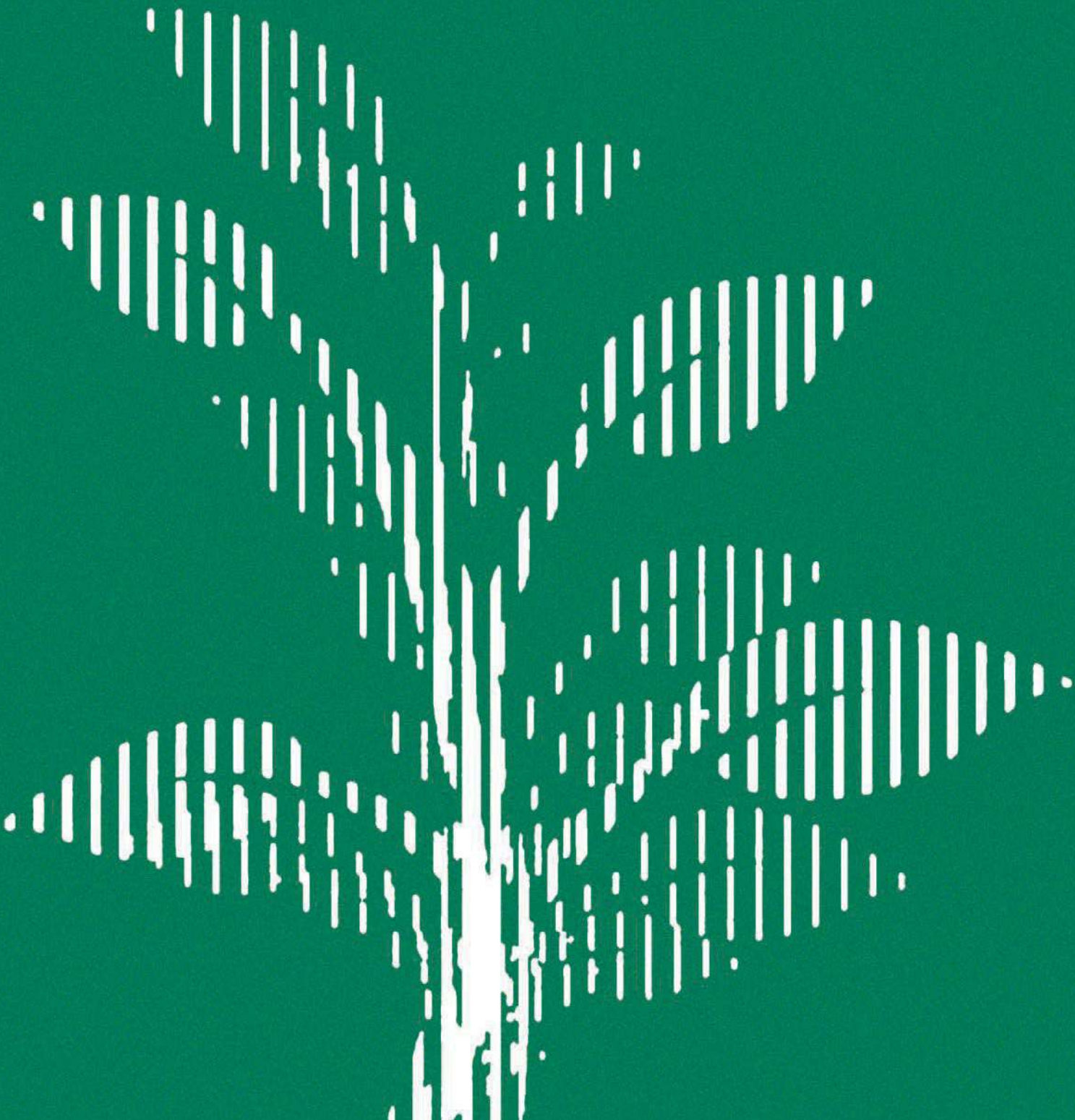
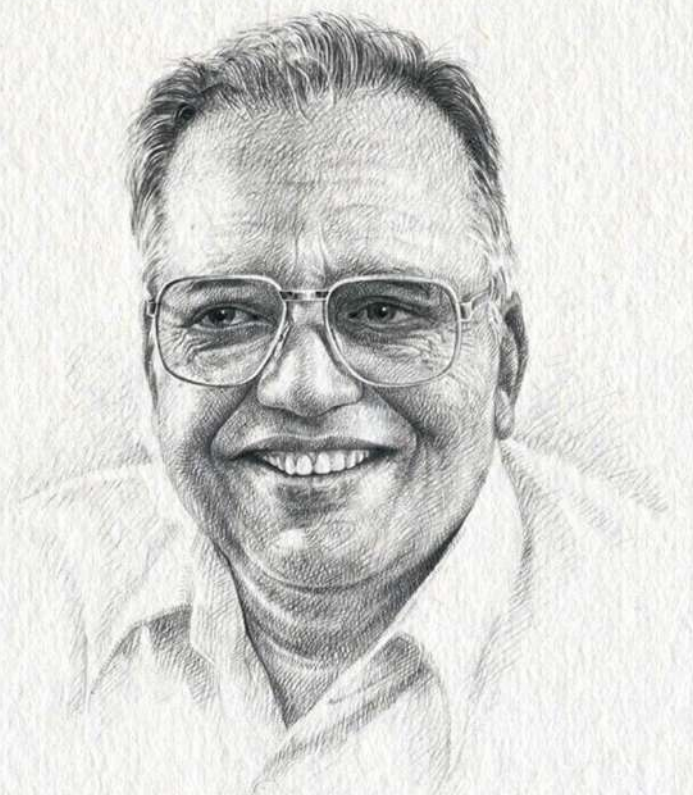


**Weaving a sustainable
growth story**





SHRI O P JINDAL

August 7, 1930 - March 31, 2005
Founder - OP Jindal Group



The Stainless Vision that Transformed the Nation

Shri OP Jindal was the harbinger of Swadeshi revolution in India. His dream was to make the nation self-reliant in terms of stainless-steel production and consumption. Shri OP Jindal, bred from the soil of a hard-working nation became a more successful and legendary industrialist by dedicating his life to the service of the nation. Although he donned the hat of being a politician along with that of an industrialist he is most fondly remembered as a philanthropist and people's leader. Shri OP Jindal's legacy is testimony to the relentless sacrifice he made to achieve the vision of making India a country that stands tall with pride and courage. We are committed to realising his vision and passion and dedication.

WEAVING A SUSTAINABLE GROWTH STORY

Jindal Stainless prides itself for its rich track record as a responsible, reliable and innovative business, providing stainless steel needed to propel the phenomenal growth and development of the nation. Sustainability is a major focus area for us, and our efforts are concentrated to produce sustainable stainless steel in the country. We have taken significant steps to reduce the environmental impact of our production processes and cut down our carbon footprint. We want to set a benchmark by conserving energy, and natural resources.

We have transformed over the years to expand our operations and become a sustainable stainless-steel provider, with senior leaders focussing on sustainable operations. At Jindal Stainless, we take a holistic approach to long-term stakeholder value creation and have laid emphasis on strong ESG governance with a cross-functional teams to drive the agenda forward.

We plan to commit to Science Based Targets Initiative (SBTi) and achieve net zero GHG emissions by 2050.

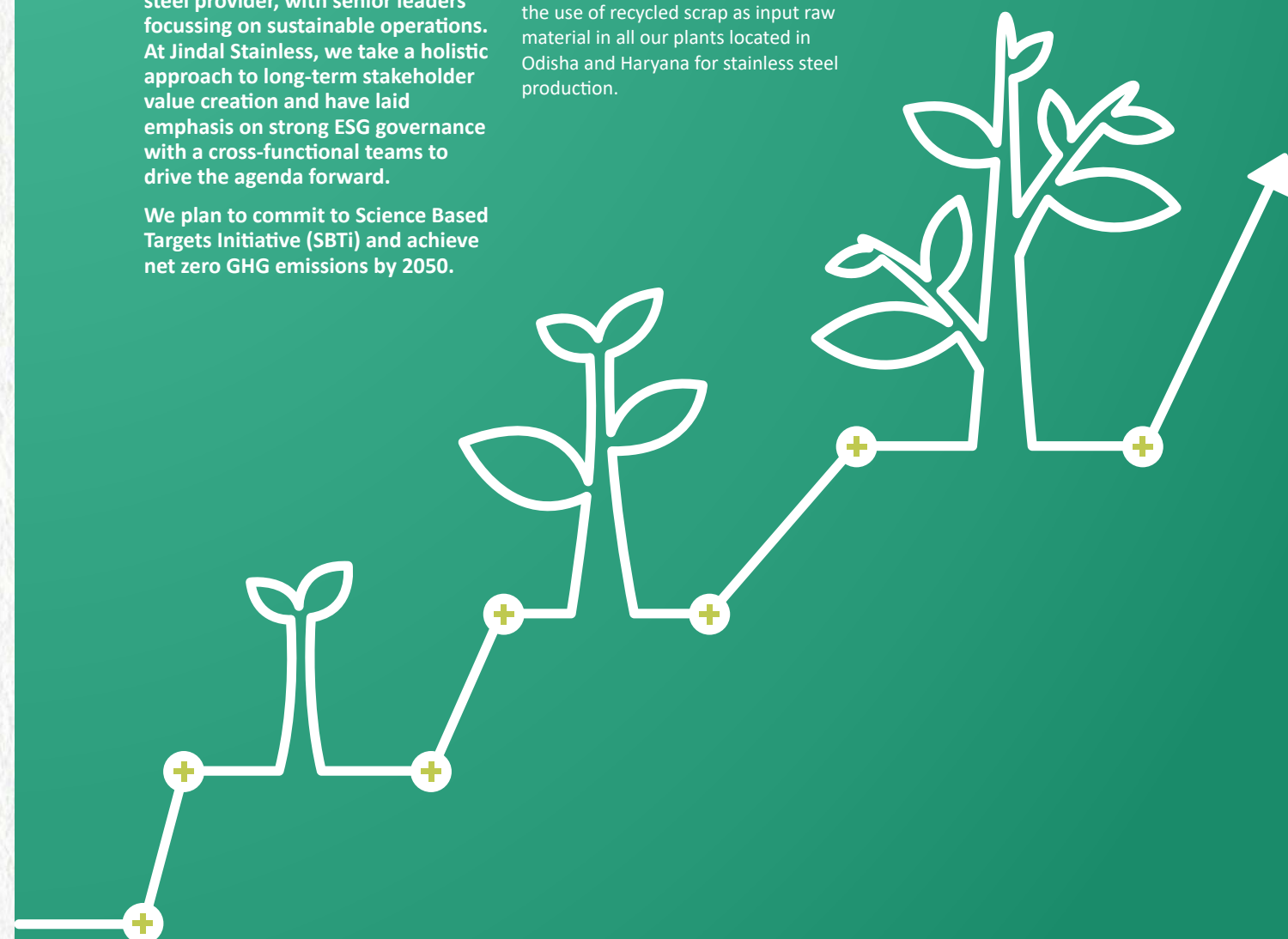
Fossil fuels such as coal and coke being both fuel and reductant, electricity as major fuel, we have taken significant actions to optimise the usage and to address the carbon footprint of our facilities.

We plan to fuel our furnaces with clean energy by setting up solar and wind power generation plants. We have proposed to augment our installed solar power capacity by 300 MW in the next five years. We have been exploring the use of green hydrogen as a potential alternative to coal.

Stainless steel being completely recyclable, we contribute to the circular economy by reusing, recycling, and manufacturing it. We continue the use of scraps in place of precious ore as raw material and consistently increased the use of recycled scrap as input raw material in all our plants located in Odisha and Haryana for stainless steel production.

We work closely with the community in and around our plants. We empower them by providing suitable skills to secure livelihood. To reiterate our social commitments - we are active members of UN Global Compact (UNGC) network and Global Compact Network India (GCNI). Consequently, we have given due importance to environmental management, human rights, labour relations and anti-corruption.

Jindal Stainless plays a leadership role in GCNI Human Rights Committee. We also encourage industry members to have dialogues and create opportunities for knowledge sharing on these topics.



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ABOUT THE REPORT

Welcome to Jindal Stainless Sustainability Report 2021-22. This report presents our sustainability model, prioritised material topics, strategy, and initiatives undertaken on ESG parameters. Through this report, we are presenting to you the maturity of our sustainability agenda, policies, and management. We look forward to the observations and recommendations of our stakeholders to improve and refine our ESG practices.

The report discloses our strategies to tackle some of the key sustainability issues that have made impacts on the stainless steel sector in recent times.

We have presented how our leadership, culture, and strategy are aligned to deliver value while managing risks and changes in the external environment. We have disclosed quantitative and qualitative ESG parameters which are associated with our sustainability agenda.

We believe transparent reporting is essential for an actionable journey towards responsible and sustainable production of stainless steel.

REPORTING PERIOD

This report comprises the sustainability performance of Jindal Stainless for the period 1st April 2021 to 31st March 2022 hereby considered as FY 2021-22.

FEEDBACK

We welcome feedback and/or suggestions on the report's content and flow. Please send your comments to info@jindalstainless.com

REPORTING FRAMEWORK AND STANDARDS

This report is prepared in accordance with the GRI Standards 2016: Core option. It presents our performance and efforts on environmental, social, and governance material topics. We have consulted with our stakeholders and taken their inputs via dedicated meetings, consultation sessions as well as digital communication. We have also mapped our initiatives against UN Sustainable Development Goals (SDGs) which reflects our commitment to the globally accepted set of goals.

REPORTING BOUNDARY

This report encompasses disclosure of the following Jindal Stainless companies:

Jindal Stainless Limited	Jindal Stainless (Hisar) Limited	Jindal Stainless Corporate Management Services
Jindal United Steel Limited	Jindal Stainless Steelways Limited	

DATA INTEGRITY

We aim to provide information that is accurate, reliable, unbiased, comparable, and comprehensive. We collect and analyse relevant data through various internal reporting systems for inclusion in the report. Strict internal controls are exercised during the collection and analysis of the relevant data. Wherever applicable - we have taken care to cite any significant limitations in the information.

ESG SNAPSHOT FY 2021-22

Better operational efficiency for driving ESG performance

With a forward-looking outlook, we have gone beyond regulatory compliance and tried to establish Jindal Stainless as sectoral leader. Our efforts have been recognised on both national and international platforms.



CLIMATE CHANGE

Aim to achieve
Net Zero
GHG emission by 2050



EMISSION INTENSITY

1.91 tCO₂e/tcs
(Scope 1 & 2 value chain intensity)



CIRCULAR ECONOMY

1.52 Million Tonnes
Recycled material utilized



RENEWABLE ENERGY

1,10,396 MWh
Renewable energy utilized at plants



WATER MANAGEMENT

Zero Liquid Discharge
100% water recycling at all plants



COMMUNITY DEVELOPMENT

₹ 13.04 Crores

CSR expenditure

4.5 Lakh+

Beneficiaries through our CSR programs to date



SAFETY MANAGEMENT

0.06

LTIFR



FROM OUR CHAIRMAN'S DESK

“

Walking the talk with Sustainability

In FY 22, the Group procured renewable energy in bulk, around

~1.1 Lakh MWh

and continued its process improvement measures to further bring down carbon emissions.

Dear Readers,

It gives me immense pleasure to present to you Sustainability Report for Jindal Stainless for showcasing our Environment, Social & Governance (ESG) initiatives for Financial Year 2021-22 (FY22).

During the year, we witnessed an array of factors impacting the global economy – effects of COVID-19, geopolitical conflicts, their impact on supply chain and commodity prices, and weaker than anticipated demand leading to bloated inventory levels. Despite these conditions, stainless steel achieved an 8-9% of CAGR in India, which is even higher than the global stainless steel CAGR of 5.5%.

The demand for stainless steel is set to grow in India – driven by the government's infrastructure expansion plans. This demand is expected to come from sectors such as housing & infrastructure, transportation etc. Over the last few years, Jindal Stainless has made concerted efforts to diversify its product portfolio, both in order to minimize over-dependence on fixed segments, and also to introduce stainless steel as a metal of choice in evolving segments. Railways, for instance, has massive expansion and maintenance projects lined up – this will require a huge and steady supply of material for some time. These expansion projects are planned around Dedicated Rail Freight Corridor (DRFC), trains, rail infrastructure, metro rails etc. This presents opportunities for conventional as well as substitution applications for our metal. Stainless steel in coaches/ wagons, and stainless steel in foot over/ road over bridges are respective examples of these usages. Further, capacity addition of conventional power

and renewable power, gas, and oil pipelines – will provide an impetus to stainless steel demand.

All through the second and third waves of the pandemic, we have continued to focus on holistic growth and deliver robust performance. As for the merger of JSHL (Jindal Stainless Hisar Limited) in JSL (Jindal Stainless Ltd), the shareholders and creditors of JSL and JSHL have approved the 'Scheme of Arrangement' and a second motion appeal has been filed with NCLT. We are expecting this to be completed by FY 23. This merger will position JSL as one of the top ten stainless steel manufacturers in the world. The expansion of our manufacturing facilities in Jajpur and Hisar is well underway. Post merger and expansion, with a capacity of 2.9 MTPA, JSL will get an even stronger foothold in domestic and international markets.

We understand that for growth to be sustainable, it has to be comprehensive. We therefore take our ESG responsibilities very seriously. Given the carbon intensity standards of stainless steel, it is already considered one of the most sustainable metals in the world. We have additionally set some near-term and long-term goals for ourselves. Our focus is on four primary areas: Greenhouse gas (GHG) emissions, Waste Management, Occupational Health and Safety, and Water Conservation.

As we step up our sustainability agenda, we want to widen the circle and include all our stakeholders in the ambit. We intend to assess all our critical suppliers for ESG risk assessment and determine the ESG risk in the value chain in the near future. As leaders of the stainless steel business in India, we assume responsibility in introducing some of the best practices in the industry. Whether it is introducing futuristic policies at Board and Human Resources level, upping the diversity and inclusion mandate, creating sustainable livelihoods through CSR efforts, boosting indigenous and local ecosystems, digitizing processes for greater transparency and decentralization etc, we intend to be the frontrunners in our arena. We are working on realigning our production process to achieve net zero by 2050.

I'm happy to inform that JSL procured 1.1 lakh MWh renewable energy in bulk to reduce emissions by 86,580 metric tonnes and continued its process improvement measures to further decrease carbon emissions. The company's plans for increasing renewable energy mix and low-carbon energy transition are on track.

Our People have been our pride ever since we started out. Our employees are the backbone of resilience and strength on which we build our success story. I would like to take this opportunity to thank each of our employees, and reiterate our commitment to creating a more equal world. I also thank other stakeholders of Jindal Stainless Group for helping us maintain stainless leadership in India, and aim stainless leadership in the world.

Ratan Jindal
Chairman



FROM OUR MANAGING DIRECTOR'S DESK

“

Net zero target and focus renewable energy will add momentum to our sustainable journey

We aim to achieve net zero carbon emissions by 2050. We are picking up momentum with this internal mandate – we have reduced CO₂ emissions by

1.4 Lakh Tonnes

of CO₂e in FY22.

Leveraging Industry 4.0 solutions – automation and digitalisation - have led to marked improvements in all our functions. Advanced analytics has given us an edge in production process control, maintenance and engineering, supply chain, logistics, and overall planning. Robotics and automation have worked to our advantage as they have helped in streamlining our entire production process. Digitization of traditionally manual processes has boosted efficiency and output in every aspect of our value chain and is not only saving us costs but also reducing human errors, resulting in better utilisation of manpower.

