and issues● Educated them on how to differentiate between an original and counterfeit sheet product
Dealers' Meet	<ul style="list-style-type: none">● Conducted pan-India to interact with dealers● Appreciation letters rolled out to dealers with high sales
Engineers', Builders' and Contractors' Meet	<ul style="list-style-type: none">● Helped understand their requirements and updated them on the latest technologies, in order to improve product features
Retailers' Meet	<ul style="list-style-type: none">● Conducted pan-India to spread awareness about our products, new initiatives and possible future strategies

Sahyog

We believe that our products depend on the quality of our raw materials and, hence, managing our supply chain efficiently is one of our key areas of focus. We launched a relationship cum loyalty programme, Sahyog, which celebrates our continuous collaboration across our supply chain with our dealers, contractors, retailers, consultants and various channel partners. The vision of the programme is to 'Grow Together' and the aim is to benefit our supply chain.



Case Study - Mill Scale Briquetting at Vijayanagar

Mill scale briquetting is a process that converts individual by-products into a homogenised, agglomerated form that can be handled in conventional steel making units; i.e., blending of mill scale, CRM dust, hydrated lime and molasses in the required quantity, to produce a blend suitable for mill scale briquetting. The aim of this process

is to produce a consistent blend in terms of 'handleability', temperature, density and moisture content that can then be used in steel making.

A project activity was initiated at the Vijayanagar plant through which about 500 TPD of the mill scale and iron bearing dust is briquetted further, to be directly used as

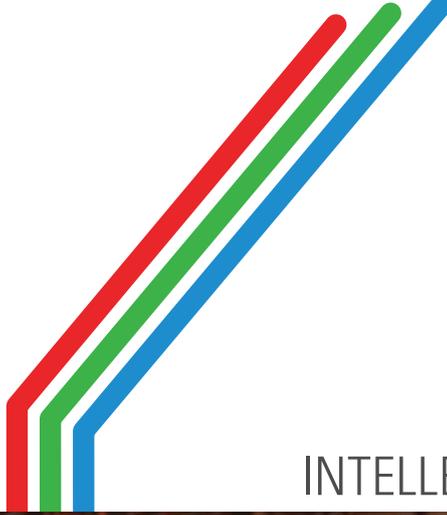
coolant in the LD converter. Mill scale is mixed with the required proportion of hydrated lime, molasses, CRM pickling dust and bag filter dust to produce briquettes of size 75 x 50 x 25 mm, that have the strength and chemical properties suitable for an LD converter to be used as a coolant.

Environment-friendly Product

The mill scale briquettes produced contains a high Fe content, which can be directly used in the LD converter as a coolant, thereby replacing an equivalent amount of iron ore/DRI or scrap. This is an environment-friendly product as its

usage in the LD converter in steel melting shops would considerably reduce the usage of raw material (iron ore), or direct reduced iron produced from the DRI plant or metal scraps.

The initiative also led to a decrease in limestone consumption, a marginal increase in yield, reduction in re-blow and overall cost savings to the tune of approximately ₹ 150 crores per year.



INTELLECTUAL CAPITAL MANAGEMENT



Employees are a big asset to any organisation and investing in their growth and behaviour delivers savings and increases productivity. That is why we focus on the wellbeing of our employees. We strive to be an ‘employer of choice’ by investing in their needs and by fostering an environment that allows scope for employee growth, individual goal setting, health and safety awareness, and corporate sustainability.

In order to sustain a competitive advantage, we adapt our policies to ensure employee wellbeing and constantly renew our People Management Practices to make them more relevant and employee-friendly. Our vision for enhancing employee wellbeing is ‘Creating an exciting workplace, which inspires superior people performance’. As one of the largest steel manufacturing companies in India, we deem it pertinent to ensure employee satisfaction by providing a competitive environment wherein they can realise their potential.

Talent Management

Care for our employees is one of our key focus areas. As a performance-driven organisation, we value our employees by providing a rewarding career, work-life balance and a caring environment. We have created multiple learning opportunities through an institutionalised training calendar, technical and behavioural development, as well as workshops, seminars and skill development programmes. We entered into engagements with premier institutes to facilitate higher education through e-learning solutions. We believe in infusing talent across the organisation and as a sustainable measure, the Company believes in inducting people at a very young age. In our pursuit to attract and build home-grown talent, we induct talent from various Engineering and Management institutes on a regular basis. In the year under review, JSW Steel introduced a Summer Internship Programme (SIP) to facilitate the induction of undergraduates. This programme is specifically designed to

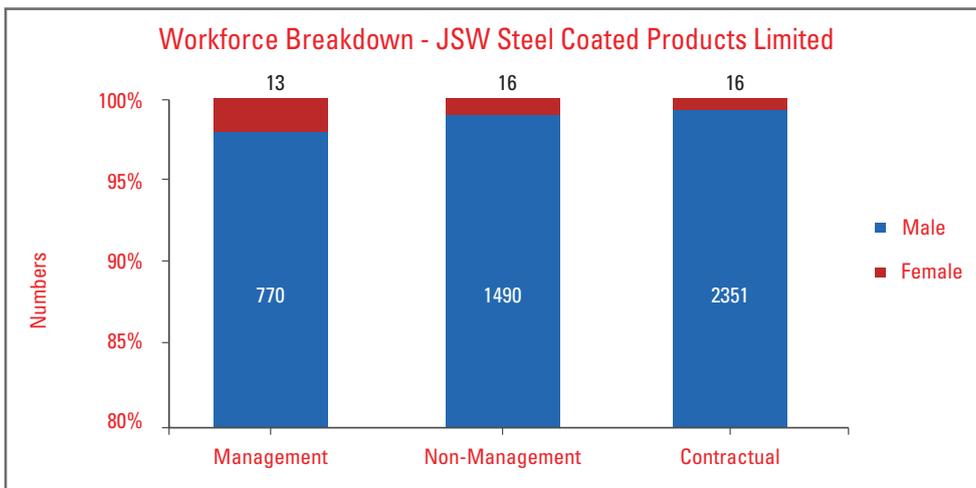
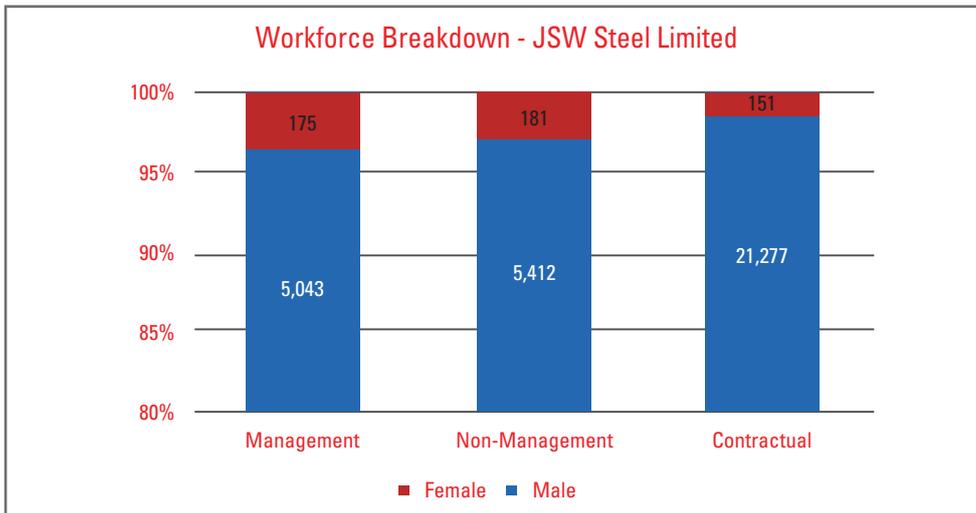
create future leaders for the organisation. New recruits are developed through various in-house training programmes and are made ready to support the growth trajectory of JSW Steel.

The Company also runs various training programmes at its plant locations with internal faculties. This helps impart technical and behavioural training to employees and associates, improving productivity and fostering a safe working environment. New recruits are put

through various in-house training programmes in order to outline the growth trajectory of JSW Steel. We have tie-ups with premier institutes such as BITS Pilani, IIT Mumbai and RGIST. In FY 2013-14, 90 employees successfully completed the BS course of BITS Pilani, 14 employees completed the M.Tech course from IIT Mumbai and 25 employees qualified for the Post Diploma in Industrial Safety from RGIST.