We aim to be a 'lighthouse organization' by implementing the latest technologies at our manufacturing sites for optimum outcomes. This will rev-up our finances and operations while cutting down GHG emissions. We have engaged with a renowned global consultant to assist us with ESG roadmap and decarbonisation journey.

Our contribution towards the environment is both direct and indirect – for the past couple of years, we are preparing stainless steel bodies for e-rickshaws. We also support e-rick manufacturers and dealers with technical knowhow. We are partnering with the Indian Railways for setting up future-ready stainless infrastructure across the nation, in the forms of foot and rail over-bridges in stainless steel. We are actively engaged in stainless steel advocacy through fabrication training and consumer awareness programs across the length and breadth of the country.

As the largest stainless steel maker in the country, we stand committed to our responsibility of preserving the natural ecosystem. Our Hisar plant partnered

with the Haryana State Pollution Control Board in a month-long plantation drive (July-August 21) in our manufacturing facility. Around 60,000+ trees were planted through the 'Van Mahotsav' initiative. We hope to continue similar initiatives in the future as well.

As a socially conscious organization, we understand the importance of supporting the less fortunate. We drive inclusivity through various initiatives of our foundation. We work closely with underprivileged women to boost their financial standing and support children in their academic pursuits. We also run several skill developments programs to empower the youth.

By virtue of being in stainless steel production, we are a sustainable business in the larger sense, as we deal with a metal that is completely recyclable. We are building on our strengths and looking for more innovative solutions for stainless steel.

We stand with causes we strongly believe in and take new initiatives while expanding ongoing programs to impact and improve lives.

The demand for steel is set to rise both in the domestic and international markets. We want to seize this opportunity to expand our market and take the business to new heights.

While we have our eye set on growth, we are also focused on building a sustainable stainless steel business. Both these aspects are inter-linked and symbiotic, as embedding sustainability in our business will fuel growth. We will constantly continue taking steps towards achieving business resilience through environmental sustainability.

Abhyuday Jindal
Managing Director

CORPORATE OVERVIEW

Setting benchmarks for the Stainless-Steel Industry

Founded by Shri O.P Jindal in 1970, **Jindal Stainless** is a mega stainless-steel conglomerate with a diversified end-to-end product portfolio of over 120 stainless steel grades with in-depth reach to customers of all segments. We have a stainless-steel melt combined capacity of 1.9 million tonnes per annum at our state-of-the-art units in Jajpur, Odisha,

and Hisar, Haryana. Our dual offerings include high-volume stainless-steel products catering to sectors like railways, real estate automotive – bus bodies, exhaust systems, infrastructure, and high-margin specialized products for value-added segments – like precision strips, razor blade, and coin blanks and others.

We remain inspired by our vision for innovation and enriching lives. Jindal Stainless has a diverse product portfolio and a strong distribution network with extensive service centres in the domestic and international markets. Jindal Stainless's growth has been supported by its outstanding workforce, value-driven business operations, customer centricity, adoption of best

safety practices in the stainless-steel industry. Over the years, Jindal Stainless has not only invested deeply in people, processes, and technology but has also undertaken various initiatives to widen its entire product offerings. Today, the Company is well-positioned to capitalise on the immense growth potential of the stainless-steel industry.

Innovation and versatility are embedded in our production process making us strong and unrelenting in our operations. Innovation has paved the way for us to be the world's largest producer of stainless-steel strips for razor blades and India's largest producer of coin blanks, supplying Indian and international mints.

FINANCIAL PERFORMANCE FY 2021-22

Group Company	Sales Volume (thousand MT)	Net Revenue from operations (in INR Crore)	EBITDA (in INR Crore)
Jindal Stainless Limited	1,011	21,223	2,987
Jindal Stainless (Hisar) Limited	702	15,011	2,153

OPERATIONAL FOOTPRINT

A global presence with an impressive bouquet of products

We serve both global and domestic customers with the help of sales offices, service centers, and manufacturing facilities. Our global presence spans more than 13 countries, including USA, UK, as well as developing economies like Brazil, Taiwan, Indonesia.

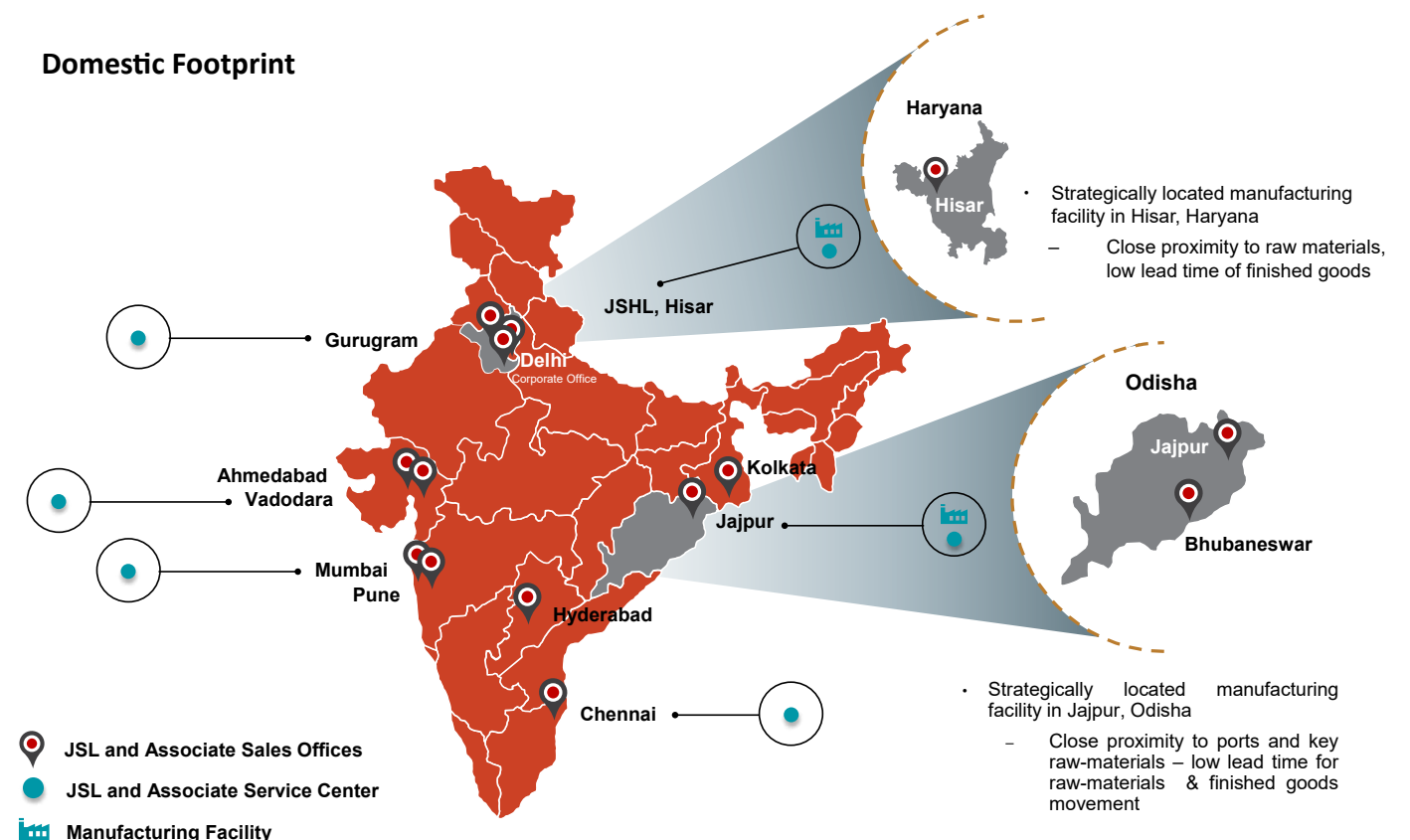
KEY HIGHLIGHTS

40+ Export countries	4 Manufacturing locations	25+ Sales offices	15,000+ employees	~800 Acre Total Land Area (Infra and other facilities in place for brownfield expansion)
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Global Footprint



Domestic Footprint



OUR VISION

“Improving lives through trustworthy and innovative stainless solutions”

We strive to be the leading stainless-steel company in the world, forging reliable relationships with customers, suppliers, employees, and all other stakeholders and building strong capabilities through innovative practices, high quality, and competitive solutions.

OUR MISSION



Improving Lives

We strive to enhance the lives of all our stakeholders (customers, suppliers, employees, shareholders, and communities) and the environment



Through Trustworthy

We make consistent efforts to be recognised as the most trusted and respected organisation in the way we connect with our employees, suppliers, shareholders, customers, and communities and reflect our core of being truly stainless.



Innovative

Innovation is the key to our success. We strive to innovate and improve to deliver value added solutions and services to the world.



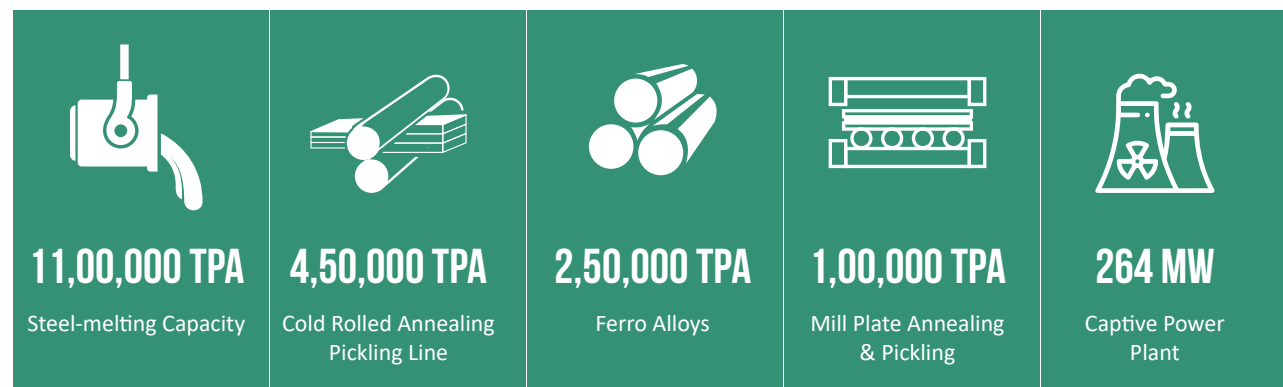
Stainless Solutions

We will continue to stay determined and strive hard to offer complete solutions to our customers with reliable value-added sales services and advisory. We also train and educate communities on the use of stainless steel and foster downstream industries.

OUR COMPANIES

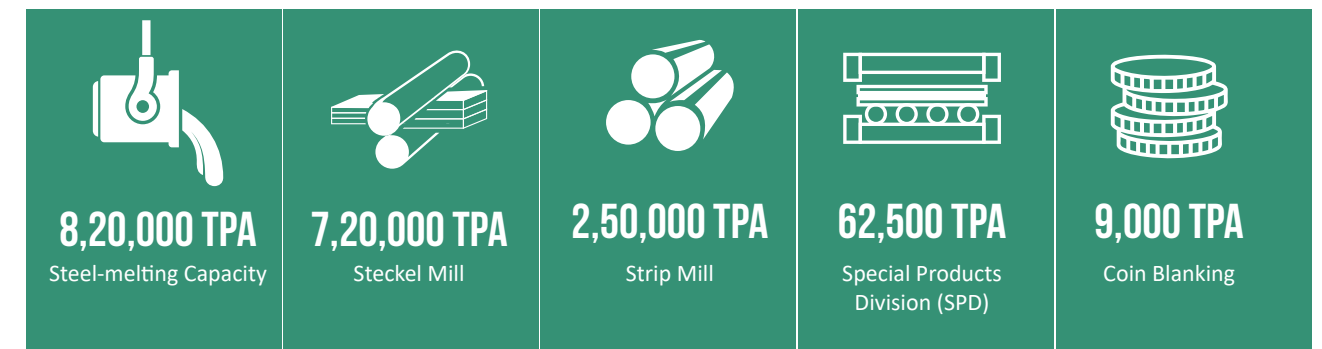
Jindal Stainless Limited (JSL)

The state-of-the-art unit of Jindal Stainless Limited is in the state of Odisha, India. The plant is equipped with a ferroalloy manufacturing capacity of 250,000 tonnes per annum. The equipment is sourced from SMS Group, Primetal and Andritz Sundwig. The complex, equipped with a captive power generation facility, is eventually scalable up to 3.0 million tonnes per annum of stainless-steel production. JSL comprises of information pertaining to associate company Jindal United Steel Limited (JUSL).



Jindal Stainless Hisar Limited (JSHL)

One of India's largest stainless-steel producers with a melting capacity of 0.8 million tonnes per annum. It specialises in creating world-class stainless-steel solutions tailored to cater to mass and high-end applications alike. *JSHL comprises of details of JSHL, Hisar & Vizag and a subsidiary Jindal Stainless Steelway Limited (JSSL).*



Jindal United Steel Limited (JUSL)

Jindal United Steel Limited is incorporated on 1st December 2014 under the Companies Act, 2013 and has its registered office at O.P. Jindal Marg, Hisar 125005, Haryana. JUSL is engaged in hot rolling and cold rolling of a wide array of stainless steel including austenitic, ferritic, martensitic and other special stainless-steel grades for multiple use cases ranging from pipe & tube segment to nuclear & automotive segment in coil, plate and sheet form.

Jindal Stainless Steelway Limited (JSSL)

Jindal Stainless Steelway Limited (JSSL) is the domestic service arm of Jindal Stainless, India's largest stainless-steel manufacturer. The company is ISO 9001:2015 & 14001:2015 certified and offers convenient, customized, and just-in-time services to the doorsteps of its customers. JSSL's services include processing and distribution of stainless steel, in slit and cut-to-size customizations, polished sheets, coils, and coin blanks, while conforming to the highest processing tolerances standards. The overall capacity of our processing lines across the domestic network is approximately 6,30,000 tonnes per annum.

Jindal Stainless Corporate Management Services (JSCMS)

Acts as an internal advisor and provides necessary advisory and back-end support services to the Jindal Stainless Group Companies. JSCMS acts as a catalyst to achieve business excellence and helps in creating value for the Group Companies by introducing best practices and regular processes.

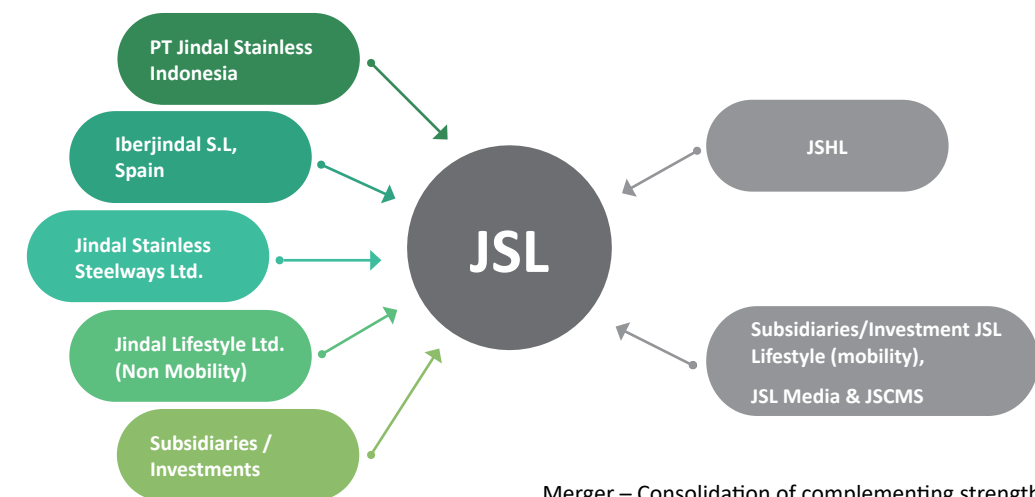
MERGER

Jindal Stainless Limited and Jindal Stainless (Hisar) Limited are in process of being merged to form a mega stainless-steel conglomerate. Further, the merger of Jindal Stainless (Hisar) Limited with the Company will catapult it into one of the largest stainless steel companies in the

world with a total capacity of 1.9MTPA.

The merger will also enable the Group to have a stronger global footprint and an extensive pan-India network. The enhanced operational synergy due to JSL's port and raw material proximity coupled

with JSHL's strategic location in key domestic consumption centers will unlock value for all stakeholders. The simplified capital structure and the elimination of inter-company balances will strengthen the Group's financial position.



Merger – Consolidation of complementing strengths

OUR LEADERSHIP

Experts across fields – adding value to the board

We have an engaging, diverse, highly professional, experienced, and competent Board of Directors, with versatile expertise in the industry, finance, management, and law. The Board ensures

adherence to the highest levels of corporate governance with their experience and knowledge. Our Board of Directors comprises eight Directors, out of whom four are Non-Executive Independent

Directors including two Independent Woman Directors. Our business is built on robust standards and processes, which we continue to refine every step of the way.

JINDAL STAINLESS LIMITED BOARD OF DIRECTORS



Smt. Savitri Devi Jindal
Chairperson Emeritus



Mr. Ratan Jindal
Chairman & MD, JSL



Mr. Abhyuday Jindal
MD, JSL



Mr. Praveen Kumar Malhotra
Nominee Director – State Bank of India



Ms. Bhaswati Mukherjee
Director



Mr. Suman Jyoti Khaitan
Director



Mr. Jayaram Easwaran
Independent Director



Ms. Arti Luniya
Independent Director



Mr. Tarun Kumar Khulbe
Whole Time Director

JINDAL STAINLESS (HISAR) LIMITED BOARD OF DIRECTORS



Mr. Ratan Jindal
Chairman, JSHL



Mr. Abhyuday Jindal
MD, JSHL



Mrs. Deepika Jindal
Director



Mr. Jayaram Easwaran
Director



Dr. Rajeev Uberoi
Director



Ms. Arti Luniya
Director



Mr. Jagmohan Sood
Whole Time Director

RISKS AND OPPORTUNITIES MANAGEMENT

Checks and balances - woven in the functions and processes

At the Board level, we have a Risk Management Committee for the identification, evaluation, and mitigation of strategic, operational, ESG, and other risks. Our risk management committee is entrusted with formulating a detailed risk management framework for the identification of internal and external risks such as financial, operational, sectoral, or ESG related risks, information,

cyber security risks, or any other risk. The risk committee reviews all the measures for risk mitigation including systems and processes for internal control of identified risks. It ensures that appropriate methodology, processes, and systems are in place to monitor and evaluate associated risks.

Risk management processes are integrated within the organisation from across all

levels and the Risk Committee of the Board is informed of all the significant risks faced by the company. It includes a clear understanding of the external risk environment and the potential impacts or opportunities it may have on the Company. The global and domestic risk landscape and macro risk trends are analysed and integrated with our executive management strategic review process.