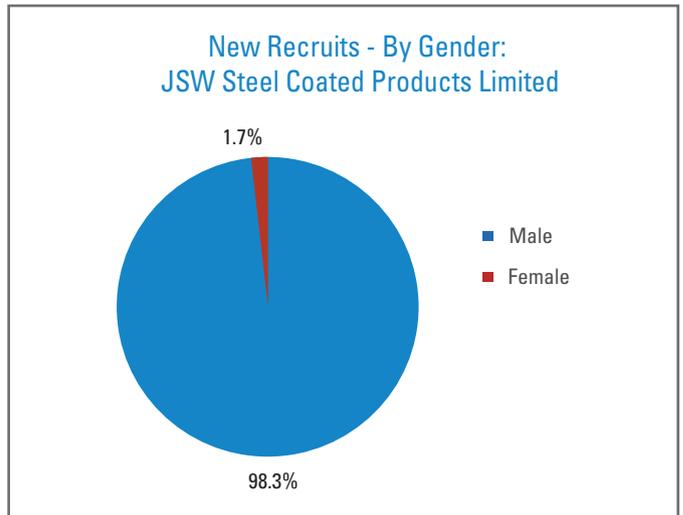
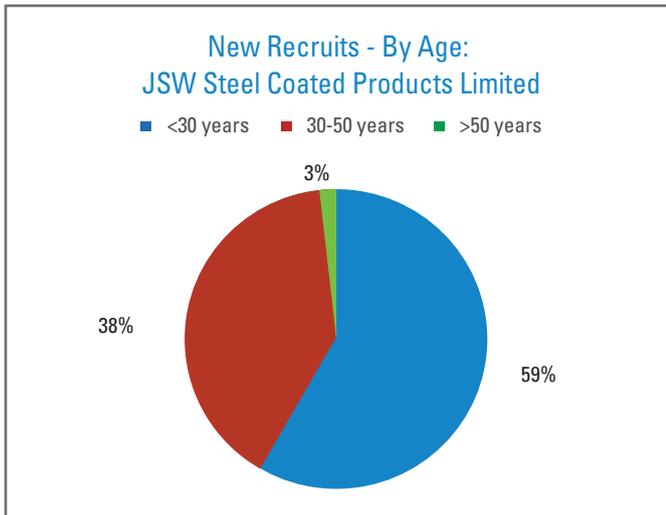
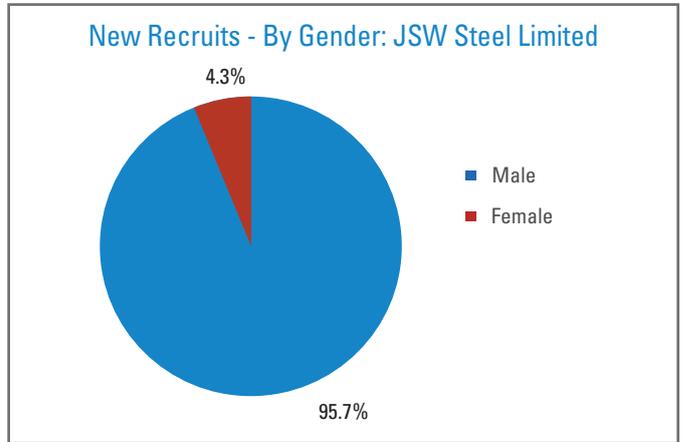
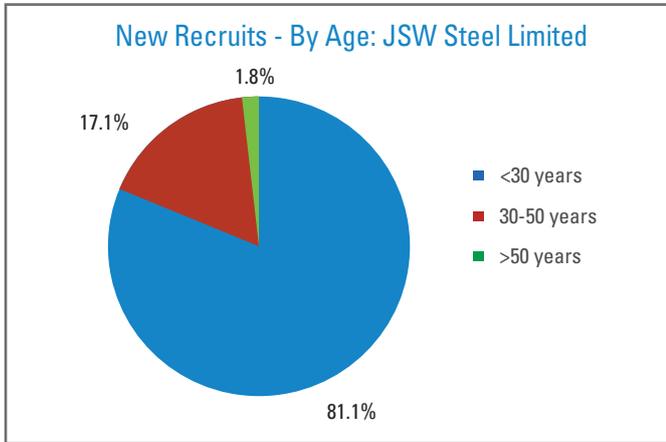
At JSW Steel, various manufacturing and functional departments prioritised

projects to be offered to students at premier technology institutes and business schools. This practice enabled the Company to observe knowledge application, innovation, result orientation, teamwork and professionalism, therein helping in the selection of young professionals deemed fit to be made pre-placement offers of employment.



ARCL and JSPCL have a combined management workforce of 164, a non-management workforce of 39 and a total of 6080 people employed as contractual workforce.





Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013 - 14	2012 - 13	2011 - 12	2013 - 14	2012 - 13	2011 - 12	2013 - 14	2013 - 14
Workforce Breakdown								
Management (no.)	5,218	3,607	4,234	783	486	440	11	133
Non-management (no.)	5,593	3,924	3,312	1,506	948	957	7	32
Contractual labour (no.)	21,428	14,151	11,357	2,367	1,461	870	206	5874
Workforce Turnover								
Management (no.)	157	348	515	28	11	15	1	7
Non-management (no.)	152	216	163	19	11	23	0	0

Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013 - 14	2012 - 13	2011 - 12	2013 - 14	2012 - 13	2011 - 12	2013 - 14	2013 - 14
Age-wise								
<30 years	197	468	537	15	8	15	0	7
30-50 years	69	73	121	13	12	13	0	0
>50 years	43	23	20	19	2	10	0	0
Gender-wise								
Male	286	537	649	46	22	38	0	6
Female	23	27	29	1	0	0	0	1
Minimum benefits provided to full-time employees ('000 ₹)	-	-	-	-	-	-	6,959	23,563

Creating Diversity

Providing equal opportunities to all our employees is integrated as a part of our people policies. We are committed to women empowerment and have embarked upon a specific project to increase the number of positions held by women employees in a phased manner.

Special programmes on personality development, managerial development and leadership development have been undertaken to enhance the competencies of women employees for positions of higher responsibilities. Our aim is to have a discrimination-free workplace and we

have adopted a 'zero-tolerance' approach against sexual harassment. We acknowledge that it is our legal responsibility to provide a safe working environment for women, free from discrimination.

Performance Management and Reward System

We reward and recognise the outstanding performance of our employees. This encourages creativity and innovation at work, and pushes employees to increase their productivity. Apart from the existing series of awards for Best Employee, Exemplary Work,

Best Suggestion, Best Safety Man, Bravery and Courage, Best QC, Intellectual Property Rights and Best Contractor, a new award called Quarterly Departmental/Cluster Champions has been added to the glossary of awards this year. The quarterly award of

Cluster Champions is given in recognition of Self-initiated Improvements, Best Safety Practices, Troubleshooting Skills, and Innovation and Creativity. Champions are selected every quarter and their photographs are displayed in prominent areas of their respective departments.



Case Study - Sports Events For Associate Employees and Their Families

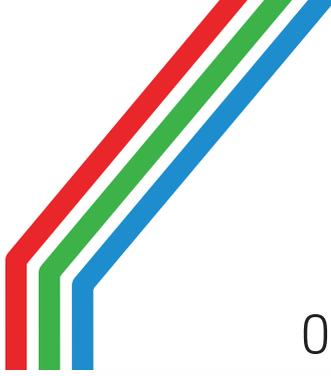
In order to generate interest in sports, various sporting events were organised for associate employees and their families, and various initiatives were undertaken to enhance this activity. For instance, a sports committee was formed to maintain transparency and to take decisions related to the events.

The committee also helped finalise the events. Additionally, houses were formed over prior discussion with the HODs and house captains were nominated. Contractors and employees were requested to ensure maximum participation. Such an event was conducted for the first time.

This activity helped develop team spirit and boosted the morale of all the participants. It also improved productivity and increased ownership among our associates.

Annual Sports Event for Employees





OCCUPATIONAL HEALTH AND SAFETY



We continually monitor our safety progress to ensure that our programmes are working as effectively as possible. We are committed to identifying risks and removing any safety hazards associated with our operations. We are constantly improving our operations so as to reinforce the importance and relevance of safety within the organisation. Regular safety training programmes are conducted in order to instil the practice of maintaining safe operations among our employees and to educate them on the safety norms and procedures to be followed in the unfortunate circumstance of an accident. During the FY 2013-14, 63,000 employees including associate employees have been trained in various standards to inculcate the Best Safety Practices.

Regular training programmes are being conducted for various standards. Regular safety programmes like hazard analysis, operating procedures and related best practices, safety reviews, technology management, training, incident reporting and investigation, personnel management, contractor safety, on-site and off-site emergency response and planning, safety audits and linkage with quality are undertaken so as to bring about the changes in Safety Culture and Standards across the organisation. The road map is to make the Company's safety standards world class. The endeavour to enhance safety within the organisation is focused on behavioral aspects of safety. This is done in order to drive the change. These measures have been divided into following areas.