ROLE OF THE RISK MANAGEMENT COMMITTEE



IDENTIFIED RISKS AND EFFORTS TO MITIGATE

Risks	Response
 Commodity price risk, foreign exchange risk and hedging activities We are exposed to price changes for some of our raw materials.	We are working extensively to reduce the lead times and the exposure
 Political, legal, and regulatory risks - Overall duty structure on key raw materials/ finished goods - Political and commercial instability	Regular interaction with regulatory agencies and contribution to upcoming changes in policies
 Disruption Risks - The outbreak of the Covid-19 pandemic - Supply chain disruption with restrictions on the movement of goods	- Welfare measures for all the stakeholders - Lean supply chain establishment
 Competition from Free Trade Agreement countries Increase in imports from China and Indonesia	Policy advocacy with the government
 Climate change risks - Risks due to stricter regulations like limiting GHG emissions, reducing the usage of fossil fuels, and adhering to India's INDCs for meeting the global 1.5-degree scenario. - Adverse climatic conditions such as incessant rainfall, floods, and excessive heat may lead to infrastructure damage, loss of productivity, and increased cost of adaptation	- Actions toward decarbonizing the value chain - Process improvements, use of technology, and expert guidance to mitigate the effects of climate change - Evaluating climate change impact and adaptation measures

Risks	Response
 Environment, Health & Safety risk - Potential impact on the environment leading to stakeholder concerns - Safety risks to people working on site - Threat to operations discontinuance due to regulatory requirements	- Continuous monitoring and evaluation of the impact on the environment - Taking adequate steps to minimize issues - Implementing management systems for EHS: For better environmental management and safety management

APPROACH TO RISK MITIGATION

We have a robust risk mitigation strategy to help us regularly reduce the exposure of the Company to risks. We continue to enhance the efficiency of our operations. Our lean supply chain approach helps us to switch the product range and adjust to market demands with minimum time lapse. Our product

mix, segment mix, and geographical mix give us agility and de-risks the business. Our opportunity management is about converting potential customers and leads into a recurring revenue stream. We continuously pursue goals of operational excellence and greening our production process. Our stainless-steel products

have emerged as viable options and solutions to address climate change challenges. Being an environment-conscious business - our products are made from recycled materials and have low carbon intensity.

OPPORTUNITIES IDENTIFIED

We have identified opportunities reflecting the true value of stainless steel to society in terms of its real environmental impact on the planet and society at large.

Opportunities

PRODUCING STAINLESS STEEL – A SUSTAINABLE PRODUCT

- Due to low virgin material usage, stainless steel production conserves natural resources and we focus on the usage of recycled material
- Higher scrap usage translates to lower specific energy usage
- Stainless steel has lower specific CO₂ emissions than other metals and materials
- Reduced emission from upstream processes like mining as compared to other materials

DIVERSIFICATION OF PRODUCTS FOR VARIOUS INDUSTRIAL USAGE AND DOMESTIC CONSUMPTION

- Stainless Steel: Strength and durability translate to safety across application
- Austenitic stainless steel strengthens during cold forming and provides added safety to railcars
- Large energy absorptions during impact without brittle fractures provide enhanced safety compared to other metals and materials
- Stainless steel has excellent fire resistance properties compared to other metals and materials

GOVERNMENT EMPHASIS ON INFRASTRUCTURE CREATION

- Longer lifespan of stainless steel over a 100 year in high corrosion region

UTILIZATION OF OUR PRODUCTS IN VARIOUS GOVERNMENT AND SOCIAL INITIATIVES

- Stainless steel as water piping material reduces water loss to 3.2%



AWARDS & ACCOLADES

Our initiatives have been recognized by renowned institutions which value sustainability. These recognitions and awards have increased our dedication to building a sustainable business.

ENERGY EFFICIENCY

Golden Peacock Award
for Energy Efficiency for the year 2022 by the Institute of Directors

SEEM National Energy Management Award
(Platinum category- Steel Sector)



'Excellent Energy Efficient Unit' Award in CII National Energy Management Award-2021



JSHL awarded Winner of Golden Peacock Award for Energy Efficiency 2021



JSHL awarded Winner of Golden Peacock Award for Energy Efficiency 2022

ENVIRONMENT MANAGEMENT

22nd GREENTECH Environment Award 2022
given to JINDAL STAINLESS in the Metal & Mining Sector

Fame Environment Excellence Award 2022 (Platinum)
given to JINDAL STAINLESS in the Metal & Mining Sector by Foundation for Accelerated Mass Empowerment



Platinum Award in "The Energy & Environment Foundation Global Award-2022



Platinum Award in "The Energy & Environment Foundation Global Award-2021



2nd prize in State level Energy Conservation Award 2020 by HAREDA

SAFETY

International Safety Award 2021 to JSHL by British Safety Council

QUALITY

Best Raw Material Supplier Award
given to Jindal Stainless by Honda Motorcycle & Scooter India

LEARNING AND DEVELOPMENT

Young L&D Leader of the year (30-40)
at the 5th Edition L&D vision & Innovation Summit & Awards 2022

Supplier Excellence Award
by Whirlpool

Supplier Excellence Award
by Sulzer Excellence Award



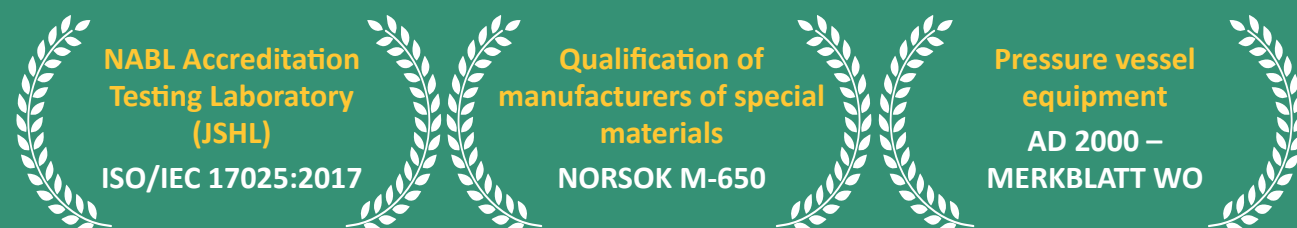
Winner under large Scale Deployment



Platinum Award in "Iron & Steel Sector" in SEEM -2020 held on 26th June 2021.

CERTIFICATIONS

We have undertaken periodic internal and external audits to ensure the credibility of the procedures and systems in place. The certifications illustrate our commitment to responsible business practices creating value for all the relevant stakeholders. Some of our certifications are:



CONTRIBUTION TO UN SUSTAINABLE DEVELOPMENT GOALS

Jindal Stainless we are committed to contributing to the UN Sustainable Development Goals (SDGs). Our efforts and contributions are presented in this report.

1 NO POVERTY	- Promoting Education & Enhancing Vocational Skills - Job creation through establishment of manufacturing plants in the economically disadvantaged regions	2 ZERO HUNGER	- Manufacturing products which cater as raw material for industries such as food processing - Undertaking CSR initiatives
3 GOOD HEALTH AND WELL-BEING	- Promoting preventive healthcare - Undertaking initiatives to enhance the safety practices at the manufacturing sites - Developing steel products which are devoid of harmful chemical compounds	4 QUALITY EDUCATION	- Providing skill development trainings to all the employees - Promoting Education and Enhancing Vocational Skills
5 GENDER EQUALITY	- Promoting gender equality - Empowering women - Equal rights to economic resources	6 CLEAN WATER AND SANITATION	- Recycling and reusing of water - Facilities with Zero Liquid Discharge (ZLD) - Providing clean water and sanitation facilities to all the employees and workers
7 AFFORDABLE AND CLEAN ENERGY	- Increasing share of renewable energy consumption across all the sites - Introducing various energy efficiency measures to reduce the consumption	8 DECENT WORK AND ECONOMIC GROWTH	- Providing clean water to the nearby communities - Undertaking measures and initiatives to improve the diversity of women and differently abled persons in the organization
9 INDUSTRY INNOVATION AND INFRASTRUCTURE	- State of art Research & Development infrastructure - Continuous improvement in the manufacturing process through in-house innovations - Use of steel slag in building roads and other infrastructure	10 REDUCED INEQUALITIES	- Reducing inequalities through women empowerment - Community development programs - Adhering to equal and fair wages irrespective of caste, gender etc
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	- Higher scrap usage translates to lower specific energy usage - Reducing emission from upstream processes like mining as compared to other materials	13 CLIMATE ACTION	- Initiating feasibility study to achieve decarbonization - Exploring the possibilities of implementing green hydrogen as an alternate fuel
17 PARTNERSHIPS FOR THE GOALS	- Partnering with various academic institutions to eco solutions to transfer and spread environmental, energy-saving technologies - Partnering with various NGOs for rural Development program, healthcare, and Promoting Education and Enhancing Vocational Skills		

OUR ESG STRATEGY

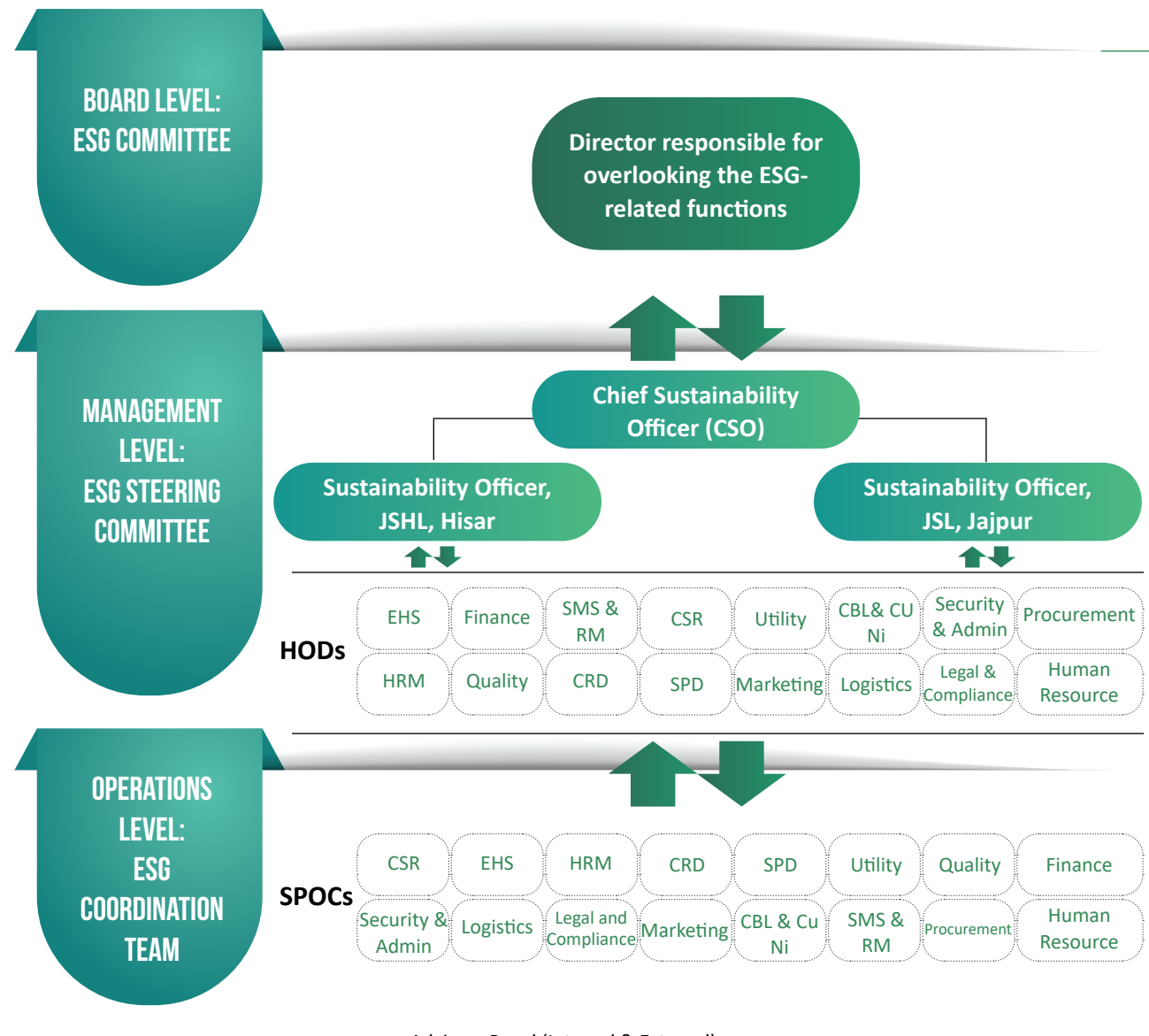
Running on full throttle with our sustainability agenda

We are in process of constituting a Board level ESG committee which will oversee and drive the implementation of the ESG Strategy. The Managing Director will be responsible to overlook the functioning of the committee. At the

management level we are in process of constituting ESG steering committee which will be chaired by the Chief Sustainability Officer. The members of this Committee will include sustainability officers and HoDs of requisite function from

both JSL, Jajpur and JSHL, Hisar. The proposed ESG coordination team in both the locations would consist of SPOCs from requisite functions. The Interdepartmental Committee consists of members across all departments from both Hisar and Jajpur units.

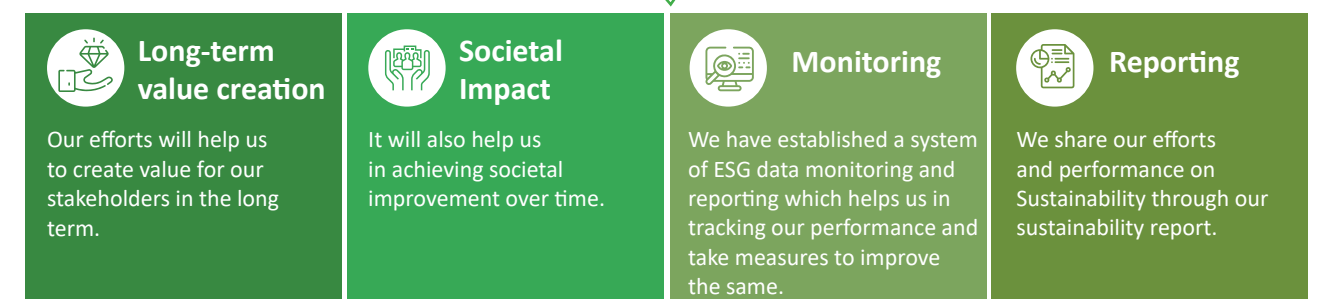
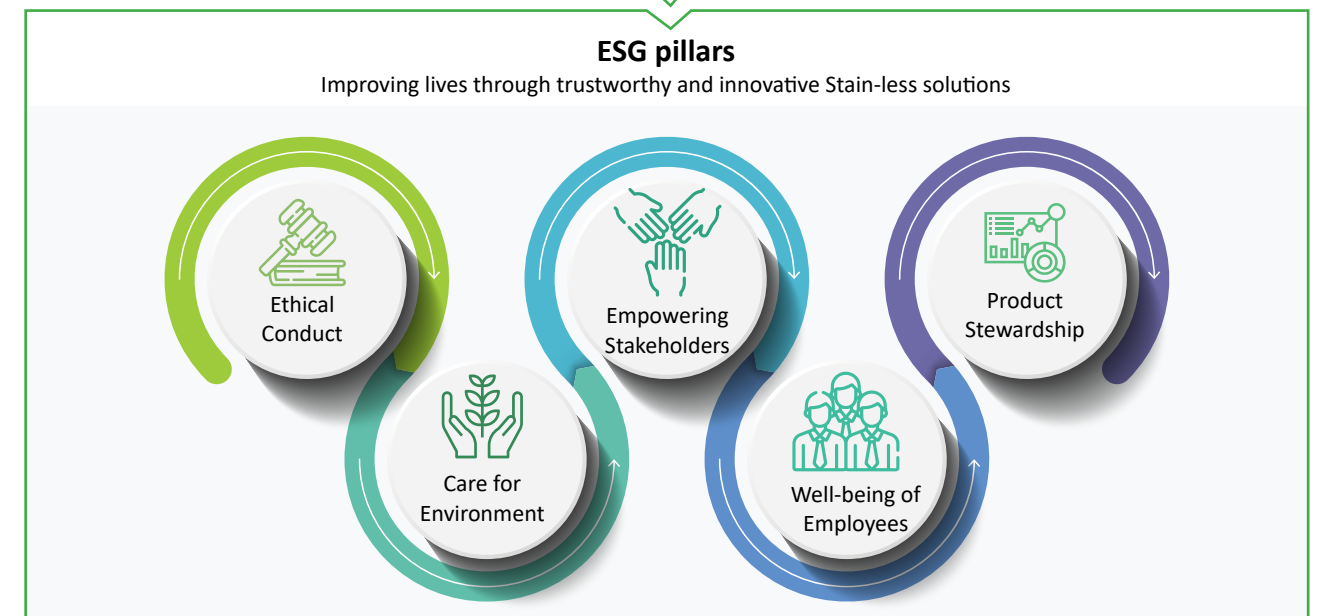
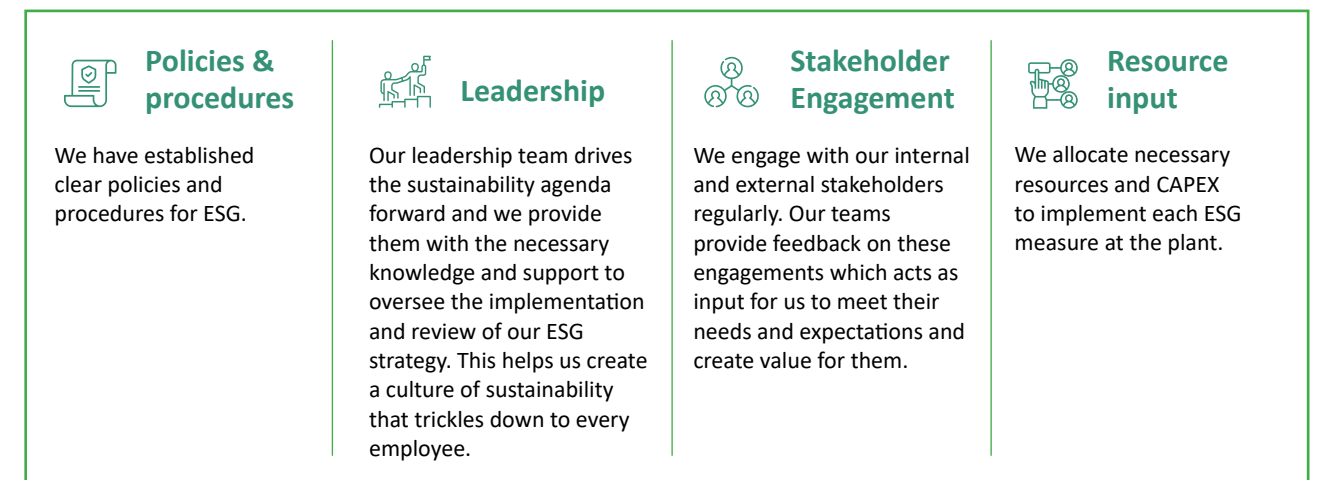
GOVERNANCE STRUCTURE FOR ESG IMPLEMENTATION – GROUP LEVEL



The ESG committee at the HoD level drives the implementation of sustainability initiatives across the company. Cross-functional teams and working groups have been established consisting of representatives from all business units and functional areas. The day-to-day implementation of Jindal Stainless Group's ESG strategy is executed by the various departments. The individual departments are responsible for driving cooperation and alignment among these working groups.

ESG FRAMEWORK

The group has an ESG Framework that takes into consideration the key principles of various fundamental national and international guidelines and parameters



ESG TARGETS AND ACHIEVEMENTS

We firmly believe that sustainability needs to be hardwired in a business for its resiliency and growth. Building on our legacy of corporate responsibility and sustainable practices we aim to co-create an equitable and strong future with all

our stakeholders.

We are in process of developing Environmental, Social, and Governance (ESG) targets for 2030 strengthening our existing framework to create value for all. We strive to sustain a high level of

performance in all aspects of ESG pillars, to achieve our ESG targets while aligning with UNSDGs. Our sustainability strategy is drawn up for the short, medium, and long term.

STAKEHOLDER ENGAGEMENT

Our stakeholders – our partners in growth

Stakeholder engagement is emerging as a means of describing a broader, more inclusive and a relationship building process in building the ESG journey.

Dedicated stakeholder engagement enables informative communications which, in turn, allow us to better understand and successfully address the ESG challenges and opportunities faced by them. Our stakeholders include investors, customers, employees, communities, suppliers, governments, regulators, civil societies, NGOs, and trade associations.