A. Safety Culture:

- i. **Safety Contact:** At all levels, meetings start with safety contact wherein someone briefs them about any unsafe or safe practice observed during his recent field visit. The purpose is to increase awareness and engage people on safety issues or sharing their experiences.
- ii. **Felt Leadership Coaching:** Felt Leadership Coaching was given for senior executives in a one-to-one interaction with DuPont Consultants.
- iii. **Safety Observation Field Coaching:** Safety Observation Field Coaching was given for senior executives in one-to-one interactions at work by DuPont Consultants. The trained employees, numbering around 600, are carrying out safety observations at site and capturing the unsafe acts and unsafe conditions.
- iv. **Incident Investigation:** 100 employees have been trained in Incident Investigations. Past incidents from the last year have been reinvestigated using the DuPont techniques and standards on incident investigation. Accordingly, corrective and preventive measures are being identified for implementation across the organization.

B. Quick Win:

It is a process for achieving high safety results and high impact with less effort.

DuPont proposed the following six Quick Wins.

- a. Close Openings – Working Floors
- b. Road Safety – Speed Limit
- c. Road Safety – Seat Belt
- d. Road Safety – Traffic Signals, Rules
- e. Contractor Personal Protective Equipment (PPE)
- f. Staircase – Hand Railings

The Floor Openings, Road Safety Measures, Wearing of Seat Belt, Traffic Measures and Personal Protective Equipment have been achieved. The staircase modification is in progress.

C. Safety Standards for High Risk Activities:

The following High Risk Activities have been proposed for improving working standards and procedures:

- 1) Working at Height
- 2) Confined Space Entry
- 3) Lock Out and Tag Out (LOTO)
- 4) Electrical Safety Standards
- 5) Permit to Work
- 6) Machine Guarding
- 7) Personal Protective Equipment
- 8) Conveyor Belt – is yet to be done
- 9) Scaffolding – is yet to be done
- 10) Material Handling – is yet to be done

D. Pick & Carry Crane (Hydra):

All old Hydras have been replaced with the latest models and Hydras' operators have been trained by M/s Escorts Engineers to enhance their skill of operation. Further, Hydra Operators' Training Programmes have been conducted for two batches covering 100% operators.

E. Apex Safety Committee Meeting:

This is being chaired by the Deputy Managing Director, alternatively Executive Director Operations, and is conducted once in a month to review the status of implementation of various standards, training programmes, incident investigation and progress of reduction of injuries.

F. Model Plants:

HSM-2 and BF-4 are selected to develop as Model Plant wherein all corporate standards are implemented. The work is in full progress. Simultaneously, other plant units are also following the Model Plant set up so as to achieve safety standards in their respective units.

At JSW Steel Coated Products Limited there were a total of 5 injuries recorded, which resulted to 364 lost days. This led to an injury rate of 0.086 and a lost day rate of 6.28.

Parameters	JSW Steel Ltd.			JSW Steel Coated Products			JSPCL	ARCL
	2013 - 14	2012 - 13	2011 - 12	2013 - 14	2012 - 13	2011 - 12	2013 - 14	2013 - 14
Safety Performance								
Injuries (nos)	290	83	64	5	5	0	2	1
Injury rate (per 100 workforce per year)	0.52	0.15	0.22	0.239	0.234	0	0.61	0.014
Lost days (nos)	8,144	1,295	3,140	364	0	0	104	2
Lost day rate (per 100 workforce per year)	14.63	2.27	10.63	17.4	0	0	32.07	0.028
Man hours worked (million)	111.33	110.2	59.07	4.18	4.27	5.83	0.64	7.16
Fatalities (nos)	1	6	11	0	0	2	0	0

Employee Wellness

We conduct pre-employment medical check-ups for all our employees. We also conduct half-yearly periodical medical examinations. Task based risks are also assessed to minimise exposure to hazards. Specific attention is given to

working at heights and confined spaces. We conduct periodic health awareness programmes for employees which covers occupational health as well as general health issues. Lifestyle modification classes are conducted to enable

employees to manage health issues such as high blood pressure, diabetes etc. We conduct health surveys at our labour colonies and also at canteens to ensure healthy and hygienic conditions.

Case Study – Implementation of Safety Modules at Vijayanagar

In order to enhance the employees' understanding of safety and to enable them to practice their learnings, various safety training modules were designed to impart conceptual learnings along with practical demonstration. The complete exercise included various modules as follows:

- a. Welding Module
- b. Gas Cutting Module

- c. Seal Pot Module
- d. PPE Gallery
- e. Conveyor Belt Module
- f. Confined Space Entry Module
- g. Working at Height Module
- h. Standard Stair Case Module

It was a unique in-house initiative in which contract employees also participated. These training modules helped employees get in-depth knowledge about each of the

activities and helped them understand various hazards involved in each specific activity and the manner in which they could work safely. This complete activity didn't involve any direct investment and was appreciated by the management as well as the workers.

Safety Training Modules



Welding Module



Gas Cutting Module



Seal Pot Module



Working at Height Module



Standard Staircase Module

COMMUNITY DEVELOPMENT



CSR Vision:

"Empowered communities with sustainable livelihoods."

We believe in the policy of 'People First' and our objective is to create activities that make a tangible difference in the lives of people living in the areas surrounding our operations. We achieve this either through individual assistance or in partnership with government bodies, NGOs and the community at large.

CSR Mission:

Our mission is to create a self-reliant India. We firmly believe that only by enabling an educated nation, can we usher in true change. The JSW Foundation is committed to providing primary, secondary and vocational education by giving special emphasis to the girl child. We aim to facilitate a paradigm shift in the way women are perceived in our society and help them realise their dreams.

- Outreach of government programmes in health and employment generation through gap filling support
- Our townships and communities to move towards carbon efficient management systems

- In- situ conservation of at least one major monument at project locations and promotion of national cooperation for conservation of all monuments
- Collaborative earth care initiatives
- Need based social development interventions in our mining locations

We believe that only by helping the less fortunate can we truly make a sustainable future possible. Our aim is to create a value-based empowered society through a purposeful engagement in various spheres of life by involving the community at large.

At Vijayanagar, a community-planned and managed water supply system is being developed. In Vasind, remedial education centres are organised in response to a need felt jointly by us and the local self-government. And in Salem, the demand for information and knowledge sharing has led to the establishment of a major project in collaboration with a leading NGO. The teams at the respective locations follow a monthly interaction process schedule with various stakeholders.

The following are some of the new initiatives taken during FY 2013-14:

Initiatives to Address Millennium Development Goals	JSW Steel's Key Focus Areas
 <ul style="list-style-type: none"> • Building School Infrastructure • Mid-day Meal Schemes • Training of Teachers • Aid for Science, Mathematics, English and Computer Education • Scholarships to Rural Youth to enable them to continue higher education • Mentoring of Students 	<p>Education:</p> <p>We work on the premise that every young boy or girl not attending school is either engaged in child labour or is facing social exploitation. We are very emphatic about ensuring Primary, Secondary and Vocational Education for all, with a special focus on girl children. We support the governmental programmes like the Right to Education. We have also assisted in other programmes and projects depending on the needs expressed by those who live in the areas in which we operate.</p>
 <ul style="list-style-type: none"> • Formation of Self Help Groups (SHG) • Enterprise Promotion • Training in Non-Conventional Operations 	<p>Building Livelihoods:</p> <p>We believe that one of the prerequisites of a dignified life is a dignified source of income. The Foundation is keen to provide basic training to women in order to help them start livelihood generation activities. In Vasind and Vijayanagar, a sustained effort is underway to enable women to acquire the requisite skills to earn a livelihood.</p>
 <ul style="list-style-type: none"> • Adaptation and Mitigation for Climate Change • Water Conservation • Conversion to Renewable Energy Sources • Conservation of Biodiversity 	<p>Environment:</p> <p>JSW Steel's focus on environmental issues includes emphasis on emission reduction and initiating a broad dialogue on climate change management.</p>
 <ul style="list-style-type: none"> • Child Mortality • Maternal Health • Malnutrition • HIV – AIDS 	<p>Health:</p> <p>Our focus is to strengthen the Public Health System of the Government in surrounding villages by enhancing infrastructure and encouraging medical and para-medical staff to perform better.</p>

Education:

Computer Aided Learning: This project involves implementation of Computer Aided Learning (CAL) in Primary Schools. The main objective of the CAL programme is to attract children, retain them in the school and improve the quality of education through the introduction of IT and educational applications such as multimedia based educational content. We are also in technical collaboration with institutions like the Azim Premji Foundation and Pearson Education Services to enhance the quality of computer aided education. Through our CAL programme, we aim to create an environment where learning is fun and the opportunities to learn are equitable among the rural and urban children. Considering the favourable response from parents, teachers and children, we are now providing solar panels to CAL

classrooms to prolong their usage by the students.