We have a dynamic relationship with our stakeholders, and we depend on their ability to create value and contribute to the Group. We believe in an open and transparent dialogue with our stakeholders and in keeping a two-way communication channel open.

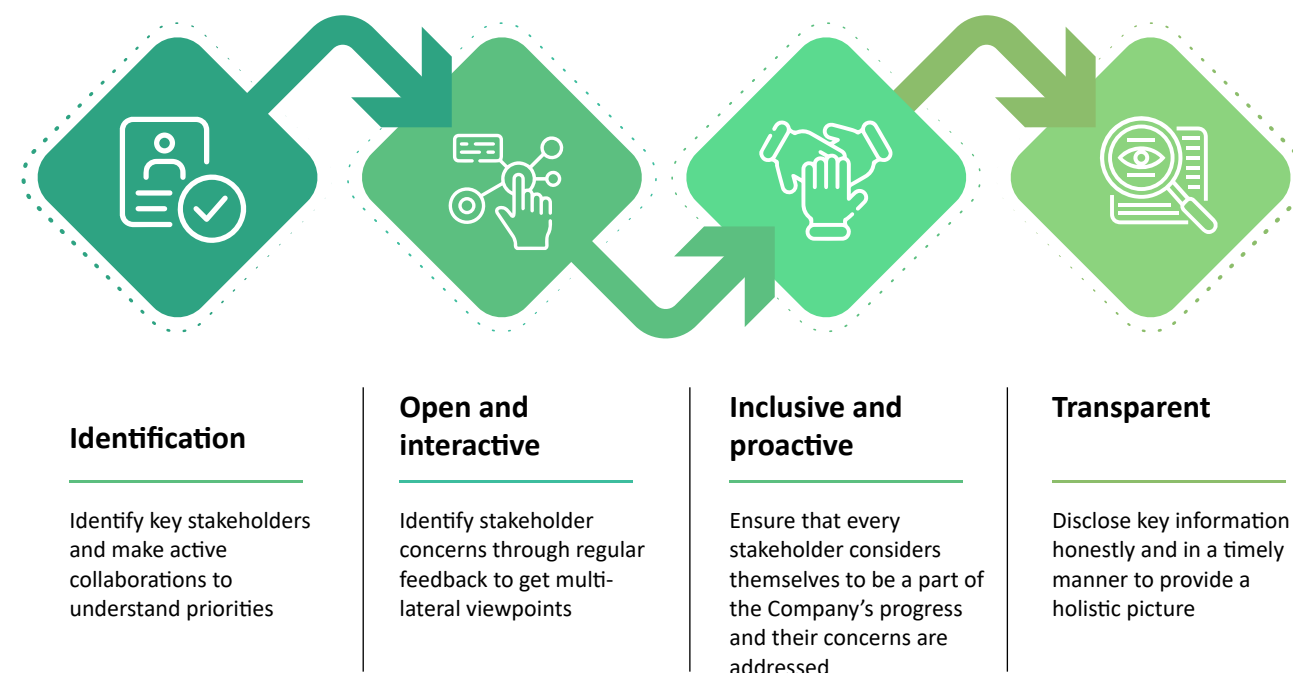
During the reporting year we extensively conducted engagement with the internal stakeholders to understand their ESG concerns, suggestive mitigation steps, root-cause, and futuristic goals. We also built their capacity to enhance their understanding of these risk. The engagement process helped us to understand the

evolving interests, issues and concerns of those impacted by business related activities over the life of the project but also, importantly builds confidence of stakeholders in the process.

Going forward we have planned to include external stakeholders to understand their concerns. We plan to further strengthen this practice so that as we move ahead in our sustainable journey, we can include our stakeholders in it and help them overcome any obstacles.

STAKEHOLDER IDENTIFICATION AND ENGAGEMENT

The process of identifying stakeholders and engaging with them is based on four elements:



OUR STAKEHOLDERS, KEY TOPICS DISCUSSED, AND MODE OF COMMUNICATION

Stakeholders Group	Key topics discussed	Mode of communication
Investors 	- Financial information - Return on investment - Market developments - Non-financial disclosures	- Quarterly financial results - Annual reports - Investor presentations & meetings - Annual General Meeting
Customers 	- Product quality - Competitive price - Product details and pricing - Product feedback - New product development - Better service	- Product feedback - Customer feedback and satisfaction survey
Employees 	- Training requirements - Employee wellbeing, health, and safety - Perks & remuneration - Human rights	- Induction program - Training programmes - Intranet portals - Performance appraisal reviews
Suppliers 	- Vendor assessment and review - Pricing and quality issues - Supply chain issues/solutions - Capacity development - New material development - Training workshops and seminars - Supplier audits	- E-mails and phone calls - Open house vendor meets - Meetings through associations
Communities 	- Local employment and procurement - Corporate Social responsibility	- Focussed group discussions - Meetings and briefings
Government and Regulatory Bodies 	- Audit and inspections requirements - Policy requirements - NGRBC and BRSR compliance	- Training and workshops - Regulatory filings - Annual reports
NGOs & Civil Society 	Community development	- Social media - Annual conferences
Trade associations 	- Discussions on the issues faced by the Stainless-steel sector - Knowledge exchange and the latest trends in the industry	Participation in industry forums

MATERIALITY ASSESSMENT

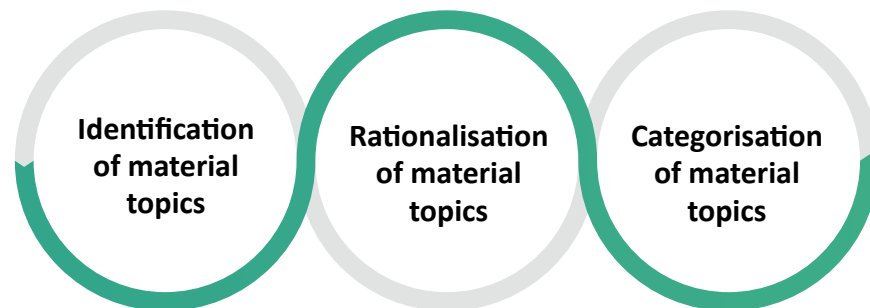
Focusing on priorities

At Jindal Stainless, we believe materiality assessment is key to identifying the issues with significant impact on our value creation ability. During the year,

we conducted our first assessment to identify 'material' topics that can have an impact on our business and issues that impact environmental and social aspects.

The assessment underpins responsible business practices and provides strategic insights to drive action.

MATERIALITY ASSESSMENT PROCESS



A host of material issues were developed based on peer reviews, global and regional industry trends, GRI reporting guidelines, Sustainable Development Goals, and select ESG rating indices

- Discussions with the core team to finalise material topics and rationale
- The final list of material topics for Jindal Stainless

- **Grouping**-Material issues were grouped under Environment, Social & Governance aspects
- **Aligning**-Five themes were developed based on Jindal Stainless's vision and mission statements with UN SDGs.
- **Clustering**-Material issues were further grouped into identified themes

COVERAGE OF MATERIAL ISSUES

Global frameworks	Peer benchmarking in the Stainless-Steel industry	Internal stakeholder alignment
• Global and regional industry trends • GRI reporting guidelines • UN SDGs • Global rating indices reporting and assessment frameworks: S&P CSA, MSCI, Sustainalytics	• Benchmarking against best practices in other industries	• Discussions with senior management to understand priorities

ESG MATERIAL TOPICS FY 2021-22

We have identified 28 material topics which are further categorised into five pillars.



Legend



PILLAR 1 CARE FOR ENVIRONMENT

MATERIAL TOPICS ADDRESSED

-  Air & GHG Emissions Reduction
-  Waste Management
-  Water Conservation
-  Biodiversity
-  Materials Management
-  Renewable Energy

HIGHLIGHTS

1.91 tCO₂e/tcs

Scope 1 & 2 value chain emission intensity

4.26 kL/tcs

Fresh water intensity*

3.5 lakh+

trees planted

58%

recycled material**

UN SDGs ADDRESSED



*Considering the freshwater consumption in SMS only

**Combined numbers of JSHL, Hisar and JSL, Jajpur





Climate Change and global warming have led to environmental degradation, loss of natural resources and a marked shift in the weather pattern. The world today is united in taking action, disseminating knowledge, and sharing tools to combat these environmental challenges. It is the collective responsibility of all businesses to be mindful of these issues and embed environmental considerations in business decision-making. The Paris Agreement lays a global framework to limit emissions for maintaining an increase in temperature well below 2°C and pursuing efforts to limit it to 1.5°C. India is also committed to achieving net-zero emissions by 2070 and it is possible with each one of us contributing

to the cause. We aim to come together and reduce our climate change footprint. Stainless steel has an added advantage when it comes to decarbonization as the production process involves minimum virgin raw material, which leads to resource conservation. Moreover, the carbon emissions from upstream processes are significantly lower compared to other materials. Additionally, stainless steel is durable, long-lasting, endlessly recyclable, and provides high scrap value in its end-of-life phase, thus incentivising scrap recirculation. We have also implemented multiple initiatives to optimise environmental

resource consumption in our operations. We have established an effective environmental management system in place that helps us conduct our business while taking care of the planet. Some of the key environmental parameters we focus on include materials management, waste management, GHG and air emission reduction, energy optimisation and transition to renewable energy, water conservation, and biodiversity management. We undertake ISO 14001:2015 certification periodically to assess the credibility of our environmental management system.

GHG EMISSIONS

Global megatrends such as population growth, accelerating mobility, and urbanization have resulted in increased carbon emissions and climate change. World Economic Forum's (WEF) Global Risk Report highlights - these environmental risks are real and there is no escaping it. We believe stainless steel can provide solutions by building

infrastructure for a more sustainable world and give us an edge in the fight against climate change.

Our GHG emissions originate in our facilities from fuel consumption in stainless steel production from the use of purchased electricity and in our value chain, The primary sources of our direct

emissions are from fuel consumption include Steel Melting Shop (SMS), Rolling operations (hot & cold), captive power plant, and ferroalloy processing.

Our GHG emissions

GHG Emissions Performance Statistics (FY 2021-22)

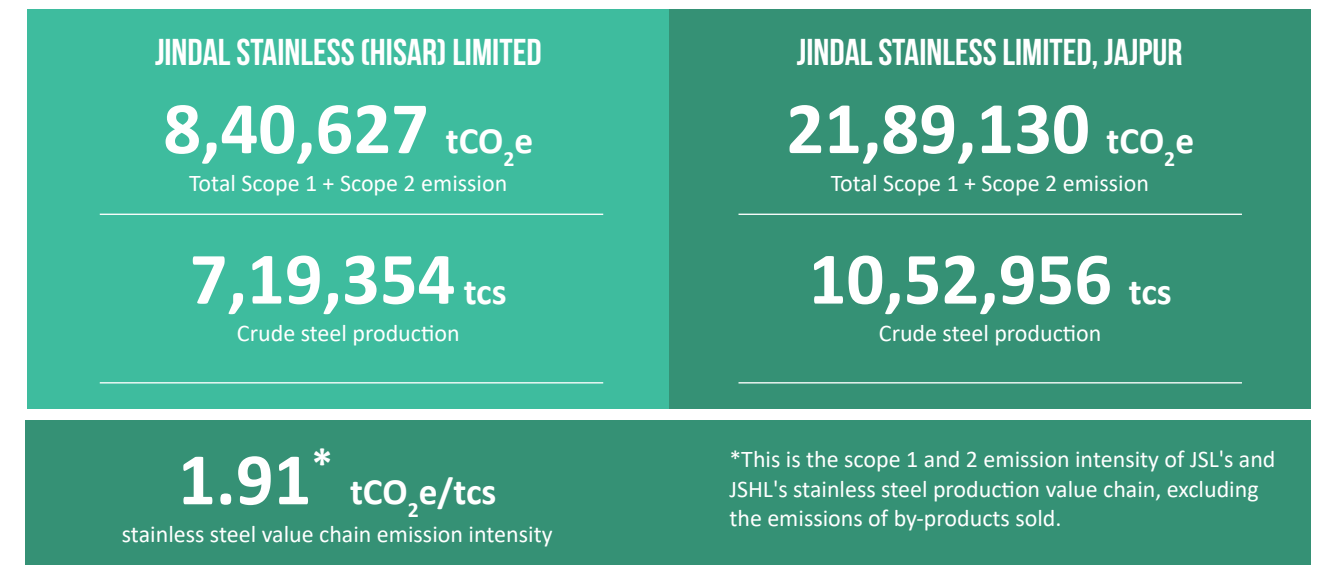
KPI (tCO ₂ e)	JSL	JSHL	JSSL	JSCMS
Scope 1	21,14,754	2,69,142	226	109
Scope 2	74,376	5,71,485	2,379	465

#Refer to Annexure for complete unit wise details

JSL comprises of information pertaining to associate company Jindal United Steel Limited (JUSL).



GHG emissions intensity



Energy Optimisation

The group is continuing its efforts to optimise energy and other resources by optimization of processes and upgraded technologies in the utilities and material movement. We continue to concentrate our efforts on reducing energy consumption by increasing the focus on sustainable production practices in:

- JSHL by adopting process automation techniques such as inverter-based closed-loop control systems in high efficiency pumps, pollution control systems associated with furnaces, and compressed air system, waste heat utilization, green hydrogen use etc.

Specific energy consumption reduction from 0.0596 toe per tonne last year to 0.0589 toe per tonne this year.

- JSL by reducing energy consumption in CCM, ID Fans, CT Fans, EAF, LRF, SAF - Fume extraction system, CAPL – Hydraulic systems, WHR etc.

Specific energy consumption reduction from 1.561 toe per tonne last year to 1.440 toe per tonne this year. Also, resulting into emission reduction of 16,596 tCO₂.

Material Movement

Local material movement through roadways is ~62% carbon intensive when compared to railways. JSL is continuing its efforts to reduce transportation related emissions by material movement through railways instead of roadways. JSHL aims to shift material movement through railways instead of roadways in the upcoming years.

Renewable Energy Share

The sustainable approach of JSL is based on the long-term vision of green growth supported by new and innovative technologies, renewable energy sources, waste heat recovery, green hydrogen use and alternate sources of fossil fuels. JSL procured around 109,595 MWh through Renewable Energy Open Access. This power is sourced from Solar & Non-Solar (Wind & Bio-mass based) power producers. Additionally, JSHL has also increased the share of on-site renewable energy by installing 4,162 kWp solar PV system. The group aims to strengthen its renewable energy share by executing long-term Renewable Energy RTC PPAs, on-site floating solar installation etc.

Avoided 77,961 tCO₂ emissions through RE Open Access in JSL.

Potential emission reduction of 4,800 tCO₂ / Year through on-site PV installation in JSHL.



Contribution to Biodiversity

We are facing a climate crisis and the rapid loss of Earth's remaining wild places. As we lose habitats, we also lose biodiversity. Planting trees helps to restore at-risk ecosystems and habitats, ultimately increasing health and overall well-being. Aligning with the thought, the group has undertaken mass plantation programmes in and around the plant to create thick greenbelt and avenue plantations. As on 31st March 2022, group has undertaken plantation of around 3.46 lakhs trees inside the plant.



Waste Management

As a part of compliance towards Pollution Prevention and sound environmental performance, JSL has achieved more than 100% fly ash utilization by way of supplying fly ash to bricks manufacturing units, asbestos manufacturing plants and cement plants during the financial year 2021-22. The new fly ash brick technology has the potential to eliminate carbon emissions from India's large brick-making industry.

Low carbon raw material sourcing for bricks and cement manufacturing companies.



Sustainable Sourcing

The group has adopted the policy of working with ISO-14001 and ISO - 45001 certified contractors/ suppliers/ vendors for its major services. All contractors/ suppliers/ vendors are maintaining human resources policies including disciplinary practices, remuneration and working hour and health, environment & safety related clauses in their jobs/ contracts. Environment, Social and good Governance practice are core of our procurement practices, and we emphasize the need of lowering our carbon footprint in our buying practices.

Reduced stainless steel life cycle cost. Increased product sustainability.



Local Procurement

The group endeavours to procure more goods locally / domestically. At present, 65-70% of the SS Scrap, the main raw material is sourced locally. The group aims to further increase annual domestic sourcing in the upcoming years. Significant amount of raw materials like Chrome ore, Ferro Alloys, coal etc are sourced domestically. This enables group to reach out to suppliers for development, management, and site inspection purposes for ensuring quality compliances. The group also enables the local supplier to grow and provide opportunities to set themselves up in the marketplace, thus, contributing to the local economy.

Reduced transportation related carbon footprint.



Zero Liquid Discharge

JSHL has invested in the strategic wastewater management system that ensures no discharge of JSHL's wastewater into the environment. It is achieved by treating wastewater through recycling and then recovery and reuse for JSHL internal purposes. A cycle of closed loop with no discharge is adopted, also known as ZLD. It paves the way for economic benefits by recovering salts and other chemical compounds.

Reduced waste water discharge; maximized water recovery; minimised impact on local ecosystems and climate; reduced GHG emissions due to avoided off-site trucking of waste



Waste heat recovery

Reusing heat energy that would otherwise be disposed of or simply released into the atmosphere has been one of the key areas that group has been focused upon. Utilization of waste heat coming out from flue gases of HAPL and CAPL furnaces and using the same in waste heat recovery boiler, we are generating steam which is supplied to existing customer (CRM, PFS, HPL, Propane yard) through common network. JSL also recover Waste Heat from SAF-1&2 to produce Steam.

This has led to approx. 8611 tons of steam supplied to circuit in FY 2021-22 and consequently saving of approx. 320 Tons of propane and 30,000 tonnes of coal. Additionally this resulted in an annual emission reduction of 38,045 tCO₂.

AIR EMISSIONS

We take significant steps to maintain the air quality in and around our plant facilities and keep the level of dust (particulate matter), NOx, and SOx – well within the permissible limits. We constantly monitor emissions from the stacks and diesel generator sets across all facilities. As part of our effort to keep the local communities safe, we try to constantly improve the quality of diffused dust in the air.

Air Emissions Performance Statistics (FY 2021-22)

KPI (MT)	Group	JSL	JSHL
NOx	1,511	1,509	2*
SOx	1,714	1,712	2*
Particulate Matter (PM)	979	728	252

#Refer to Annexure for complete unit wise details

JSHL comprises of details of JSHL. Hisar & Vizag and a subsidiaries Jindal Stainless Steelway Limited, JSL comprises of information pertaining to associate company Jindal United Steel Limited (JUSL).

*Data excludes SOx and NOx quantities of JSHL, Hisar plant

WASTE MANAGEMENT

We at Jindal Stainless, consider waste as an opportunity for us to create value not only for our stakeholders but also for the nation as a whole. We believe in creating a closed-loop system where waste generated is recycled and reused.

Jindal Stainless Group produces most of the stainless steel from recycled scrap, thus reducing the requirement for natural resources. Our production process is optimised to generate optimum recovery of metals while generating the minimum solid waste as by-products. Additionally, we have installed waste treatment facilities at our sites. The remaining process waste generated is taken by authorized agencies for treatment or landfill disposal following all guidelines and regulations.

Among the total waste generated, coal ash and slag comprise the largest share. The fly ash is directed for re-use in the brick and sheet manufacturing industry while the slag by-product is re-utilised to the maximum extent to reduce waste sent for disposal. The other waste items are tailing sand from the mining operation, dust, and scales. While we actively recycle waste in our production process, we still generate substantial landfill waste. Our management is evaluating to come up with a realistic target in the future on the reduction of waste landfilled, which impacts the environment.

SLAG FOR HIGHWAY CONSTRUCTION

Using slag instead of natural material provides material that is cost-effective, durable, and environmentally friendly for several applications including road construction. It is an ideal aggregate material due to its good shape factor, high abrasion resistance, and excellent skid resistance properties. It also has a higher load-bearing capacity compared to natural aggregates, making it more durable.