Rural Libraries: We are running rural libraries to increase the reach of books. We hope through this initiative to inculcate a reading habit among children in rural areas. This also helps in accelerating their learning.

Pre-school Centres: We provide better pre-school facilities to children up to age 6 through this programme. The focus is on creating institutions which help us provide facilities for children, while at the same time creating earning opportunities for rural women.

Adolescent Health Education: We are sharing important information related to puberty and physical growth to teenage youth through adolescent health sessions. The objective is to reduce

instances of inappropriate behaviour and inculcate the right values among teenagers.

Mid-day Meal: We are running the mid-day meal programmes in collaboration with two civil society organisations. Through this programme, we reach out to about 200,000 children every day. The rural schools reported an increase in attendance and an improvement in the health of students.

Village Learning Centres/Remedial Education: In order to address the problem of school drop-outs and slow learners, we have organised remedial education centres. These centres are essential in rural areas where many students are the first in their families to go to school and hence receive no parental support in their studies.

Case Study – Promoting Education at Vasind

As part of our ambition to ensure primary, secondary and vocational education for all, we have focused on pre-primary education at our Vasind location. We realise the potential role that Anganwadis can play in promoting education among children. We have associated

ourselves with various Anganwadis in the nearby communities. We provide support in terms of educational kits for Anganwadis as well as training provided to Anganwadi workers and supervisors.

During FY 2013-14, we provided educational kits to 43 anganwadis. We provided training to workers and supervisors through year-long handholding in the field through monitoring and demonstrations.



Health:

Our health related initiatives attempt to strengthen the Public Health System of the Government which is achieved by improving infrastructure as well as the performance of medical and paramedical staff.

Rural Health Clinics: The clinics in rural areas are tasked with providing a mobile health clinic, as well as organising periodic health camps for the local communities.

Mitigating HIV-AIDS: We are committed to mitigating the spread of HIV-AIDS in and around our plant locations. We conduct several awareness sessions in villages in order to raise the awareness about the disease and methods of prevention.

PHC Upgradation: We are working to improve the infrastructure of Primary

Health Centres (PHCs). The activity is on at Vijayanagar and Vasind.

Sanitation: Sanitation facilities are lacking in several villages due to factors such as ignorance and high costs. To counter these challenges, the Foundation partnered with the 'Nirmal Gram Abhiyan' in Vijayanagar and Tarapur.

Disability assessment and intervention: 'Tamanna,' a school for specially-abled children, has been developed by the foundation to provide skill development training to children that will help them manage their lives and live with dignity. These children also undergo special vocational training in paper products, tailoring, book binding, screen printing, etc. to make them financially independent. The school is also sensitising parents on how to take care of

these children at home. Some of children of the Tamanna school have received medals at the Special Olympics.

Support to young girls for cardiac surgeries: JSW Foundation, through its affiliate the Heal Foundation, supports the entire financial cost for under privileged young girls diagnosed with a hole in their heart.

Jindal Sanjeevani Hospital (JSH), Vijayanagar: This facility provides high quality health care to JSW Steel employees and their dependents at Vijayanagar. The hospital is centrally air-conditioned with seventy five beds and also equipped with the latest technologies to handle emergencies.

Case Study – Cataract Treatment at Shahapur

Our unit at Vasind has joined hands with KBHB Eye Hospital to strengthen the primary eye care centre run by KBHB in Shahapur, a taluka located 12 Km away from our plant. JSW helped in upgrading the centre

with state of the art eye testing equipment. We sponsored the cost of consumables of 250 cataract patients during FY 2013 -14. We also helped in disseminating information regarding this initiative to the

nearby communities. Through this initiative, we have helped individuals avoid sight loss. This has not only helped the individuals but also their respective families.





Livelihood:

The Om Prakash Jindal (OPJ) Centre: We have undertaken a project to reach out to school dropouts and women and offer them technical and non-technical skills that can help make them employable in surrounding industries or start their own ventures. The OPJ Vocational Training Centre at Vasind is an authorized Vocational Training Provider under the Modular Employability Scheme of Ministry of Labour, GOI. The centre offers one-year certificate courses such as Electrician, Electronics, Welding and Fabrication, Fitter, Two and Three Wheeler Mechanic, Information Technology, Dress Making & Tailoring and Beautician trades. In 2013-14, OPJC Vasind trained 142 students who successfully passed their courses in September '13 and 189 new students have joined to get trained at the centre.

Training Centre for Textile & Apparel:

The centre started in the year 2000 with 6 trainees. From 2008 onwards, it has been transformed into a modern tailoring centre with 65 industrial sewing machines and 10 domestic sewing machines. The centre has so far trained more than 801 girls and has

provided regular employment opportunities to more than 58 girls, out of which 3 are differently abled. Every year, a batch of 175 is added to this centre.

Skill Enhancement Programmes: Based on the identified needs of youth living in surrounding villages, short term programmes have been started in:

- a. Spoken English
- b. Basic Computer Skills

So far, 321 students have been trained.

At Vijayanagar, the following courses are provided at the OPJ centre.

- **OP Jindal IGNOU Study Centre:** The OP Jindal IGNOU Study Centre was started in 2010 to help underprivileged candidates between the age group of 18-70 years, who have not had the opportunity to go through regular school/college education, but still would like to pursue higher education and improve their careers.
- **Rajiv Gandhi Institute for Steel Technology (RGIST):** RGIST has been jointly promoted by Govt. of Karnataka in order to create qualified manpower for the steel sector.

- **Providing avenues for employees' further education:** With a view to giving JSW Steel employees an opportunity to enhance their qualifications and keep pace with technological demands, we have entered into a tie-up with India's premier engineering institute – BITS Pilani for BS in Process Engineering.

Participation in Public Private Partnership: Development of Industrial Training Institutes: The JSW Group of Companies has adopted 29 ITIs, the public private partnership opportunity provided by the central government.

Providing avenues for employees' further education: At JSW Steel, we believe in providing our employees with tools that will ensure their well-being and increase their know-how in their areas of specialization. Therefore we have undertaken to tie-up with India's premier engineering institute – BITS Pilani for BS in Process Engineering. JSW Steel believes in equipping women with skills in the garment industry by collaborating with the school of Garment and Fashion Technology and SONA College of Technology.

Participation in Public Private Partnership for development of Industrial Training Institutes:

The Public Private Partnership is a scheme which involves a partnership between the government and one or more private sectors. JSW Steel has undertaken to partner with the central government of India to develop industrial training institutes in order to provide students with appropriate training and exposure to modern technologies.

Self-help groups: Our Foundation has formed self-help groups to reach out to poor women in villages. These groups assist them in identifying and prioritising their needs and resources.



Case study- Spinning to Empowerment – Livelihood Initiative for Women at Vijayanagar through Textile Training and Apparel Centre

Women living in rural India are often the victims of social and economic pressures. They feel the weight of poverty the most. Which is why, the OPJC/JSW Steel team launched an initiative to improve the condition of women. We empowered them by:

- Tailoring training and opportunity for employment to live with dignity.
- Opportunities to learn entrepreneurial skills by providing training, capacity building, assisting in enterprise

creation, as well as financial and market information.

- Introduced group system to improve quality and earning of women.
- Introduced specialised machines for enhancing production and speeding up of work.
- Conducted regular weekly meetings for improving quality and smooth functioning of units.

This project has enhanced the lives of women living there. It has helped

them obtain a dignified place and position in their family and society at large. So far, 869 of them have gotten free tailoring training. The average earning per woman is ₹ 4,500 per month, while the maximum earning has gone up to ₹ 12,000. By this project, the centre is also benefitting the organisation by stitching the uniforms (jeans, jackets and pants) of JSW Steel employees, its associate employees and school children at a subsidized rate.





Environment:

The devastating effects of global warming and climate change are altering the manner in which governments and countries function. It is therefore imperative that we work towards protecting and preserving the environment. Our CSR initiatives do not only revolve around helping the poor and marginalized of our society, they also look into how our activities could affect our environment. Which is why, through our garbage management initiative, we make sure that communities get involved in the collection, disposal and management of village waste.

Sports Development:

The Jindal Squash Academy: The Jindal Squash Academy, India's second largest squash academy, has made great efforts to expose villagers to this sport. The academy has also been providing exposure to the rural youth of the neighbouring villages.

Talent Hunt: The JSW Foundation & Thane District Sports Office has initiated a unique partnership to scout for talent, not only in the metros and cities but also in the villages. This talent search is not only limited to sports enthusiasts, but to people with an aptitude in any field.

Self Defence Training: Often, women living in rural areas are victims of abuse, not only at the hands of their kin, but also by employers. In a move to help empower them, the JSW foundation, along with the Thane District Sports Council, has introduced women to the basic skills of karate, taekwondo, judo, lathi-kathi, yoga, fire fighting, swimming, first aid training and aerobics.

Conservation of Arts and Cultural Heritage:

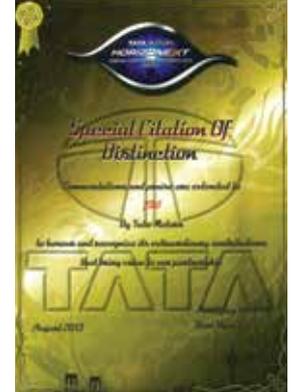
Art and culture has always been integral to India. It defines the history and traditions of this country, setting it apart from the rest. It is for this reason that we are determined to preserve the timeless

heritage of India, and so restore pride in our art and culture.

Restoration of the Krishna Temple: The Krishna Temple is a UNESCO World Heritage site at Hampi, Karnataka. Its history dates back to the 11th Century AD. With the help of the JSW Foundation, world-renowned restorers have undertaken the painstaking work of restoring the complex to its former glory.

Art India: Art India is one of the country's leading art magazines, that has over the last 15 years been responsible for the promotion of a critical discourse around diverse art forms and disciplines. The magazine has won several national awards for printing and content.

OUR LAURELS



- Prime Minister's Trophy for Best Integrated Steel Plant in India 2012-13 awarded to Vijayanagar
- 'Industry Leadership Award' at Platts Global Metals Awards for achievements in steel, metals and mining
- Green Manufacturing Excellence Award 2014 – 'Green Challengers' by Frost & Sullivan
- India Manufacturing Excellence Award-2013 – 'Silver Award' by Frost & Sullivan
- IMC Ramkrishna Bajaj National Quality Award 2013 for 'Strong Commitment to Sustainability' under category 'E' for Vijayanagar
- IMC Ramkrishna Bajaj National Quality Award 2013-14 – IMC RBNQ Performance Excellence Trophy
- CII-EXIM Bank Award 2013: Commendation Certificate for Significant Achievement on 8 Nov. at Bangalore
- Silver Prize, 14th Annual Greentech Environment Award 2013 in Metal and Mining Sector
- CII-ITC Sustainability Award 2013: Commendation Certificate for Significant Achievement
- National Sustainability Award 2013-14: Second Prize from Indian Institute of Metals
- Golden Peacock Eco-Innovation Award: award won by Institute of Directors
- NASSCOM Social Innovation Honours Awards 2014 – 'Best ICT led innovation by a Corporate in the CSR category'
- FICCI Water Award 2013
- Tamil Nadu Government State Safety Award 2012
- Best Supplier Award from Tata Motors and WABCO for Salem
- International Convention (ICQCC 2013) – Taipei, Taiwan, 22nd to 25th Oct, 2013: 'Pragathi' QC team won the Excellence Award
- Chapter Convention (CCQC 2013) – TJIT, Bengaluru, 15th Sep 2013: Six departmental teams participated in the convention with all teams winning Gold Awards, qualifying for NCQC 2013
- Four teams participated in NCQC. Two teams won par-excellence awards and the other two won excellence awards. All four teams qualified for ICQCC 2014 to be held at Colombo, Sri Lanka

WORLD STEEL ASSOCIATION INDICATORS

World Steel Association's Performance Parameters *

Parameters	Units	Industry Average 2013	JSW Steel Ltd.				
			2013-14	2012-13	2011-12	2010-11	2009-10
Investment in New Processes and Products	% of revenue	8.6	0.06	0.62	7.90	0.17	0.06
Economic Value Distributed	Billion USD	582.7	8.04	6.79	6.09	4.79	3.69
Economic Value Distributed	% of revenue	97.3	97.31	94.45	89.28	73.75	74.25
Employee Training	Training days/employee	7.8	6.08	9.42	7.17	4.42	6.75
Lost Time Injury Frequency Rate [#]	Injuries/million hours worked	1.6	2.55	0.73	0.99	2.19	1.29

*The performance against World Steel Association performance indicators for FY 2013-14 reflects performance for JSW Steel Limited for three locations - Vijayanagar, Salem and Dolvi. The performance for 2009-10 to 2012-13 included Vasind and Tarapur operations as well.

[#]As per global reporting practice, we have reported the number of lost days sans fatalities. As per Indian regulation, each fatality is equivalent to 6,000 lost days.



INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement

JSW Steel Limited (the Company) has requested KPMG to provide an independent assurance on its Sustainability Report 2013-14. The Company's management is responsible for the contents of the report, the identification of key issues, engagement with stakeholders and its presentation.

It is KPMG's responsibility to provide limited assurance on the report contents, as described in the scope of assurance. The assurance report should not be taken as a basis for interpreting the Company's overall performance, except for the aspects mentioned in the scope below.

Scope of Assurance

The scope of assurance covers the following aspects of the report:

- Data and information related to the Company's sustainability performance in the period 01 April 2013 to 31 March 2014.
- The sustainability-specific data and information covering the Company's operations at Vijayanagar, Salem and Dolvi and its subsidiaries JSW Steel Coated Products Limited, JSW Steel Processing Centres Limited and Amba River Coke Limited.
- The Company's internal protocols, processes and controls related to the collection, collation and reporting of sustainability performance data.
- The Company's approach to identifying material issues and engaging with its stakeholders.

Exclusions

The assurance scope excludes:

- Aspects of the report other than those mentioned above
- Data and information outside the defined reporting period
- The Company's financial performance
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention provided by the Company
- Issues related to Intellectual Property Rights and other competitive issues

Methodology Adopted for Assurance

We conducted our review in accordance with the International Standard on Assurance Engagements (ISAE 3000), "assurance engagements other than audits of review of historical information" issued by International Audit and Assurance Standards Board. The process of assurance involved:

- Discussion on sustainability with senior executives at different plant locations and at corporate office to understand their perspectives, expectations and future plans
 - Site visits to the operational locations at Vijayanagar, Salem and Dolvi, and subsidiaries JSW Coated Products Limited located at Tarapur, Vasind and Kalmeshwar, JSW Steel Processing Centre Limited located at Vijayanagar, and Amba River Coke Limited, located at Dolvi for:
 - Testing reliability and accuracy of data on a sample basis
1. JSW Steel's Dolvi plant has been included into the scope of reporting in the current reporting period

2. Site visits to all locations were conducted on a quarterly basis
- Understanding assumptions/thumb rules considered
 - Assessment of the stakeholder engagement process through interviews with concerned personnel and review of relevant documentation
 - Review of the processes deployed for the collection, compilation and reporting of sustainability performance indicators at the corporate and plant level

Appropriate documentary evidence was obtained to support our conclusions on the information and data verified. Where such documentary evidence could not be collected on account of confidential information, our team physically verified the documents

Observations

Our observations are as follows:

- Sustainability risks identified by the management have been included in JSW Steel's updated risk management framework
- JSW Steel has extended the scope of reporting by including three of its subsidiaries into the scope of the report which were not covered previously
- Though internal processes have been established to ensure that performance indicators are checked for completeness and accuracy, the data management systems have scope for improvement in terms of integrating sustainability KPIs into mainstream MIS

Conclusions

On the basis of our assurance methodology, nothing has come to our attention that would cause us to believe that:

- The report does not present JSW Steel's sustainability performance covering its operations as mentioned in the scope.
- Material issues that have impact on JSW Steel and are of interest to its stakeholders have not been highlighted in the report.
- The report does not meet the requirements of A+ application level of GRI G3.1 Guidelines on Sustainability Reporting.

Independence

Our work was performed in compliance with the requirements of the IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners), as well as the assurance firm (assurance

provider) be independent of the assurance client, including not being involved in writing the report. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence.

Responsibilities

Our responsibility is to express our conclusions in relation to the assurance scope listed above. We conducted our engagement with a multidisciplinary team including specialists in ISAE 3000, stakeholder engagement, auditing environmental, social and economic information, and with experience in similar engagements. JSW Steel is responsible for developing the report contents. JSW Steel is also responsible for identification of material sustainability issues, establishing and maintaining appropriate performance management

and internal control systems, and derivation of performance data reported.

This assurance statement is made solely to JSW Steel in accordance with the terms of our engagement. Our work has been undertaken so that we might state to JSW Steel those matters we have been engaged for. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than JSW Steel for our work, for this statement, or for the conclusions we have reached. By reading this statement, stakeholders agree and accept and agree to the limitations and disclaimers mentioned above.