The slag generated from Steel Melting Shop & Ferro Alloy Plant is processed in metal recovery plant/ Jigging Plant for recovery of valuable metal and further rejected slag is provided to NHAI for use in road construction. During the FY 2021-22 we transferred 9 Lakh+ MT which includes legacy waste to NHAI for road construction.

Waste generated and disposed

Waste management Performance Statistics (FY 2021-22)

KPI (in MT and KL)	Group	JSL	JSHL
Non-hazardous waste generated (MT)	16,66,440	3,63,192	13,03,248
Non-hazardous waste diverted from disposal* (MT)	1,01,694	-	1,01,694
Non-hazardous waste directed to disposal* (MT)	17,55,346	1,77,016	15,78,330
Hazardous waste generated (MT)	55,480	15,778	39,702
Hazardous waste generated (KL)	521	341	180
Solid Hazardous waste diverted from disposal (Reused within the plant)* (MT)	28,876	15,662	13,214
Liquid Hazardous waste diverted from disposal (Reused within the plant) (KL)	258	258	-
Solid Hazardous waste directed to disposal (disposed off) (MT)	26,606	118	26,488
Liquid Hazardous waste directed to disposal (disposed off) (KL)	264	84	180

#Refer to Annexure for complete unit wise details

JSHL comprises of details of JSHL. Hisar & Vizag and a subsidiaries Jindal Stainless Steelway Limited, JSL comprises of information pertaining to associate company Jindal United Steel Limited (JUSL).

* The waste quantity includes legacy waste from previous years which have been accumulated since plant inception.

* The solid waste quantity includes legacy waste from previous years which has been accumulated since plant inception.

Jindal Stainless Limited

Intervention	Outcome
Collaborations to utilize Fly Ash and Bottom generated from Captive Power Plant	100% fly ash generated sent to Cement Plants, brick and sheets manufacturers 100% bottom ash generated sent to NHAI's projects
Reuse of mill scale waste	Mill scale generated from Cold Rolling Mill, Bag Filter dust from Steel Melting Shop and Ferro Alloy complex is reused Ferro Alloy making in the form of briquettes

Jindal Stainless Hisar Limited

Intervention	Outcome
Reuse of mill scale waste	Mill scale generated from Hot Rolling & cold rolling, Bag Filter dust from Steel Melting Shop is reused at Metal recovery plant to recover metals & reuse in steel melting shop.
Processing of SMS slag	Metal are recovered in slag processing plant & reuse in steel melting shop.

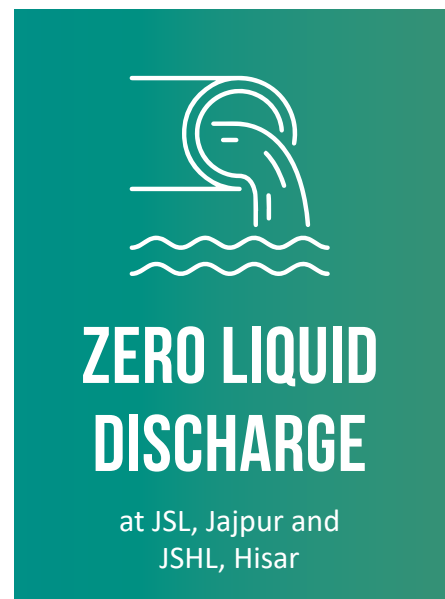
WATER CONSERVATION

Water is a vital natural resource - used not only for human consumption but also for a range of agricultural, industrial, household, energy generation, recreational, and environmental activities. Water demand is set to increase in all sectors in the future, although access to this natural resource is becoming less secure each day. The World Economic Forum's (WEF) Global Risk Report 2022 identified water scarcity as one of the top global risks for the fourth year in a row.

Here at Jindal Stainless, most of our water requirement is met through withdrawal from rivers. Realising the innate risk posed by water scarcity and the impact it can have on our business,

we have organised awareness drives on water conservation for our workforce in FY 2021-22.

Water is used in our production process in annealing, pickling, and cooling. The withdrawal of water is metered, and rainwater is estimated by average rainfall and the surface of captured rainwater in storage tanks. In FY 2021-22, 11% of the water consumption is met by water from our in-house RO plants and harvested rainwater. Our goal is to maximise the use of such alternate water sources to minimize river water consumption for meeting our production needs. We are making conscious efforts to attain “Zero Discharge” status by leveraging state-of-the-art technologies for water conservation and reuse.



Water Consumption

Water Performance Statistics (FY 2021-22)

KPI (in KL)	Group	JSHL	JSL
Total water withdrawal by source	1,24,41,571	25,87,588	98,53,983
Total water discharge by source	766	766	0
Total water consumption	1,17,88,573	26,79,930	91,08,643
Recycled water	13,39,807	13,20,523	19,284
Rainwater harvested	3,14,118	0	3,14,118

#Refer to Annexure for complete unit wise details

JSHL comprises of details of JSHL. Hisar & Vizag and a subsidiaries Jindal Stainless Steelway Limited, JSL comprises of information pertaining to associate company Jindal United Steel Limited (JUSL).

Freshwater intensity*	Group	JSHL	JSL
in (KL/TCS)	4.26	3.10	5.05

Specific freshwater consumption (KL/TCS)

*TCS=Tonnes of Crude Steel

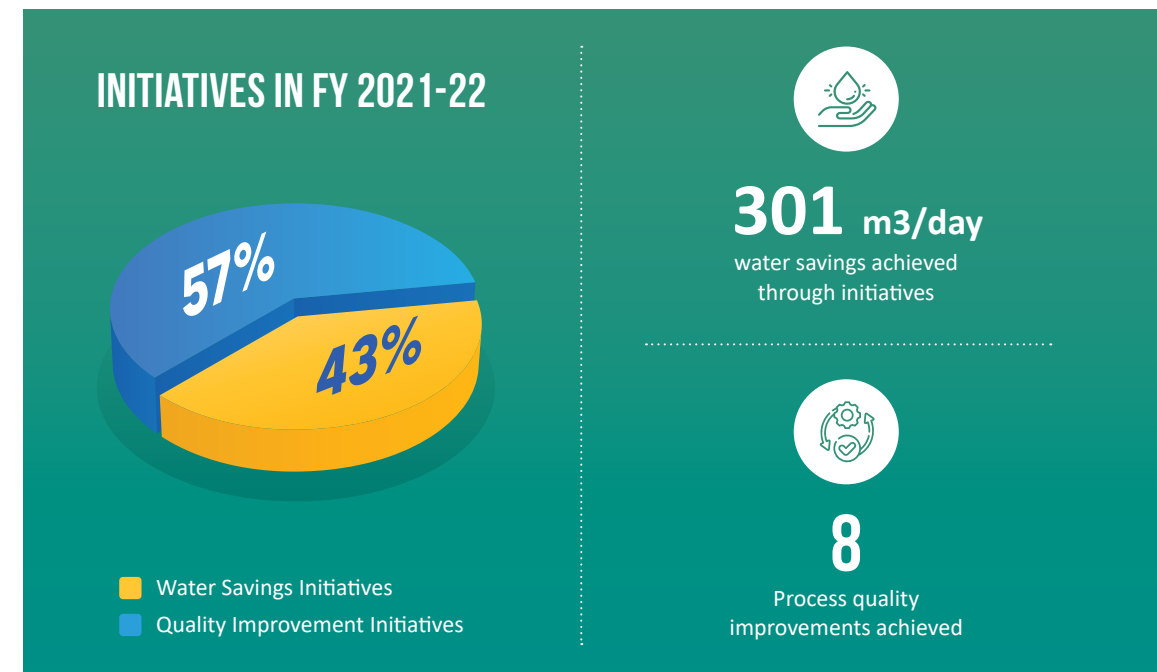
*Considering the freshwater consumption in SMS only

Success Story: Water Savings through process initiatives

Water is a focus area for us. In FY 2021-22, we undertook water conservation measures at both Jajpur and Hisar plants. Water-saving projects were implemented aimed at quality improvement in addition to water savings.

Water saving initiatives

- Use of STP treated water instead of canal water for horticulture use.
- Use of canal water is reduced by removing non-essential freshwater taps.
- Replacing old choked ETP pipeline with new to prevent leaks.
- Housekeeping is done with ETP-treated water instead of makeup water.
- 100 % utilization of RO reject and DM Plant backwash water in Bottom Ash disposal.
- Water recovered from Ash pond is utilized for Bottom deashing purpose, as per availability.
- CPP Cooling tower Blow Down water collected in Ash Water Sump and further utilized for Bottom Ash deashing purpose.
- Optimised the water consumption in Slab quenching tank and auto grinder cooling in SMS



BIODIVERSITY

Jindal Stainless recognizes biodiversity as a material issue that has a substantial impact on the environment. We are aligned with the National Biodiversity Targets and take a risk-based approach to make biodiversity a key decision-making consideration. We are also committed to not operating in World Heritage areas and IUCN Category I-IV protected areas. Our plants are not within a 10 Km radius

of any national parks or biodiversity hotspot areas.

We are developing a biodiversity management plan that will entail a preliminary identification of species native to the region, their natural habitats, and the possible disturbances that change in our operations might cause. Through effective inspection of surrounding areas of our facilities, we are trying to assess the issues that might

cause harm like excessive noise, smell, air quality, etc. The next step will be to come up with specific plans to manage any harmful impact.

Moreover, we are undertaking plantation activities to preserve the green cover of the surrounding areas. Last year we planted 60,000+ saplings in the neighbouring areas of our plants to protect the flora and fauna.



Plantation by workers in Jajpur plant



Plantation in Hisar

MATERIALS MANAGEMENT

We, at Jindal Stainless, believe that the first step to control waste generation is smart consumption of materials instead of unplanned consumption. Hence, we try to ensure minimum raw materials consumption in our production process, and high utilisation of the materials. Different types of process materials such as packaging materials, raw materials, hazardous and non-hazardous chemicals, oils, and lubricants are being used across all units of operations.

The key to our business growth is not only related to our product quality, or our people, but also our ability to manage the chain of primary inputs which leads to premium quality products and services for our clients

We believe that the greatest opportunities to achieve efficiencies in the supply chain come from working closely with our suppliers and vendors. Our suppliers span across the world and multiple filters are used to authenticate

the responsible sourcing of materials used in our products. We assess all our active raw material suppliers regularly on the parameters of sustainability and evaluate their performance periodically.



Material Management: Sorting through high value material from lean scrap

Recycled material consumption

Recycled material consumption Performance Statistics (FY 2021-22)

KPI (MT)	JSL, Jajpur	JSHL, Hisar
Raw materials used by weight or volume (MT)	17,55,113	8,66,576
Recycled input materials used (MT)	9,01,003	6,19,768
Recycled Content %	51%	72%

#Refer to Annexure for complete unit wise details

Note: *The material consumption is indicated for JSHL, Hisar, and Jindal Stainless, Jajpur only which are our main processing facilities for the manufacturing of stainless steel.



COLLABORATION FOR SUSTAINABLE MINING

Tata Steel Mining Limited (TSML) and Jindal Stainless signed a MoU on July 16, 2021, to jointly unearth the Chrome Ore locked up in the boundary between their mines located in Sukinda of Jajpur district, Odisha. This will help conservation of chromite ore which otherwise would have been left unmined forever. This is a win-win-win partnership for the State of Odisha, TSML and Jindal

Stainless. Both the companies would now initiate steps to get necessary statutory approvals from concerned authorities before jointly starting mining operations.

Commenting on the occasion, **Mr Abhyuday Jindal, Managing Director, Jindal Stainless Limited**, said, “This is a very unique collaboration where Jindal Stainless & TSML will derive maximum value from a joint mining

effort. This effort will enhance the availability of ore in the region without any adverse environmental impact, as it’s an already explored area. The move will also benefit local economy. As responsible business entities, we are committed to sustainable mining activity in the region.” This unique partnership sets an example for Sustainable Chrome Ore Mining in an innovative manner.

EMERGENCY RESPONSE PROGRAMME

We have emergency response plan implemented across the plants for all the emergencies. Emergency response plans primary goal is to sustain business continuity in the face of disruptive incidents with a focus on minimizing impact on:

Human life and other living things

Environment and linked eco systems

Economic losses

All key stakeholders (such as investors, employees)

The Company arranges training and awareness sessions at all JSL Plant locations to strengthen this ERP. In addition to training, ERP testing is carried out on an ongoing basis to evaluate its effectiveness and fill any insufficiency found.

RENEWABLE ENERGY

The road to transition to a low-carbon economy for the stainless-steel sector lies in a switch to an energy mix with a significant proportion of renewable energy. Hence, while we strive to improve our operational efficiency through the identification and implementation of energy-saving opportunities, we continue to explore opportunities for substituting traditional energy with renewable energy.

We believe that integrating green energy into our operations will enable us to not only overcome challenges of availability of fuel but also build resilience against rising fuel prices. In this regard, we are making efforts on Renewable Power purchase agreements and for bulk power purchase through bilateral sources. We are in process of enhancing the share of renewable energy in our energy mix.



Location	% Renewable electricity purchased/ generated of total electricity consumed	Renewable Energy Source	Renewable electricity consumed, MWh
JSSL	1.34%	Solar	43
JSL, Jajpur	5.21%	Solar, Wind, Biomass	109,595
JSHL, Hisar	0.09%	Solar	703
JSCMS	7.80%	Solar PV	55
Total	3.71%	Solar, Wind, Biomass	110,396

JSHL receives CII’s National Award for excellence in energy management

Jindal Stainless (Hisar) Limited (JSHL) has bagged the “Excellent Energy Efficient Unit” award at the 22nd National Award for Excellence in Energy Management 2021, organised by the Confederation of Indian Industry (CII). This award recognizes JSHL’s efforts towards energy efficiency in its overall manufacturing process. CII acknowledged JSHL’s energy management among a total of 480 organisations from different sectors such as automobiles &

engineering, buildings, cement, paper, power, and metals. JSHL is the first company in the Indian steel industry to implement ISO 50001:2018 norms for establishing, implementing, maintaining, and improving an energy management system (EnMS).

JSHL has successfully implemented various energy efficiency and renewable energy measures at its manufacturing unit that help optimise energy usage. Over the last five years, JSHL has reduced its specific energy consumption by more than 11%, while reducing overall GHG emissions by 21,362 metric tonnes per annum.

For the upcoming capacity expansion, JSL has invited Expression of Interest for Long term procurement of Renewable Energy from interested parties. JSL is planning to procure around 200MW RE-RTC for the period of December 2022 to November 2037.

Additionally JSL had also partnered with M/s KPMG on for Management Consultancy on Renewable Power Sourcing Strategy to meet power demand of 3.4 MTPA expansion capacity.

PILLAR 2 EMPOWERING STAKEHOLDERS

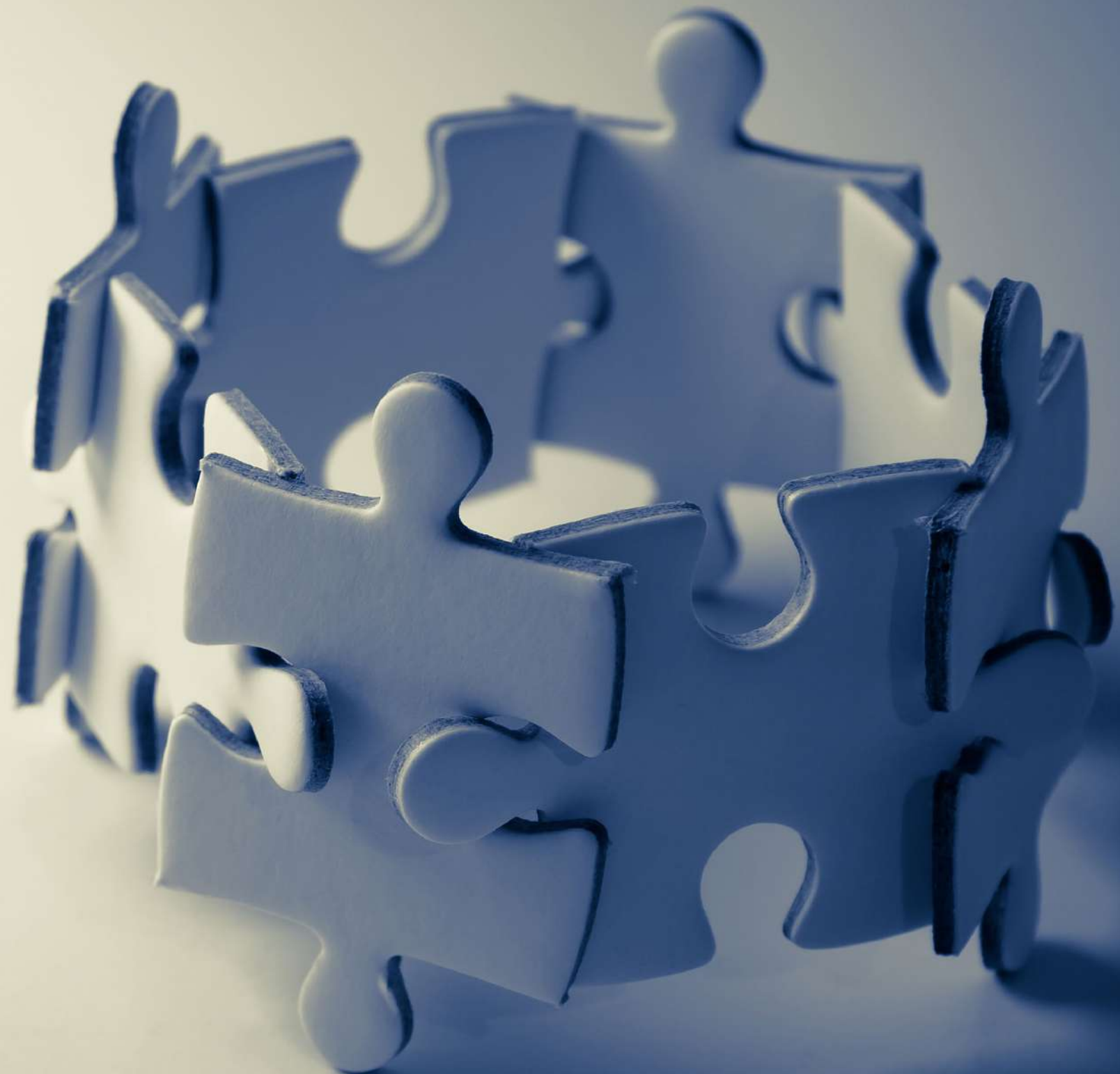
MATERIAL TOPICS ADDRESSED

- Supplier assessment
- Customer health and safety
- Grievance Redressal
- Freedom of association and collective bargaining
- Knowledge transfer
- Community development

HIGHLIGHTS

- 37% MSME suppliers
- 41,939 beneficiaries in FY 2021-22

UN SDGS ADDRESSED



EMPOWERING STAKEHOLDERS

Stakeholder engagement – growing as a team

We at Jindal Stainless believe that all individuals and groups that have an interest in or can either impact or be impacted by our business including employees, investors, customers, communities, suppliers, governments, and civil society. The Company believes in collaborations and inclusive growth. We engage with stakeholders using various communications platforms and engagement channels to gain an in-depth understanding of our stakeholder's expectations. We believe that establishing a strong relationship with all our stakeholders establishes transparency and builds trust.

SUPPLIER ASSESSMENT

We believe in a healthy and cost-effective supply chain. Supply interruptions due

to a single supplier can cause business interruptions, short supplies, and production bottlenecks. Supply Chain is also a concern for our investors and customers, as an issue with the supply of raw materials directly impacts the production of the Company and hence the product availability to customers.