Santhosh Jayaram
Technical Director
KPMG India
June 5, 2014



Statement GRI Application Level Check

GRI hereby states that **JSW Steel Ltd** has presented its report "Sustainability Report 2013-14" to GRI's Report Services which have concluded that the report fulfills the requirement of Application Level A+.

GRI Application Levels communicate the extent to which the content of the G3.1 Guidelines has been used in the submitted sustainability reporting. The Check confirms that the required set and number of disclosures for that Application Level have been addressed in the reporting and that the GRI Content Index demonstrates a valid representation of the required disclosures, as described in the GRI G3.1 Guidelines. For methodology, see www.globalreporting.org/SiteCollectionDocuments/ALC-Methodology.pdf

Application Levels do not provide an opinion on the sustainability performance of the reporter nor the quality of the information in the report.

Amsterdam, 07 October 2014

A handwritten signature in black ink, appearing to read "Ásthildur Hjaltadóttir".

Ásthildur Hjaltadóttir
Director Services
Global Reporting Initiative



The "+" has been added to this Application Level because JSW Steel Ltd has submitted (part of) this report for external assurance. GRI accepts the reporter's own criteria for choosing the relevant assurance provider.

The Global Reporting Initiative (GRI) is a network-based organization that has pioneered the development of the world's most widely used sustainability reporting framework and is committed to its continuous improvement and application worldwide. The GRI Guidelines set out the principles and indicators that organizations can use to measure and report their economic, environmental, and social performance. www.globalreporting.org

Disclaimer: Where the relevant sustainability reporting includes external links, including to audio visual material, this statement only concerns material submitted to GRI at the time of the Check on 26 September 2014. GRI explicitly excludes the statement being applied to any later changes to such material.

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MAPPING OF NATIONAL VOLUNTARY GUIDELINES

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CLAUSE 55 CONTENT INDEX

Section A: General Information about the Company

	Disclosure Item	Response
1	Corporate Identity Number (CIN) of the Company	L27102MH1994PLC152925
2	Name of the Company	JSW Steel Limited
3	Registered address	JSW Centre, Bandra Kurla Complex, Bandra East Mumbai - 400 051 Maharashtra, India Tel: 022 4286 1000 / Fax: 022 4286 3000
4	Website	www.jsw.in
5	Financial Year reported	2013-14
6	Sector(s) that the Company is engaged in (industrial activity code-wise)	Metals
7	List three key products/services that the Company manufactures/provides (as in balance sheet)	Hot rolled coils Cold rolled coils TMT Bars
8	Total number of locations where business activity is undertaken by the Company	
	i. Number of international locations (provide details of major 5)	a) JSW Steel USA in Texas near Houston b) Bella Vista and Vinita mines located in the Atacama region of northern Chile. c) Development of a cape size port in North Caldera in Chile to support mining operations d) Coking coal mines in West Virginia e) Mining operations in Mozambique
	ii. Number of national locations	1. JSW Steel Limited: Vijayanagar, Salem and Dolvi 2. Subsidiaries: Vijayanagar, Dolvi, Vasind, Tarapur and Kalmeshwar
9	Markets served by the Company - local/state/national/international	JSW Steel is India's leading private sector steel producer, with a pan-India presence and exports to over 100 countries. Nearly one-fifth of JSW's total products are exported, while 15-20% of the total sales are carried out through a unique nationwide retail network of more than 400 JSW Shoppes. The focus geographic areas of the Company are the south and west, but it serves a variety of customers in various market segments.

Section B: Financial Details of the Company

	Disclosure Item	Response
1	Paid-up capital (₹)	241.72 crores
2	Total turnover (₹)	48,527.18 crores
3	Total profit after taxes (₹)	1,334.51 crores
4	Total spending on Corporate Social Responsibility (CSR) as percentage of profit after tax (%)	2.03%
5	List of activities in which expenditure in 4 above has been incurred:	
	a.	Education
	b.	Livelihood support
	c.	Environment
	d.	Health

Section C: Other Details

	Disclosure Item	Response
1	Does the Company have any Subsidiary Company/Companies?	Yes
2	Do the Subsidiary Company/Companies participate in the BR Initiatives of the parent Company? If yes, indicate the number of such Subsidiary Company/Companies.	Yes. Some of the major subsidiaries of JSW Steel are: a. JSW Steel Coated Products Limited b. JSW Steel Processing Centres Limited c. Amba River Coke Limited
3	Does/do any other entity/entities (e.g. suppliers, distributors etc.) that the Company conducts business with participate in the BR initiatives of the Company? If yes, indicate the percentage of such entity/entities? [Less than 30%, 30-60%, More than 60%]	Yes, less than 30%

Section D: BR Information

1. Details of Director/Directors Responsible for BR

	Name	Role
1	Dr. S. K. Gupta	(Chairman) Independent Director
2	Mr. Seshagiri Rao M.V.S.	Executive Director
3	Dr. Vinod Nowal	Executive Director
4	Mr. Jayant Acharya	Executive Director
5	Mr. Uday M Chitale	Independent Director
6	Mr. K. Vijayaraghavan	Independent Director
7	Mrs. Punita Kumar Sinha	Independent Director

Details of the BR Head

Name	Designation	Telephone No	Email ID
Dr. S Majumdar	Group Chief Sustainability Officer	(91) 22 - 4286 1000	suman.majumdar@jsw.in



2. Principle-wise (as per NVGs) BR Policy/Policies (Reply in Y/N)

Disclosure Item		Response								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Do you have a policy/ policies for (text missing)	Y	Y	Y	Y	Y	Y	Y	Y	Y
2	Has the policy being formulated in consultation with the relevant stakeholders?	N	N	N	N	N	N	N	N	N
3	Does the policy conform to any national/international standards? If yes, specify? (50 words)	Y ref. A	Y ref. B	Y ref. C	Y ref. B	Y ref. B	Y ref. A, D	Y ref. E	Y ref. A	Y ref. A
	A B C D E	National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business ILO Convention on Human Rights Report on Affirmative Action by CII National Action Plan on Climate Change, National Environmental Policy UN Millennium Development Goals								
4	Has the policy been approved by the Board?	Y	Y	Y	Y	Y	Y	Y	Y	Y
	If yes, has it been signed by MD/Owner/CEO/appropriate Board Director?	Y	Y	Y	Y	Y	Y	Y	Y	Y
5	Does the Company have a specified committee of the Board/Director/Official to oversee the implementation of the policy?	Y	Y	Y	Y	Y	Y	Y	Y	Y
6	Indicate the link for the policy to be viewed online?	Y								
7	Has the policy been formally communicated to all relevant internal and external stakeholders?	N	N	N	N	N	N	N	N	N
		However, the policies have been communicated to all employees, JVs, subsidiaries and published on Company website.								
8	Does the Company have an in-house structure to implement the policy/policies?	Y	Y	Y	Y	Y	Y	Y	Y	Y

Disclosure Item		Response								
Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
9	Does the Company have a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances?	Y	Y	Y	Y	Y	Y	Y	Y	Y
10	Has the Company carried out an independent audit/evaluation of the working of this policy by an internal or external agency?	Y	Y	Y	Y	Y	Y	Y	Y	Y
2a	If answer to S. No. 1 against any principle, is 'No', please explain why: (Tick up to 2 options)									
Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	The Company has not understood the principles	Not Applicable								
2	The Company is not at a stage where it finds itself in a position to formulate and implement the policies on specified principles	Not Applicable								
3	The Company does not have the financial resources or manpower required for the task	Not Applicable								
4	It is planned to be done within next 6 months	Not Applicable								
5	It is planned to be done within the next 1 year	Not Applicable								
6	Any other reason (please specify)	Not Applicable								

3. Governance Related to BR

	Indicate the frequency with which the Board of Directors, Committee of the Board or CEO assesses the BR performance of the Company. Within 3 months, 3-6 months, annually, more than 1 year.	3-6 months
	Does the Company publish a BR or a Sustainability Report? What is the hyperlink for viewing this report? How frequently it is published?	JSW Steel publishes annual sustainability reports. The hyperlink below provides access to our previous reports. http://www.jsw.in/Corporate/Corporate_Sustainability_Reports.php#jswcsr