Increased sourcing from domestic and nearshore markets and developing strategic alliances with various suppliers across the country helped Jindal Stainless to ensure a healthy cost amid cutting-edge competition and a raging pandemic.

The Group believes that our suppliers are an essential part of our business for development and viability as a business. We engage frequently with our suppliers to ensure that our overall ecosystem functions with a sense of responsibility, integrity, and overall compliance. To achieve this, we have formulated a Supplier Code of Conduct (SCoC) that lays down norms of behaviour and practices for ideal conduct.

We have formalized a system for vendors. Currently, we have a total of 1,065 suppliers. These suppliers are categorised into large, medium and small

based on purchase volume quantity. As of now, 55% are categorised into medium supplier, 37% small supplier and remaining 8% as medium suppliers are those who provide between “(“100-3,000”)” MT and large suppliers are those who provide more than 3,000 MT.

Sourcing preference is given to suppliers who are located close by. We evaluate suppliers on E&S while onboarding and at least once a year periodically. A system of penalty is also in place if the supplier does not meet set benchmarks. We have developed a vendor and supplier registration tool in which we have provided questionnaires so that every new supplier must disclose the social and environmental parameters such as a license to operate from consent from state pollution control boards, ISO certifications, etc. Questionnaires on E&S, Vendor Evaluation are a few mechanisms to keep a check on the supplier's quality.

The company also conducts awareness sessions during vendor meet. A vendor meeting was conducted Hisar and Jajpur focusing on quality assurance meetings.



OUR PHILOSOPHY IS TO MAINTAIN A LEAN INVENTORY

It is an ongoing philosophy of Jindal Stainless to maintain a lean inventory. Numerous efforts were taken up in the recent past to increase working capital efficiency as well as plant serviceability, by ensuring quick material turnarounds. These initiatives, include increased sourcing from domestic markets, taking several corrective measures for near-shore markets, and having continuous dialogues with them.

We have reduced our imports of mild steel scrap by almost 50% over the last three years. This helped us to reduce our working capital requirement, inventory, and lead time. We are now aiming to achieve 70% of our mild steel scrap via domestic sources in the next couple of years.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Company never prohibits its employees to form an association under local laws. The Company engages

in open and continuous dialogue with the employee associations at its manufacturing facilities. There are no operations where the right to exercise freedom of association and collective bargaining is at significant risk. Jindal Stainless does not have any employee trade union and is not in any collective bargaining agreement, although there is no restriction to form any.

CUSTOMER HEALTH AND SAFETY

As stainless steel is inert and non-reactive it does not have any harmful impact on the end user.

That's the reason stainless steel is so widely used in medical appliances and for equipment and tools in the food processing industry where health and safety are of prime importance. Nevertheless, issues that affect health and safety are imperative – not only during the process of manufacturing stainless steel but also when our customers are processing the material, when stainless steel products are used and when they are eventually recycled and remelted.

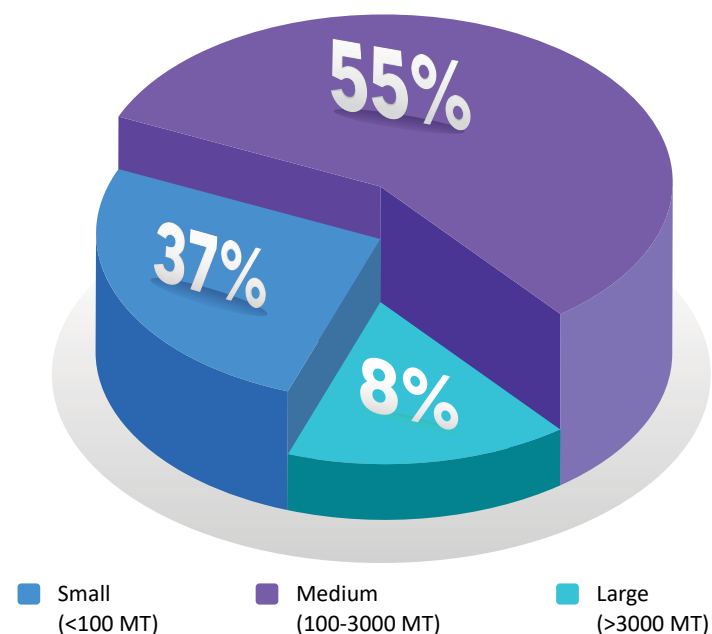
WE AT JINDAL STAINLESS, PROVIDE SAFETY INFORMATION FOR OUR PRODUCTS

Jindal Stainless manufactures stainless steel grades that are standardized and proven to be safe for their recommended use. The Safety Information Sheet provides information on substances contained in the material as well as advice on safety measures to be employed when handling stainless steel. The safety information is provided under REACH requirements to supply sufficient information to permit the safe use and disposal of articles. The information is regularly reviewed and updated annually. We also offer detailed information on the chemical and technical properties of each stainless-steel grade.

Every delivery is checked based on the vendor evaluation parameters

- Code of Conduct
- Terms in the purchase agreement (Purchase order)
- Awareness of ESG parameters

Percentage of category wise suppliers (MT)



The labelling on our Products is done as per the requirements stipulated under various Standards such as ASTM/ ASME/EN/BIS etc. We also understand our labelling is meeting the norms of the Taxation & Weights and Measures Department as the same is being Audited by these relevant authorities from time to time. In addition, we provide standard information as required by our customers.

CERTIFICATION FOR PRODUCT SAFETY AT JINDAL STAINLESS

All our products are provided Mill Test Certificate to EN10204 Type 3.1 (non-radioactivity declaration). This is a quality assurance document used in the metals industry that certifies a material's chemical and physical properties and states a product made of metal (steel, aluminium, brass, or other alloys) complies with an international standards organization (such as ANSI, ASME, etc.) specific standards.

GRIEVANCE REDRESSAL

Jindal Stainless requires that all directors and employees adhere to high ethical standards in business conduct and comply with laws and regulations, the Company's code of conduct and ethics policies as well as with Company policies, practices, and procedures. Ethical behaviour in the areas of business conduct is of utmost priority to the Company.

At Jindal Stainless, we have a Stakeholders Relationship Committee at the Board level, which addresses the grievance of our shareholders. We also have a Code of Conduct for Directors

and Senior Management and a Code for Independent Directors.

Compliance with REACH (SVHC), RoHS requirements

- Our products are mostly customer driven with the following EU directives:
 - REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)
 - RoHS (Restrictions on Hazardous Substances)
- We also comply by GADSL (Global Automotive Declarable Substance List) and WEEE (Waste Electrical and Electronic Equipment Directive)
- Jindal Stainless Steel products do not contain Substances of Very High Concern (SVHCs)

Feedback is integral to our operations and a critical part of our stakeholder engagement process. They help us map our impact on the communities and take steps to address them. Both our group companies have a formal grievance mechanism setup where external stakeholders can register their grievances. It is in our interest to close all grievances in a fair and timely manner. JSL and JSHL follow a robust grievance mechanism, which is in alignment with global best practices.

KNOWLEDGE TRANSFER

Jindal stainless take proactive steps towards knowledge transfer and capacity building to its suppliers through trainings and skills transfer. Our supplier engagement program help develop stronger relationships with suppliers and drive long-term improvement. We help our suppliers through stages of capacity building, from one-way awareness and insight to more dynamic two-way information sharing, and progressively through a change management process to authentic supplier ownership and empowerment.

We collaborate with our suppliers through our periodic vendor meet. We build and advance their capacity and provide knowledge on the changes occurring in the market, technology, regulatory framework etc, and briefly explain our requirements. Capacity Building tools include virtual and in-person training, engagement, and various learning. We undertake various awareness sessions on steel processing, product enhancement, health, and safety, impact of ESG integration in supply chain and various other relevant issues.

We utilize flexible and practical approaches to drive continuous improvement throughout the supply chain and/or at targeted suppliers. These helps in identifying areas of concern and formulate a strategy to not only mitigate the risk but educate the supplier and improve their performance.



MESSAGE FROM JSF CHAIRPERSON

“

We women need to share our success stories and create an ecosystem of confidence and growth. We need to create leadership in us

Transforming lives through Jindal Stainless Foundation

Mrs. Deepika Jindal is the chairperson of Jindal Stainless Foundation – the CSR wing of Jindal Stainless Limited (JSL). She is also the chairperson and mentor of OP Jindal Modern School and Vidya Devi Jindal School in Hisar. She also heads OP Jindal Cancer Hospital and NC Jindal Institute of Medical Care & Research.

Jindal primarily focuses on projects that promote skill development and financial empowerment. Some of them are organising a teachers' workshop with Sachi Saheli, collaborating with NABARD for the Krishi Unnati Project. She also identifies projects that foster social development like – setting up a water purification unit in Pathredi village and a plantation drive in Hisar.

For her impactful and remarkable work with Jindal Stainless Foundation, she has received PhD Astitva award. In 2020,

Jindal Stainless launched 'Stainless Aashiyana' to counsel and give legal options to women and children who are victims of domestic abuse. Provisions of free legal support are also made for victims who are unable to afford it.

She is a champion of women's causes and roots for women's empowerment. She strongly feels - "We women need to share our success stories and create an ecosystem of confidence and growth. We need to create leaders from among us. The core strength needs to come from

within. We need to keep trying. We must change. We must adapt".

Her role as an academican gives her a sense of great satisfaction as she can contribute to the growth and development of the next generation. With a lot of pride, she says – "Seeing these girls learn, grow and leave the school to become great contributors to our country gives immense satisfaction as an administrator".



Going Beyond Business Responsibilities – strengthen community engagement

Sustainability and CSR are the foundational principles of growth, development, and good business. We believe in building and nurturing relationships with our stakeholders. As part of this policy, we undertake various CSR projects aimed to lift the communities based near our facilities. We encourage the community to participate when we map their needs – next we create CSR programs to meet these needs. We have launched projects designed to take care of their health and hygiene, local infrastructure, education, skill development, and livelihood.

JINDAL STAINLESS and Corporate Social Responsibility

CSR activities of Jindal Stainless are carried out by Jindal Stainless Foundation. All activities for the organization are established following the provisions of Section 135 read with Schedule VII to the Companies Act, 2013. Through JSF we have initiated a plethora of social development activities in and around our corporate office, plant location, and factories. Our activities are governed by the group's CSR policy which can be accessed at JSL-CSR-Policy.pdf (jslainless.com).

Our Philosophy

We address social development issues and encourage our stakeholders to engage through focused sustainable interventions. We implement our programmes through Jindal Stainless Foundation which is the over-arching body for conceptualizing and implementing CSR programs.

Our Core CSR focus areas

Jindal Stainless Limited aligns its Corporate Social Responsibility strategy with its corporate philosophy of being a responsible corporate and giving back to society. The Company focuses on achieving the triple bottom line i.e., people, planet, and profit by owning responsibility for its initiatives on the environment, community, and stakeholders and making amends whenever and wherever necessary.

Ensuring Environmental Sustainability & Ecological Balance



Rural Development program



Promoting Education & Enhancing Vocational Skills



Promoting gender equality and women empowerment



Promoting preventive healthcare



CSR Committee

CSR committee at JSF is headed by Mrs. Deepika Jindal. The committee met four times in FY 2021-22 with full attendance of the members.

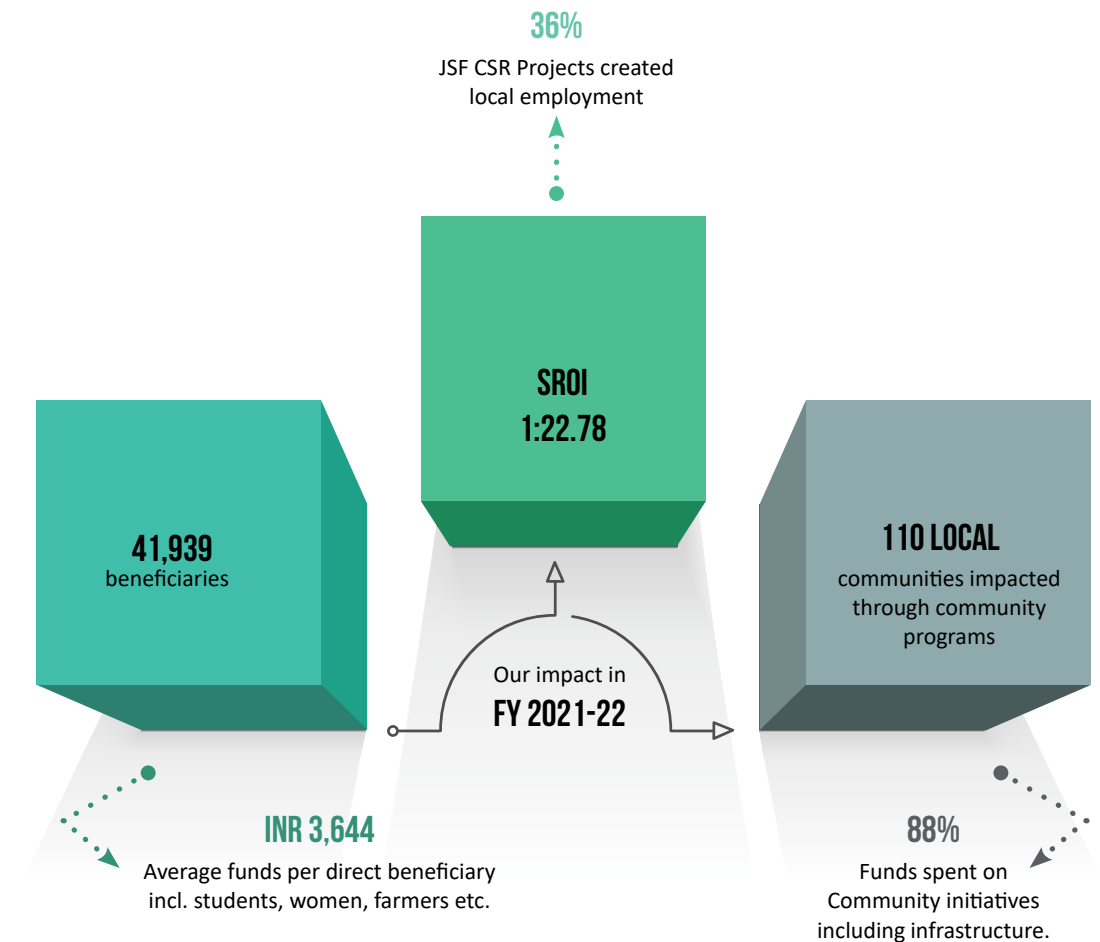
Sl. No.	Name of Director	Designation / Nature of Directorship
1	Mrs. Deepika Jindal	Chairperson (Non-Executive, Non-Independent)
2	Mr. Jagmohan Sood	Member (Executive, Non-Independent)
3	Mr. N.C. Mathur	Member (Non-Executive, Independent)

Our vision

To be admired and recognized as the Socially Responsible Corporate through processes linked to sustainable growth and development.

Our mission

To engage with various stakeholders along the triple bottom line approach and promote the concept of sustainable communities and in the process contribute towards inclusive growth.



ALIGNMENT WITH UN SDGs

Jindal Stainless Foundation has been working on projects that cover 12 out of the 17 SDGs across its plant locations in Hisar, Haryana & Jajpur, Odisha. Of the 12 SDGs the highest number of projects correspond to 4 priority SDGs.



9.84 HECTARES

of public park in Hisar

2.4 TIMES

better urban green space index compared to a recommendation by WHO

1.7 TIMES

more trees planted than targeted



4000

Women directly benefited per year

200+

self help groups enabled

200 SHGs

in 27 villages



24 TEACHERS

trained in sign language

500 STUDENTS

with hearing impairment trained on course material



483%

increase in area under cultivation

224%

income improvement compared to baseline per hectare

252%

improvement in yield per hectare compared to baseline

MAINTENANCE AND RESTORATION OF O. P. JINDAL MEMORIAL PARK, MILL GATE

Jindal Stainless Foundation decided to adopt the city of Hisar, Haryana for the implementation of selected SDGs, including SDG 11. Hisar is well known for its steel industry and is therefore also known as “The City of Steel”.



18,900 TREES
planted and
maintained



2.5 MILLION
liters of water
conserved



590 PLANTERS
around the park



24 BENCHES
& automated
solar light



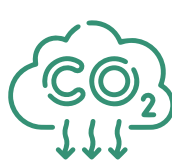
140 TONNES
of waste
managed



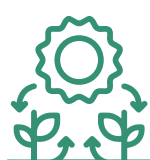
04 TOILETS
wheelchair
accessible



10 MURALS
cultural art



790 TONNES
CO2 sequestered



3,719 TONNES
of oxygen
produced



474 MILLION
litres rainwater
intercepted

As a first step, Jindal Stainless Foundation in collaboration with Prabhaav Foundation undertook the project of restoring, developing, and maintaining the O.P. Jindal Memorial Park in Hisar. Water harvesting, composting, landscaping, and many such initiatives were undertaken to restore the park. Apart from this, they used environment-

friendly methods to beautify the park and placed benches around the park for visitors.

The Park is accessible to 4,000 people that live in neighbouring townships, within 500m of the park, and is visited by over 30,000 people every month. The entire park is equipped with energy-efficient lamps. There is easy accessibility

for disabled people, with ramps at the entry/exit points and accessible sanitation and drinking water through the adjustments that have been made to the toilet and RO plant infrastructure. Additionally, most of the workforce in the park is women, in diverse roles like gardeners, security staff, cleaning staff, and janitorial staff.



PROMOTING GENDER EQUALITY AND EMPOWERING WOMEN

My Daughter, My Pride: Women empowerment is one of our major thrust areas and we are keen on interventions to promote this issue. This project aims to sensitize rural communities to women's empowerment by organizing street plays in several villages of Hisar. We are partnering with an agency that specializes in women's issues and we hope to implement multiple programs in collaboration with them.



RURAL DEVELOPMENT PROGRAM

Improving Farmer's Income: To support farmers, we partnered with Gram Unnati Foundation to implement an initiative -Improving Farmers' Income through Improved Production Practices and Market Linkages. Around 1,638 small and medium farmers benefitted from this program as they were introduced to upgraded farming techniques.

PROMOTING PREVENTIVE HEALTHCARE

Covid Relief work

Jindal Stainless Foundation (JSF) initiated action to combat COVID-19, even before the formal letter was issued by the Ministry of Corporate Affairs with regards to the 'Clarification on investing CSR funds for Covid-19'. Support was given to the migrant and daily wage workers in Delhi/NCR and later during the second lockdown, Jindal Stainless expanded the scope of relief response to support marginalized sections. Jindal Stainless Foundation offered food, medical, and sanitation supplies to migrants

and daily wage workers during the lockdown, and to city slum dwellers. This includes Delhi-NCR and the neighbouring communities around plant locations- Hisar (Haryana) and Jajpur (Odisha). We also supplied pulses, grains, and vegetables to community kitchens run by the Delhi Government and NGOs. Buses were arranged to ferry migrant workers to their homes in other parts of Uttar Pradesh.





ELIMINATION OF DISABILITY FROM CLUBFOOT IN CHILDREN

JSF in collaboration with CURE International India Trust (CIIT) has launched a project for eliminating clubfoot among children. The project aims to treat children born with clubfoot with non-surgical interventions to permanently correct the clubfoot. We established a clinic where children with this disability are treated along with follow-up counseling sessions. Around 25 children are enrolled in this program- and have completed the first phase of treatment. They are currently in the rehabilitative stage of treatment.

PROJECT "HISAR HEROES" - INITIATIVE FOR THE UPLIFTMENT OF THE RAG PICKER

Jindal Stainless Foundation launched a CSR project through its implementing partner, Green Dream Foundation (GDF) titled "Hisar Heroes" with the objective of welfare and capacity building of informal waste pickers as well as IEC (Information, Education, and Communication) activities to sensitize the citizens on waste segregation and sustainable waste management. The waste collectors/rag pickers were identified and designated as "Hisar Heroes" under this program since they play a major role in driving sanitation and cleanliness in the city. They were equipped with regular training, medical coverage facility, etc to help them improve their working conditions and overall waste management and were provided with tricycles to boost their mobility and collection capacity directly impacting their daily income. We undertook community sensitization in low-income residential areas - about the link between waste generators with waste collectors to prevent the leakage of waste into the environment. The project led to a significant reduction in the disposal of waste material from getting transported to landfill leading to environmental protection. Around 2,171 ragpickers and waste collectors benefitted from this project.



PROMOTING EDUCATION & ENHANCING VOCATIONAL SKILLS

School Education Project, Buddharaj Bidyapitha:

The Buddhiraja High School has over 700 students but its teacher-student ratio is rather low. To support the Government school, Jindal Stainless is supporting this school by appointing additional teachers for abutment of the existing staff, which has helped the school in its overall performance. The foundation also provided 10 desktop computers so that students can have access to the computer system.



VILLAGE LIBRARY

To develop a reading habit and have an access to good books, newspapers, etc, for the rural folks the village library was set up at Hudisahi, in Trijanga Rehabilitation Colony residents. The library has 2071 books and subscribes to 6 daily newspapers and 1 weekly magazine.

Due to the lockdown the library was closed. However, a full-time librarian has been hired to take care of the library and maintain records and register the number of readers visiting the library. In the last FY, more than 7,500 individuals visited the library.



STORIES OF CHANGE

50% increase in Ms. Annapurna Dei's income

Annapurna Dei, a resident of Gholapur village has a landholding of 6 acres where she cultivates vegetables following traditional farming practices. She was not able to reap the optimum value of her produce as some vegetables were affected by fungal plant diseases for which she had no cure. Gram Unnati Foundation, the partner NGO engaged in the 'development of the farmers' visited her field, and recommended use of organic pesticides. Her plants were free of pests and diseases. Her Income increased by Rs 12,000 per acre, her time of yield increased up to 1.5 months and her yield increased by 35 kgs per 2 decimal cultivated land. Additionally, her production expenses were cut down due to the use of "Handi Khata" (herbal manure) as she no longer needed to rely on costly pesticides from the market. After experiencing the results, she encouraged her fellow farmers to go organic and taught them this process of farming.



Success Story: Making of an Entrepreneur: Exceptional Journey of Premlata's stainless resolve



Ms. Premalata Behera, aged 29 years from a tribal community of Odisha lives with her parents and three siblings. Due to economical reasons, her father could not take care of his daughter, Premlata, who lost the use of her legs from polio when she was seven years.

Young Premlata, with a firm resolve, struggled her way and on learning about the Jindal Stainless CSR interventions around her village, joined the tailoring classes being conducted

approximately two kilometers away from her village. Despite her mobility challenges she enrolled in the program.

The Jindal Stainless Limited CSR program on tailoring was being organized for the rural poor for six months and encouraged Ms. Premlata to attend the program. The young lady traveled every day in her wheelchair to attend class. After six months she completed her training and in April 2016, Ms. Premlata sought help from JSF to open her tailoring shop in her village, Kotha in Jajpur District.

Jindal Stainless Limited CSR team saw her entrepreneurial spirit and supported her to start her business venture. For the first few months, she had to struggle to set up her business, but later it took off and she shifted to

a bigger space. She bought three more machines with her funds and hired a seamstress to work for her.

Next, she started a tailoring Centre of her own on the same premise and charged a small fee from her students thereby supplementing her income.

She currently earns over Rs. 30,000 per month and manages to save approx. Rs. 20,000 after regular pay-outs toward salaries and maintenance of the equipment etc. Today she is a proud woman, empowered and confident, and someone who has made a difference in the community. She is a role model in her village and is a bright example of how a little support can go a long way in women's empowerment.

PILLAR 3 WELL-BEING OF EMPLOYEES

MATERIAL TOPICS ADDRESSED

-  Occupational health & safety
-  Employee wellbeing, training, and development
-  Diversity & inclusion
-  Talent retention
-  Labour management

HIGHLIGHTS

1,24,124 EHS training hours

Continuous safety programs

UN SDGs ADDRESSED

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



5 GENDER EQUALITY



Integrated healthcare programs, health, and safety training – a major step towards employee wellness

In line with Jindal Stainless values, our priority at the workplace is to safeguard the health and well-being of all our people. Our focus is on the prevention of occupational diseases, accidents, and injuries. Compliance with our Group Health and Safety Policy is an absolute necessity, and our plants

implement this approach in their health and safety practices and systems. We tailor behavioural safety activities relevant to the local context, without compromising on any of the minimum performance expectations. A knowledgeable and experienced Occupational Health and Safety (OHS)

management team is active at all locations to continuously monitor and manage the systems and respond to emergencies. Jindal Stainless is certified for the OHS management system (ISO 45001:2018).



OCCUPATIONAL HEALTH & SAFETY

At Jindal Stainless, safety is ingrained in the organizational culture, and the company promotes both occupational and personal safety practices. During the pandemic, we ensured that our employees adhered meticulously to COVID guidelines and protocols across manufacturing locations.

100%
vaccinated employees

Safety is paramount

We at Jindal Stainless firmly believe that by upholding safety standards we can prevent accidents and fatalities. We have taken several safety measure and implemented to roll out “Accident free steel” a program which necessitates safe working procedures on site. The Company provides hands-on training to its staff for safely handling equipment. It also trains them to follow safety standards by organizing mock drills, competitions, and in-person/live safety seminars. Jindal Stainless follows a strict mandate for the provision of safety gear for various operating units. We believe that at Jindal Stainless, our employees are our most valuable assets, and our success is directly linked to their contribution to the organization.

While we abide by all EHS regulations relevant to each geography – at the same time we constantly strive to achieve ‘zero-injury operations’ by upgrading our EHS measures. We are strongly committed to the strategy that - every employee should return home safely.

Safety performance

We use the Loss Time Injury Frequency Rate (LTIFR) per million working hours of employees and contractors as the main safety performance indicator.

Safety Performance Statistics (FY 2021-22)

KPI	Group	JSL	JSHL
Fatalities	1	1	0
High-consequence work-related injury	2	0	2
Recordable work-related injuries	2	1	1
First Aid cases	155	51	104
Total man-hours worked	3,24,24,530	1,98,30,744	1,25,93,786
LTIFR	0.06	0.05	0.08

#Refer to Annexure for complete unit wise details

JSHL comprises of details of JSHL. Hisar & Vizag and a subsidiary, Jindal Stainless Steelway Limited, JSL comprises of information pertaining to associate company Jindal United Steel Limited (JUSL).

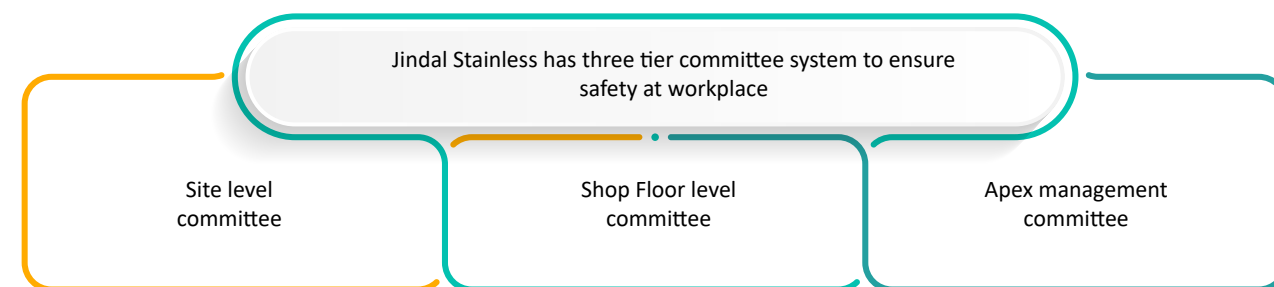
We constantly engage with all our employees and workers. To increase the safety awareness of all workers, including contractors, Jindal Stainless provides collective training and strengthens safety education through management-led safety training through

- e-learning modules for workers in local language
- All employees participate in Toolbox Talks (TBT) which serve as an informal platform to consult all levels of workmen regarding safe work practices
- Classroom sessions consisting of various trainings/modules

1,24,124

Hours of safety training in
FY 2021-22

Safety Committees



- At Jindal Stainless we have constituted a departmental safety sub-committee, consisting of equal representation from workers and management.
- The sub-committee meets at least once a month, or more if necessary. Currently, a total of seven Safety sub-committee operates at Jindal Stainless. In addition, an Apex Safety Committee is in place which includes all the heads of departments and sectional heads. It meets quarterly.
- A fully-fledged EHS department has been constituted to devise robust systems and procedures for ensuring a safe workplace. The group has a high focus on behavioural safety, process safety, and general safety. Regular campaigns are carried out emphasising importance of material handling, and road safety.
- All employees who work in Jindal Stainless sites are covered under Occupational Health and Safety management systems. Every employee is briefed about safety requirements before they start working in any factory location.
- Leadership is actively involved in improving Jindal Stainless's health and safety performance. The Board receives updates on EHS compliance and challenges regularly while senior leadership reviews EHS progress and reviews Jindal Stainless's health and safety performance bi-annually - to ensure relevance and appropriateness.



Hazard identification, risk assessment, and incident investigation

Identification and assessment of hazards are crucial for on-site emergency planning, and it is, therefore, necessary to identify what emergencies could arise in the production, handling, and storage of products. We constantly thrive to improve our competency and capability for hazard identification and risk management. We have a robust process to identify the hazard and the associated risks

- Pre-Employment Medical Examination is being carried out for all new employees and Contract labor
- OHS orientation training is provided to all new employees to ensure they are appraised of the basic site rules of work at/on the site and of Personnel protection and preventing injury to fellow employees
- In order to detect the possible onset of an occupational disease regular monitoring of health status is done
- Check the effectiveness of preventive and control measures regularly



SAFETY

- In the event of any accidents or near misses, cases are duly investigated as per internal Jindal Stainless controlled format and CAPA
- Safety on the road: The entry of all motorcycles is strictly prohibited inside the premises and inbound and outbound vehicles speed and parking is monitored through GPRS by a software called e-Trans.
- A dedicated Safety Training Centre (STC) well equipped with multimedia facilities with sitting capacity of 100 persons is established to impart audio-visual aided induction and job-specific safety trainings daily.



HAZARD MANAGEMENT

As a proactive measure, the group continuously carries out different modes of risk Group, both internally and through external Subject Matter Experts (SMEs) to safeguard its employees and assets. Hazards are identified in the entire operations through:

- Scheduled workplace EHS inspections through Online SOS Portal
- EHS checks for the equipments
- Risk assessment of the processes like HAZOP, JSA, HIRA etc.
- EHS meetings at department, site, corporate level
- External safety audits by the accredited third party
- Safety induction & refreshment trainings / awareness
- Internal Cross Functional audits
- Equipment & process safety audits
- Other suggestion schemes, contests, periodical health check-up, regular performance review & corrective actions, rewards & recognition, punitive actions, etc are religiously followed towards eliminating hazards and achieving accident prevention at first instance.

Emergency Preparedness

The on-site emergency plan has been duly approved by the Directorate of Factories and Boilers, which is circulated and communicated to all concerned persons. Mock drills are conducted once a month in all plant locations and corrective actions are taken for any shortcomings assessed. Assembly points and ambulance points are also displayed widely. Mutual Aid Scheme is also in place with neighboring industries.

An Emergency Control Room (ECR), equipped with all required facilities such as a dedicated land phone, mobile phones, display of emergency command structure, and emergency numbers, required PPEs, round-the-clock manning, fire emergency and rescue tools, fire extinguishers, fire tenders, emergency siren, PA system, etc. is maintained to deal with emergencies.

All operating plants are safeguarded with substantial fire pumps, multi-location hydrant lines, points, monitors, hose boxes, portable fire extinguishers, fire buckets, smoke detectors, alarm systems, etc. Firefighting and rescue training programs are conducted regularly, thus ensuring the ready availability of first respondents at the incident site itself.



HEALTH

- In terms of occupational diseases, workers in dust-prone areas and high decibel areas periodically undergo Spirometry and Audiometry tests at our OHC centre.
- In addition, we also conduct pre-employment and periodic medical tests from time to time for both newly joined and existing employees.
- This year we launched a Wellness Calendar comprising of a variety of constructive healthy actions to enhance our employees' lifestyles.
- Various camps and awareness sessions are held every month with the support of health experts from reputed hospitals to coach employees to take care of their health and wellbeing.

Occupational Health Centers

We have set up OHCs (Occupational Health Centers) at its plants to meet the requirements of occupational health of employees and takes up several other initiatives regularly to ensure sound health in the community. The OHCs are fully equipped to provide basic diagnostic and therapeutic treatment, with necessary facilities including 4

ambulances, pharmacists, etc., and are manned by qualified occupational health specialists. Special tests are also conducted before allowing workers to operate cranes and other heavy equipments.

The N C Jindal Hospital in Hisar, managed by Jindal Stainless, treats almost a lakh

OPD patients and 38,000 Indoor patients every year, with subsidized treatment to those who are from economically weaker sections of society. Community healthcare centers in Jajpur reach out to the rural population of the district. The center treats 6000 patients, and its dental department caters to 2400 patients annually.

Stain-less Road Safety

A Stainless road safety project was implemented in partnership with Prabhaav Foundation that focuses on the well-being and safety of the people who commute on bicycles. The campaign

was organized for the general population at prominent locations. Retro-reflective tapes were fixed on bicycles to enhance their visibility during low light and inclement weather. A bicycle rally was

also organized to create awareness on the importance of the reflective tapes. Around 1300 cyclists benefitted from this drive.

Jindal Stainless (Hisar) Limited (JSHL) received 'International Safety Award 2021 Merit' by the UK-based British Safety Council for the second time in a row. We received this prestigious award for maintaining excellent standards of health, safety, and well-being of our employees. JSHL was very prompt in adopting the COVID protocol during the pandemic and implemented a rigorous regimen to uphold safety standards.

EMPLOYEE WELL-BEING, TRAINING & DEVELOPMENT

Equipping employees to perform better through skill training and ensuring their wellbeing

Our success and achievements reflect the triumphs and accomplishments of our employees. The energy,

commitment, and innovative ideas of our employees drive our success. We focus our efforts on creating an environment that nurtures and challenges an engaged, talented, and motivated workforce who contributes to the company's success story. Our employee-friendly policies and

a wide range of other benefits help to foster a culture of well-being and support every individual who is contributing to our success story.

Our workforce

Workforce Statistics (FY 2021-22)

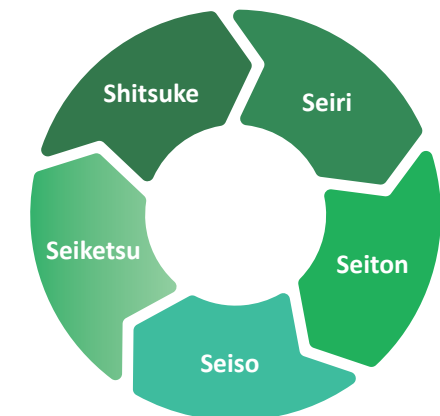
KPI	Group	JSL	JSHL	JSCMS
Total Workforce	15,075	8,295	6,098	682

#Refer to Annexure for complete unit wise details

JSHL comprises of details of JSHL, Hisar & Vizag and a subsidiary, Jindal Stainless Steelway Limited, JSL comprises of information pertaining to associate company Jindal United Steel Limited (JUSL).

Workplace management

We have a comprehensive strategy for workplace management that help our organization run more efficiently. We follow the 5S organization methodology that improves efficiency and eliminates wastages through standard procedures of Sorting, Organizing, Cleaning, Standardizing, and Sustaining the improvements made.



Training and development

576 workmen were examined through newly developed AROHAN portal by identification of 34 critical positions of SMS by proper Knowledge Skill Assessment (KSA) & Skill Testing Standards (STS).

Talent development is essential for the success of businesses and therefore supports having the right people with the right will, skill set and knowledge at the right place. Employees are our key stakeholders and through regular engagement, we have realized their aspiration of taking up new assignments within the organization through self-development.

The Group's training and development initiatives are available for all employees around the world. It helps our employees to develop personal skills, think strategically, support managers in team development, assist those in charge of key operations, and improve procedures and processes. Training needs are rigorously identified and delivered through internal and external workshops as well as web-based modules. This is included in the Group's training calendar and courses are designed to help employees perform at their highest potential. This also helps us systematically improve the quality of our workforce. Specifically tailored training are provided to senior management – to prepare them for larger roles and build cross-functional capability in the organisation.

Training hours across levels

Training hours Performance Statistics (FY 2021-22)

KPI	Group	JSL	JSHL	JSCMS
Total training hours across levels	2,57,222	1,26,633	1,07,612	22,977

#Refer to Annexure for complete unit wise details

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Training hours Statistics (FY 2021-22)

KPIs (Total hours)	Group	JSL	JSHL
Total training hours for permanent employees (including EHS trainings)	1,02,485	23,860	78,625
Total training hours for temporary/contractual employees (including EHS trainings)	1,31,760	1,02,773	28,987
Total training hours for all (P+C) employees (including EHS trainings)	2,34,245	1,26,633	1,07,612
Total EHS training hours for permanent employees	11,241	3,475	7,766
Total EHS training hours for temporary/contractual employees	1,12,883	1,02,773	10,110
Total EHS training hours for all employees (P+C)	1,24,124	1,06,248	17,876

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DIVERSITY & INCLUSION

At Jindal Stainless, we are focused on strategies to attract diverse talents, imbibe an inclusive culture, and work towards ensuring equality not just through our policies, but also in our daily practice. Jindal Stainless culture allows individual talent to bloom and empowers people at all levels.

Our Remuneration policy applies to the Board of Directors, Key Management Personnel (KMPs), and Senior Management Personnel of the Company ensuring board diversity. Remuneration at Jindal Stainless is based on the principles of performance, equitableness, and competitiveness. This Remuneration Policy has been designed to reflect these principles and to attract, motivate and retain quality manpower for driving the Company successfully.

Board appointments at Jindal Stainless are based on merit and candidates are considered based on their skills, knowledge, experience and background, gender, and other distinguishing qualities, to make the Board more effective. We try to ensure that we have a balanced Board with the best skill sets and experience across sectors. The Directors come from - finance, legal, academic, and management backgrounds. We are also in process of devising a policy to ensure diversity among the Board of Directors.



Employee distribution

Employee Count Statistics (FY 2021-22)

Employee Category	Number of employees				
	Gender Distribution		Age Distribution		
	Male	Female	< 30 Years	30-50 Years	>50 Years
Senior Management	128	1	-	62	67
Middle Management	600	14	10	507	97
Junior Management	1,546	53	293	1,161	145
Non-Management Staff	2,263	63	841	1,044	441
Workers	10,088	319	3,070	6,350	987
Grand total across distribution	14,625	450	4,214	9,124	1,737

#Refer to Annexure for complete unit wise details

Employee turnover

Employees who have left the organization voluntarily or due to dismissal, retirement, or death in service in the last three years.

Employee Turnover Performance Statistics (FY 2021-22)

KPI	Group	JSL	JSHL	JSCMS
Employee turnover	2,305	1,637	398	270

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LABOUR MANAGEMENT

Jindal Stainless as an organization keeps track of employees with the help of HR software, payroll, and labour management solutions.