Section E: Principle-wise Performance

	Disclosure Item	Response
Principle 1: Businesses should conduct and govern themselves with ethics, transparency and accountability		
1	Does the policy relating to ethics, bribery and corruption cover only the Company? Yes/ No. Does it extend to the Group/ Joint Ventures/Suppliers/ Contractors /NGOs/others?	No. The policy not only covers the Company, but is also extended to its entire value chain partners.
2	How many stakeholder complaints have been received in the past financial year and what percentage was satisfactorily resolved by the management? If so, provide details thereof, in about 50 words or so.	So far, no stakeholder complaints have received through the mechanism instituted by JSW Steel for receiving and handling stakeholder complaints. This mechanism is available on the Company's website: http://www.jsw.in/Corporate/pdfsNew/Grievance_Redressal_Mechanism.pdf
Principle 2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their lifecycle		
1	List up to 3 of your products or services whose design has incorporated social or environmental concerns, risks and/or opportunities.	
	i.	Low thickness, higher strength cold-rolled closed-annealed [CRCA]
	ii.	Products for the solar energy segment
	iii.	JSW Pragati
2	For each such product, provide the following details with respect to resource use (energy, water, raw material etc.) per unit of product (optional):	
	CRCA	
	i. Reduction during sourcing/production/distribution achieved since the previous year throughout the value chain?	No impact
	ii. Reduction during usage by consumers (energy, water) achieved since the previous year?	This low thickness, higher strength CRCA product developed through a technology tie-up with JFE Steel finds application in the automotive sector. It helps reduce vehicle weight, thereby increasing fuel-efficiency and reducing GHG emissions.
	Products for solar energy segment	
	i. Reduction during sourcing/production/distribution achieved since the previous year throughout the value chain?	No impact
	ii. Reduction during usage by consumers (energy, water) achieved since the previous year?	Development of products for the solar energy segment, thereby contributing to the generation of clean, renewable energy.

Section E: Principle-wise Performance

	Disclosure Item	Response
	JSW Pragati	
	i. Reduction during sourcing/production/distribution achieved since the previous year throughout the value chain?	No impact
	ii. Reduction during usage by consumers (energy, water) achieved since the previous year?	This affordable steel product has considerable positive impacts on the health and environment, when compared to conventional products such as AC sheets.
3	Does the Company have procedures in place for sustainable sourcing (including transportation)?	Yes
	i. If yes, what percentage of your inputs was sourced sustainably? Also, provide details thereof, in about 50 words or so	JSW Steel is making conscious efforts to shift transportation of all its raw materials and products through rail. Approximately three-fourth of the transportation sourced has been via rail in FY 2013-14.
4	Has the Company taken any steps to procure goods and services from local and small producers, including communities surrounding their place of work?	Yes
	If yes, what steps have been taken to improve the capacity and capability of local and small vendors?	(i) The Company runs a tailoring institute for women at the OP Jindal Centre, Vijayanagar (ii) The Rajiv Gandhi Institute for Iron & Steel Technology is also run at the OP Jindal Centre for skilling workmen.
5	Does the Company have a mechanism to recycle products and waste? If yes, what is the percentage of recycling of products and waste (separately as <5%, 5-10%, >10%). Also, provide details thereof, in about 50 words or so.	Yes The Company's operations recycle large quantities of scrap steel back into the process. This includes both internally generated scrap, as well as that purchased from the outside. The recycling percentage is >12% of the total waste/by-product generated. Also, the following are reused/recycled/recovered: (a) Waste heat (approx. 77%) (b) BF gas (approx. 96%), coke oven gas (approx. 99%), Corex gas (approx. 99%) (c) Water (approx. 64%) [closed loop water recirculation systems]



Section E: Principle-wise Performance

	Disclosure Item	Response	
Principle 3: Businesses should promote the well-being of all employees			
1	Please indicate the total number of employees.	11,408 ⁵	
2	Please indicate the total number of employees hired on temporary/contractual/casual basis.	21,428	
3	Please indicate the number of permanent women employees.	449	
4	Please indicate the number of permanent employees with disabilities.	24	
5	Do you have an employee association that is recognised by management?	Yes	
6	What percentage of your permanent employees is member of this recognised employee association?	Around 10%	
7	Please indicate the number of complaints relating to child labour, forced labour, involuntary labour, sexual harassment in the last financial year and pending, as on the end of the financial year.		
	Category	No. of complaints filed during the financial year	No. of complaints pending as on end of the financial year
	Child labour/forced labour/involuntary labour	0	0
	Sexual harassment	1	0
	Discriminatory employment	0	0
8	What percentage of your under mentioned employees were given safety and skill upgradation training in the last year?		
	Permanent employees	About 90%	
	Permanent women employees	About two-thirds	
	Casual/temporary/contractual employees	About three-fourths	
	Employees with disabilities	About 60%	

Section E: Principle-wise Performance

	Disclosure Item	Response
Principle 4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised		
1	Has the Company mapped its internal and external stakeholders? Yes/No.	Yes
2	Out of the above, has the Company identified the disadvantaged, vulnerable & marginalised stakeholders?	Yes
3	Are there any special initiatives taken by the Company to engage with the disadvantaged, vulnerable and marginalised stakeholders. If so, provide details thereof, in about 50 words or so.	<p>JSW Steel has adopted the theme 'Janam se Janani Tak - JSW Aapke Saath', through which it makes project interventions to address the vulnerability of pregnant women, the girl child and adolescent girls.</p> <p>A Mission against Malnutrition with the Governments of Maharashtra (Thane) and Karnataka (Bellary) has been started with the objective of reducing moderate to severe malnutrition among children in the age group 0-6 years.</p> <p>JSW Steel is also working to improve the infrastructure of the Dongri Observation Home, Mumbai, in order to provide better facilities and enable an amicable learning environment for children who are in conflict with the law or deprived of love and affection.</p>
Principle 5: Businesses should respect and promote human rights		
1	Does the policy of the Company on human rights cover only the company or extend to the Group/Joint Ventures/Suppliers /Contractors/NGOs/others?	The policy covers the Company and is extended to its entire value chain.
2	How many stakeholder complaints have been received in the past financial year and what percent was satisfactorily resolved by the management?	<p>So far, no stakeholder complaints have been received through the mechanism instituted by JSW Steel for receiving and handling stakeholder complaints. This mechanism is available on the Company's website:</p> <p>http://www.jsw.in/Corporate/pdfsNew/Grievance_Redressal_Mechanism.pdf</p>
Principle 6: Businesses should respect, protect and make efforts to restore the environment		
1	Does the policy related to Principle 6 cover only the Company or extend to the Group/Joint Ventures/Suppliers /Contractors/NGOs/others?	The policy covers the Company and is extended to its entire value chain.

Section E: Principle-wise Performance

	Disclosure Item	Response
2	Does the Company have strategies/initiatives to address global environmental issues such as climate change, global warming, etc? Yes/No. If yes, please provide a hyperlink to the webpage, etc.	Yes http://www.jsw.in/Corporate/Corporate_Sustainability_Reports.php#jswcsr and http://www.jsw.in/Foundation/environment.html#areaofopera
3	Does the Company identify and assess potential environmental risks? Yes/No.	Yes
4	Does the Company have any project related to Clean Development Mechanism? If so, provide details thereof, in about 50 words or so. Also, if Yes, whether any environmental compliance report is filed?	JSW Steel has registered a CDM project 'Generation of electricity through combustion of waste gases from blast furnace and Corex units at JSW Steel Limited (in JPL unit 1), at Toranagallu in Karnataka, India'. The project activity consists of generation of electricity by combustion of waste gases from blast furnace and Corex units, thereby displacing power generation with GHG intensive fossil fuel.
5	Has the Company undertaken any other initiatives on clean technology, energy efficiency, renewable energy, etc? Yes/No. If yes, please provide a hyperlink to the web page, etc.	JSW Steel's Vijayanagar Works introduced an innovative new technology called Mill Scale Briquetting. This not only reduces iron ore consumption, but also helps in reducing the amount of waste generated and lime consumed. At the Salem Works, a project was undertaken to utilise waste energy in the coke oven plant. The technology involves utilisation of sensible heat from the coke oven flue gas in the coke dryer process, thereby reducing consumption of fossil fuels. It also helps in reducing emissions.
6	Is the emission/waste generated by the Company within the permissible limits given by CPCB/SPCB for the financial year being reported?	Yes
7	Number of show cause/legal notices received from CPCB/SPCB which are pending (i.e. not resolved to satisfaction) as on end of Financial Year.	There are no pending legal notices received from the CPCB or SPCB at any of JSW Steel's operations.
Principle 7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner		
1	Is your Company a member of any trade and chamber or association? If Yes, name only those major ones that your business deals with.	Yes. These include: World Steel Association, CII, FICCI, ASSOCHAM, and Karnataka Iron & Steel Manufacturing Association.

Section E: Principle-wise Performance

	Disclosure Item	Response
2	<p>Have you advocated/lobbied through the above associations for the advancement or improvement of public good? Yes/No. If yes specify the broad areas (Governance and Administration, Economic Reforms, Inclusive Development Policies, Energy Security, Water, Food Security, Sustainable Business Principles, Others)</p>	<p>Yes, these include: Support and promotion of sustainable development, promotion of human rights, social and community development, transparency in public disclosure, and non-conventional energy.</p>
Principle 8: Businesses should support inclusive growth and equitable development		
1	<p>Does the Company have specified programmes/initiatives /projects in pursuit of the policy related to principle 8? If yes, details thereof.</p>	<p>JSW Steel has decided to focus on the complete lifecycle of women, to empower them in such a way that they become strong, positive forces of change. Specific interventions in this regard are:</p> <ul style="list-style-type: none"> • Efficient maternal and child healthcare services • Enhanced 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 <p>Apart from this, JSW Steel also has specific focus areas for its community development initiatives. These include:</p> <ul style="list-style-type: none"> • Education • Livelihood support • Environment • Healthcare
2	<p>Are the programmes/projects undertaken by an in-house team/own foundation/external NGOs/government structures/any other organisation?</p>	<p>In-house: JSW Foundation External: Government agencies, NGOs, research agencies</p>
3	<p>Have you done any impact assessment of your initiative?</p>	<p>Yes</p>
4	<p>What is your Company's direct contribution to community development projects? (Amount in ₹ and details of the projects undertaken)</p>	<p>During the year, the Company spent a total of ₹ 27.03 crores towards community development projects. The major initiatives included:</p> <ul style="list-style-type: none"> • Education - Computer-aided learning, computers, anganwadis, balwadis, rural libraries, schooling, remedial education, infrastructure, sports and mid-day meals • Livelihood - Self-help groups, vocational training, metallurgy/lab equipment, masala grinding units • Environment - Garbage management, water supply, roads, toilets, mortuary • Health - Sanjeevani Hospital, nursing college, health camps, eye-care equipments, eye-camps, cataract, HIV/AIDS counselling • Support to specially-abled children



Section E: Principle-wise Performance

	Disclosure Item	Response
5	<p>Have you taken steps to ensure that this community development initiative is successfully adopted by the community? Please explain in 50 words, or so.</p>	<p>Yes JSW Steel monitors the effectiveness of its community investment programmes through the following three mechanisms:</p> <ul style="list-style-type: none"> - Needs identification: The Company proactively seeks feedback from its stakeholders to understand their expectations, and structures its community programmes around it - Monitoring: During project implementation, monitoring is conducted to ensure timeliness and their effectiveness - Impact assessment – During and after the implementation of the projects, the Company carries out impact assessment studies to understand the impacts created by the projects
Principle 9: Businesses should engage with and provide value to their customers and consumers in a responsible manner		
1	<p>What percentage of customer complaints/consumer cases are pending as on the end of the financial year?</p>	<p>As on 31st March 2014, all customer complaints were either resolved or were under the process of resolution</p>
2	<p>Does the Company display product information on the product label, over and above what is mandated as per local laws? Yes/No/N.A./Remarks (additional information)</p>	<p>The Company displays product information on labels as mandated by the law.</p>
3	<p>Is there any case filed by any stakeholder against the Company regarding unfair trade practices, irresponsible advertising and/or anti-competitive behaviour during the last five years and pending as on the end of the financial year. If so, provide details thereof in about 50 words or so.</p>	<p>Investigation was ordered in 2008 under the MRTP Act against all steel companies such as JSW Steel, as well as the erstwhile Ispat Industries Limited, which was acquired by JSW Steel, on the issue of cartelisation by steel companies. As on 31st March 2014, after establishing that there was no contravention of provisions of Competition Act 2002, the matter stands closed, and has been accepted by Competition Commission of India.</p>
4	<p>Did your Company carry out any consumer survey/consumer satisfaction trends?</p>	<p>Yes JSW Steel strives to make continuous improvement in customer relations by obtaining proactive feedback on a regular basis.</p>

GLOSSARY

ARCL	Amba River Coke Limited	HODs	Heads of the Department
ASHRAE	American Society of Heating Refrigerating and Air Conditioning Engineers	HR	Hot Rolled
BF	Blast Furnace	HRC	Hot Rolled Coils
BITS	Birla Institute of Technology	HVAC	Heating, Ventilating, and Air conditioning
BKC	Bandra-Kurla Complex	ICQCC	International Convention on QC Circles
BR	Business Responsibility	ICT	Information and Communication Technology
CAL	Computer Aided Learning	IF	Interstitial Free
CCL	Colour Coated Line	IFAC	Internal Federation of Accounts
CCQC	The Complex-Complete-Quadratic-Combination	IFHS	Interstitial Free High Strength Steel
CDM	Clean Development Mechanism	IGNOU	Indira Gandhi National Open University
CII	Confederation of Indian Industries	IIT	Indian Institute of Technology
CIN	Corporate Identity Number	INR	Indian Rupee
CO ₂	Carbon Dioxide	ISAE	International Standard on Assurance Engagement
CPCB	Central Pollution Control Board	ISO	International Organisation for Standardization
CPP	Captive Power Plant	ITI	Information Technology
CR	Cold Rolled	JFE	Japan Future Enterprise
CR (FH)	Cold Rolled	JSH	Jindal Sanjeevani Hospital
CRC	Cold Rolled Coils	JSPCL	JSW Steel Processing Centres Limited
CRCA	Cold Rolled Close Annealed	JSW	Jindal Steel Works
CRM	Cold Rolling Mill	JSWSL	JSW Steel Limited
CSO	Chief Sustainability Officer	kL	Kilo Litre
CSP	Compact Strip Production	KPI	Key Performance Indicator
CSR	Corporate Social Responsibility	LCA	Life Cycle Assessment
DRI	Direct Reduced Iron	LEAP	Learn, Experience, Act and Persuade
ED	Executive Director	LEED	Leadership in Energy and Environmental Design
EMS	Environment Management System	LPG	Liquified Petroleum Gas
EOF	Energy Optimizing Furnace	MIS	Management Information System
ESOP	Equity Stock Option	MRTP	The Monopolies and Restrictive Trade Practices
FICCI	Federation of Indian Chambers of Commerce and Industry	MSME	Micro, Small and Medium Enterprises
GHG	Greenhouse Gas	MT	Metric Tonne
GJ	Giga Joules	MTPA	Million Tonnes Per Annum
GOI	Government of India		
GRI	Global Reporting Initiative		
HIV/AIDS	Human Immuno Deficiency Virus		

MW	Mega Watts	PPG	Pre-Painted Galvanised	TDS	Totally Dissolved Solids
NASSCOM	National Association of Software and Services Companies	PPGI	Pre-Painted Galvanised Iron	TMT	Thermo Mechanical Treated
NCQC	National Convention on Quality Concepts	PPGL	Pre-Painted Galva-Lume	TPD	Tons Per Day
NGO	Non-Government Organization	QC	Quality control	TPH	Tons Per Hour
NVG	National Voluntary Guidelines on Social, Environment and Economic Responsibility of Business	QMS	Quality Management system	TPM	Total Productive Maintenance
NOX	Nitrogen Oxide	RGIST	Rajiv Gandhi Institute for Steel Technology	TQM	Total Quality Management
ODS	Ozone Depleting Substances	RMHS	Raw Material Handling System	TRT	Top Pressure Recovery Turbine
OHSMS	Occupation Health Safety Management Systems	RTO	Regenerative Thermal Oxidizer	UNESCO	United Nations Education, Scientific and Cultural Organisation
OPJC	Om Prakash Jindal Centre	SEBI	Securities and Exchange Board of India	UNGCN	United Nations Global Compact Network
PHC	Public Health Centre	SHG	Self Help Group	USD	United States Dollar
PLC	Programmable logic Controller	SIP	Summer Internship Programme	VOCs	Volatile Organic Compounds
PMS	Precious Metal Sector	SOP	Standard Operating Procedure	WHRB	Waste Heat Recovery Boiler
PPE	Personal Protective Equipment	SOX	Sulphur Oxide		
		SPCB	State Pollution Control Board		
		SPM	Suspended Particulate Matter		
		tCO ₂ -eq	Metric Ton of Carbon Dioxide Equivalent		

JSW Steel sustainability reports can be viewed on www.jsw.in

FINDING EARTH IN CHANGING CLIMATE

THE SPOTLIGHT IS ON, ARE YOU A CLIMATE CRUSADER?

ECA 2015 invites applications from Industries, NGOs and Individuals who have demonstrated projects, products and services enhancing energy efficiency and reducing emissions. It calls for projects from community based organizations who have undertaken projects for building adaptation measures to combat climate change.

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