We at Jindal Stainless, encourage our employees, both permanent and contract, to maintain good relations and constructive bargaining practices with the management. The minimum notice period varies according to their position in the organization.

TALENT RETENTION

Employees are the building blocks of Jindal Stainless. We hire and retain the best talent in the industry through our institutionalized HR processes and employee-friendly practices. Innovation and excellence are an inherent part of our company culture and act as the foundation for an exciting career at Jindal Stainless.

The Company follows these guiding principles to attract, motivate and retain talent

- The level and composition of remuneration are reasonable and sufficient to attract, retain and motivate the talent
- The relationship between

remuneration to performance is clear and meets appropriate performance benchmarks

- Remuneration to directors, KMPs, and senior management personnel involves a balance between fixed and incentive pay reflecting the short and long-term performance of the individual.

Workplace wellness

We foster a culture of agility, innovation, health, and wellness. Employee Wellness has always been one of the priority areas in enriching life and strengthening employees’ time at Jindal Stainless. With the pandemic, this aspect has become even more crucial

Employee assistance

Robust SOP formulation and adherence mechanism was put in place for plants and offices covering enhanced safety and hygiene protocols

Rewards and recognition

As a performance-driven and meritocratic organization, we recognise consistent performance as well as we hold rewards and recognition ceremonies to acknowledge the efforts of our best and value-aligned employees and thank them for their dedicated services

Learning & Development – Human Capital

Our key initiatives	Description
Individual Development Programmes	- Behavioural education – Aspire & Achieve, Being Better, Masterful Management - Technical & Compliance Education - Kirk Patric Model – ROI Model
AROHAN	- Customised skill-upgradation - Individual Development Plan - Enhances technical capabilities - Multi-skilling in a fast-paced environment
Engaging Activities at Plants	- International Labour Day, 2022 - quizzes and games - International Women’s Day, 2022 - cultural events, games - Specialized doctor visits - in collaboration with TATA Medica. - Safety Celebration Week - Rallies, debates, and essay
Wellness	- Self-Care Joy-Care Fit-Care Vital-Care Haemo-Care - Individual experiential coaching across Natural Laws of wellness for emotional & physical health.
PARIVARTAN, a high potential development program	- Nine months rigorous development journey - Virtual Learning Capsules, Leadership Cafe, Projects, Coaching & Mentoring, and Self-Paced Learning - Learning Themes - Growth Mindset, Digital Leadership & Entrepreneurial Leadership

Employees Availing Parental Leave

Jindal Stainless provides a wide mix of parental leaves to its employees, including leaves for single parents and for parents who are adopting children.

Parental Leaves Performance Statistics (FY 2021-22)

	Group	JSL	JSHL	JSCMS
Number of employees entitled to parental leaves during reporting period	124	93	9	22
Number of employees who took parental leaves during reporting period	4	2	0	2
Number of employees who rejoined back after parental leaves	4	2	0	2

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Human Capital Management (HCM)

We at Jindal Stainless, have the HCM Spring Program - which is a program focused on upgrading skills from all functions- Technology, Learning & Development, Human Resources, or other related departments.

We also train employees (such as a vendor, solution providers, or consultants) from other organizations to upskill them.

The learning program is designed to address the competency/skill gaps and support both individual and organizational development objectives. Major programs were conducted in FY 2021-22.



Best Advance in Learning Measurement: Aspire & Achieve

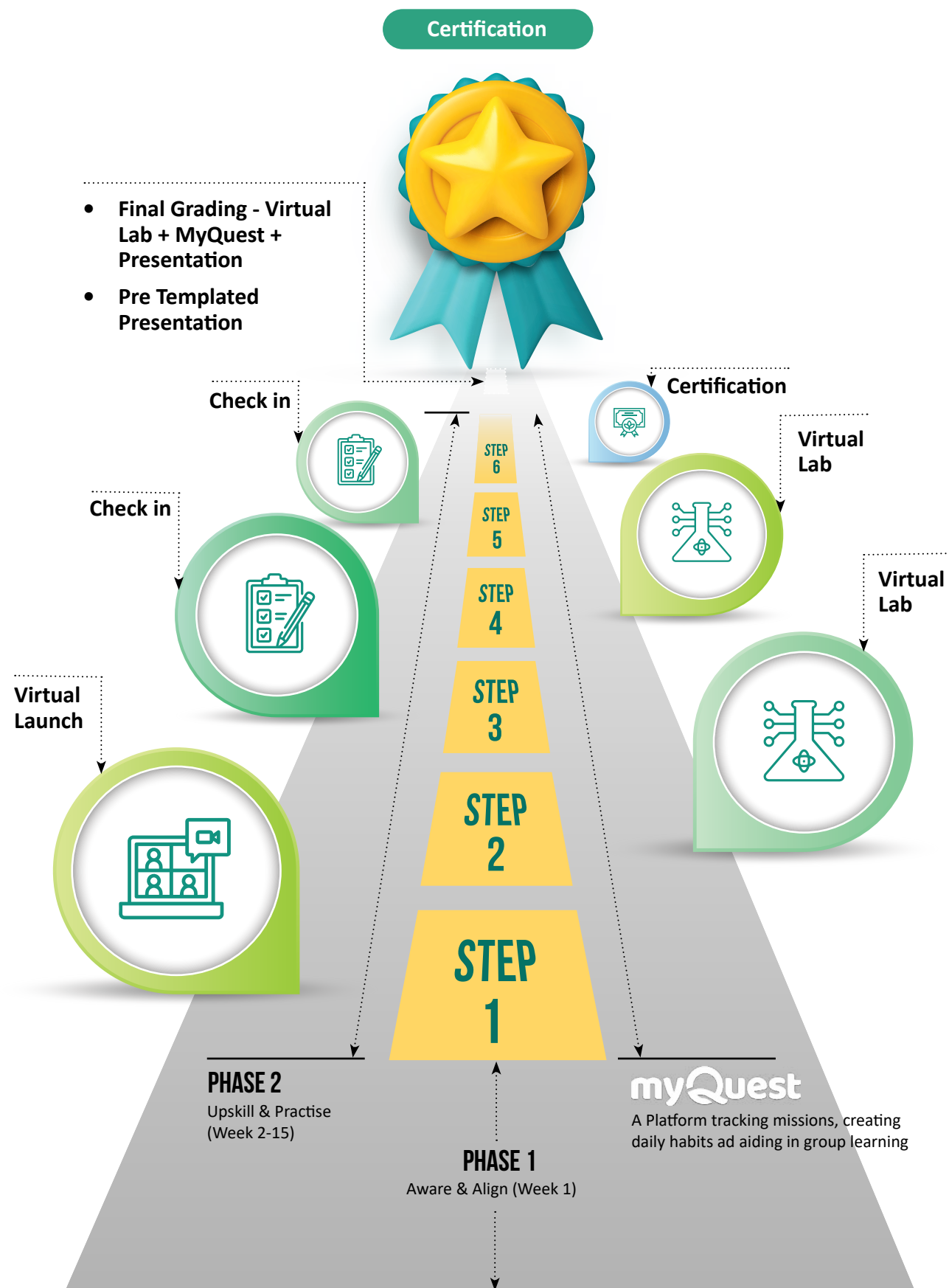
By implementing various ideas, collaboration, teamwork, and alignments, below are the indicative savings because of the project.

Time saved (in hours)	Cost saving (INR)	Increase in production (MT)
8,581	₹ 304.42 Crores	1,087

These competencies are implemented on a day-to-day basis and then measured. Aspire and Achieve learning was digitalized using gamified learning platform - MyQuest. This platform offers integrated learning modules to expand the scope and horizons of the employees.

Through Aspire & Achieve, the Group can drive tremendous results in terms of cost saving, increase in production, improving efficiency by saving production hours, and by inculcating a culture of proactive feedback, positive communication, self-reliance, and building new skills.

Learning Journey created on 3 Competencies Learning Agility, Achievement Focus & Communication

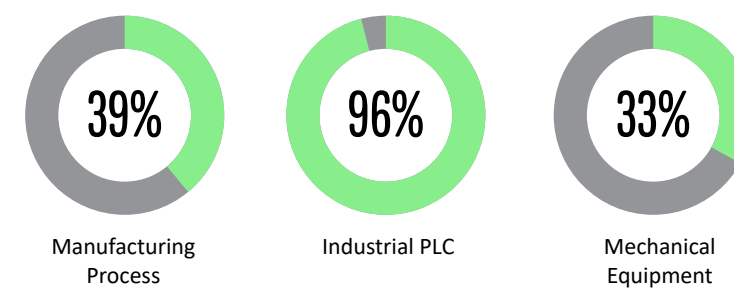


Excellence in Learning Technology

Enhancing employee capability in the changed business context continues to receive major thrust at Jindal Steel. Special attention was given to Knowledge and skill upgradation of the Workmen Supervisory cadre to improve the workmanship resulting in safety at the workplace, higher Productivity, World Class Quality, Waste reduction, cost optimization. Behavioural training to contract workforce to channel the overall energy towards one single direction.

Learning

Average Improvement in learning index



Behaviour

32%

of skill enhancement throughout the program

93%

of technology acceptance as compared to the industry benchmark of

62%

Quality Impact

Increase of

8%

in the productivity of Steel Melt Shop

Process Optimization by

36%

through kaizen initiatives

Business Impact

Zero accidents resulting in a safer work environment

Savings of

INR 1.2 CRORES

from 0.69% increase in nickel recovery

Savings of

INR 15 CRORES

through 315 improvement projects

PILLAR 4 PRODUCT STEWARDSHIP

MATERIAL TOPICS ADDRESSED

- Research and Development
- Product Quality & Safety
- Brand & Reputation Management
- Operational Efficiency
- Marketing and Labelling
- Economic Performance

HIGHLIGHTS

- Manufacturing that meet the highest level of environmental responsibility
- State of art R&D centres

UN SDGs ADDRESSED





We are part of India's growth story providing innovative solutions in the stainless-steel category and catering to a wide range of industries. With our capacities expanding,

production increasing and product portfolio surging, we have covered all varieties and all aspects of stainless-steel production. Over the years, through our innovative

approaches, we have revamped our capabilities and product portfolio, spanning - from the widest flat products to a diverse range of long products.

OUR PRODUCTS

We have diversified end-to-end product portfolio of over 120 stainless steel grades with in-depth reach to customers of all segments.

JSL PRODUCTS



SLAB

Manufacturing Range/Odisha

Product	Width (mm)		Thickness (mm)	
	Minimum	Maximum	Minimum	Maximum
Slab	1000	1650	160	220



CR COIL

Manufacturing Range/Odisha

Product	Width (mm)		Thickness (mm)	
	Minimum	Maximum	Minimum	Maximum
CRAP Coil	1000	1600	0.3	5.0



HR COIL

Manufacturing Range/Odisha

Product	Width (mm)		Thickness (mm)	
	Minimum	Maximum	Minimum	Maximum
Hot Rolled Coil	1000	1650	2.0	10
HRAP Coil/2E	1000	1600	1.4	6.7



PLATES

Manufacturing Range/Odisha

Product	Width (mm)		Thickness (mm)	
	Minimum	Maximum	Minimum	Maximum
Plates/ Sheets	1000	1620	11	80

JSHL PRODUCTS

Slabs

Product	Max Width (mm)	Thickness (mm)
Slab	1275	200

Hot Rolled Coils

Product	Max Width (mm)	Thickness (mm)	
		Minimum	Maximum
Hot Rolled Coil	1270	2.0	12.0
HRAP Coil	1270	2.5	8.0

Cold Rolled Coils

Product	Max Width (mm)	Thickness (mm)	
		Minimum	Maximum
CRAP Coil	1000	0.5	3.15
	1250	0.5	3.15

Plates

Product	Max Width (mm)	Thickness (mm)	
		Minimum	Maximum
Plates	1250	6.0	80



Specialty Products

Coin Blanks

Jindal Stainless has been supplying stainless steel coins blanks to the Indian and international mints for making coins. The Company has the capability to produce high quality stainless steel and non-ferrous coin blanks. The present installed capacity for coin blanking is 10,000 metric tonnes per annum.

Precision Strips

Jindal Stainless is equipped to develop stainless steel precision strips with thickness as minimum as 0.05 mm. These strips are input material for industries like automotives, electronics and telecommunication, health and hygiene, consumer durables, petrochemical industry, etc.

The customized chemical composition, desired mechanical properties, and precise dimensional and shape tolerances make Jindal Stainless' precision strips unique.

Blade Steel (Razor Blade)

Razor blade cold rolled strips of up to 0.076 mm thickness are produced in Company's Special Products Division (SPD) at Hisar and are supplied to leading Indian and international razor blade manufacturers.

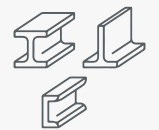


PRODUCT STEWARDSHIP

Products are designed to last long using recyclable materials

We have integrated high standards of ethical and environmental conduct in our manufacturing process and across our value chain. Consequently, we ensure that our raw materials are ethically sourced and finished goods are produced in an environment-friendly manner.

Our responsibility extends beyond the manufacturing process of the product, including - the supply chain, and multiple product life cycles while endorsing recyclability. Our focus is on achieving a higher level of circular economy and material end-of-life including prolonging product lifespans, improving material efficiency, reuse, remanufacturing, and product recycling. We leverage high scrap availability and lower costs associated with recycling, and minimal environmental impact to manufacture Stainless Steel.



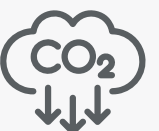
Low virgin material usage in stainless steel production conserves natural resources



Higher scrap usage translates to lower specific energy usage

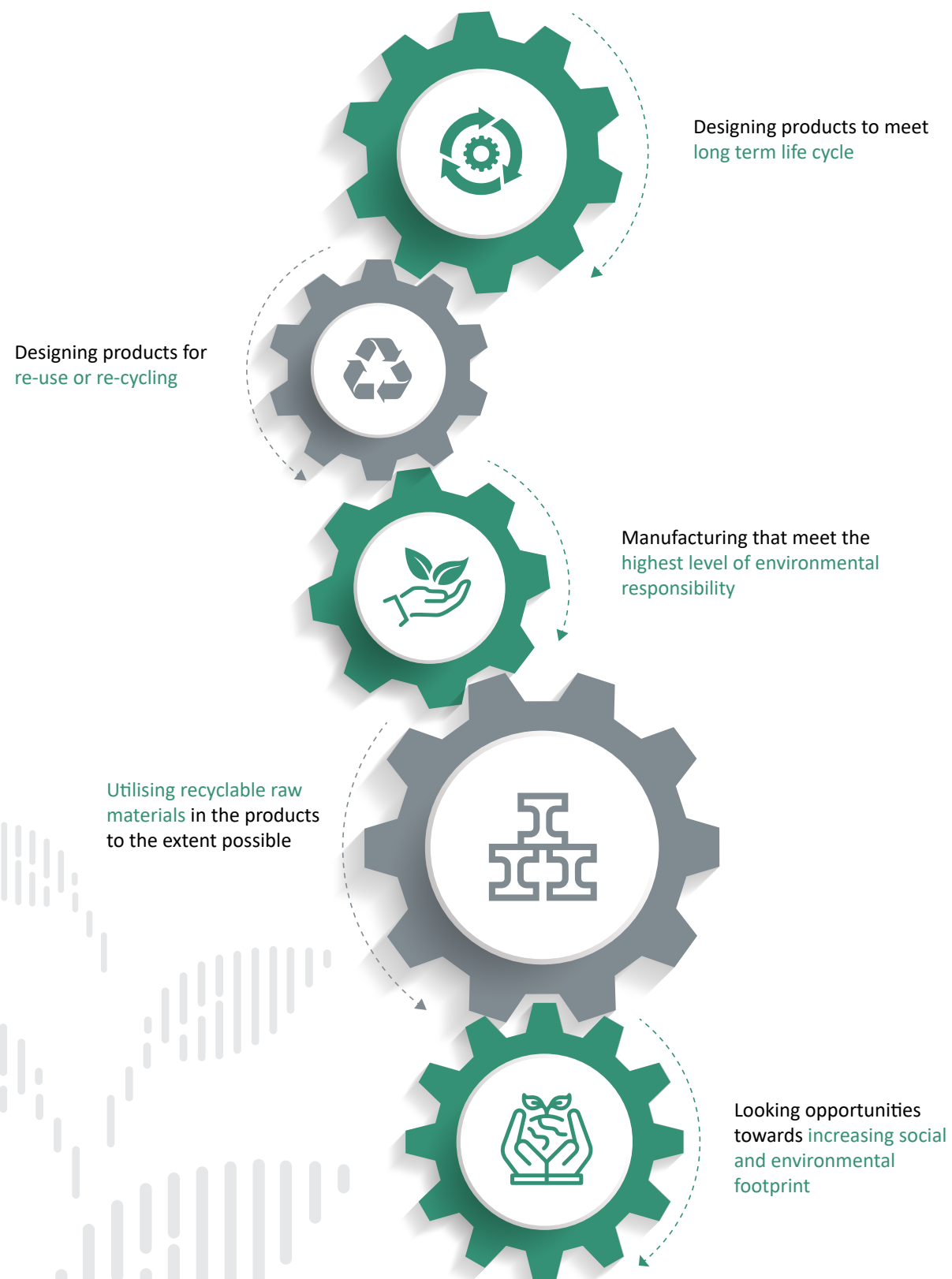


Reduced emission from upstream processes like mining



Lower specific emission of CO₂

OUR APPROACH TO PRODUCT STEWARDSHIP

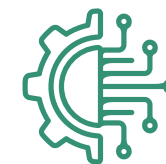


Research & Development – Innovating sustainably

The motivation “to be the best” keeps us at the forefront of product stewardship. We have prioritised and recalibrated our research and development in both products and processes to give us an edge. We have developed and established consolidation of modern ‘state of the art’ technology with experienced talent in R&D. The group’s R&D team is actively involved in Industry-Institute partnership. We have partnered with IMMT Bhubaneswar, IWTT Mumbai, IIT Roorkee, and IIT Bhubaneswar during FY 2021-22.



Our customers, investors, employees, and communities increasingly want to work with a company that can foresee their ESG demands, and increasingly work towards meeting sustainable development goals. To cater to our customers’ requirements, we have developed a wide variety of specialty grades of Stainless Steel as well as specialised solutions to meet our customer’s evolving requirements.



Over the years, we have steadily integrated technological innovations into our operations. We are the front-runner in raising the benchmark in the domestic Stainless-Steel landscape by investing in cutting-edge equipment and adopting new procedures. The dedicated R&D division of both the major units helps us to continuously innovate and develop high-value specialty products.



Our team interacts with reputed national and international laboratories/ scientific institutions/ universities to conduct research and avail expert advice. Our strong R&D expertise has enabled us to consistently add value to our existing product line. It has also enabled us to build a strong presence in the manufacturing category of specialty steel for various sectors including defence. We want to maintain a leadership position in the stainless-steel industry – now and in the future.

Outcome of our R&D efforts



- Jindal stainless has developed ferritic-martensitic stainless steel IRS 350CR for structural application. Fabrication of India’s first stainless steel foot-over-bridge at Naupada Junction, Andhra Pradesh has been completed using the JSL developed IRS 350CR. To improve the yield strength further of 450 MPa minimum, IRS 450CR has been developed for structural/bridges application.
- Development of very high aluminium (2% Al) bearing ferritic stainless steel grade 17Cr-2Al for applications in automotive catalytic converters and heating elements.
- Development of electrode quality austenitic stainless steel grade EQ 317L for weld overlay cladding & welding electrode application.

To meet the goals of the Paris Agreement, currently - we are designing solutions for low-carbon mobility, households, and infrastructure, while using less raw materials, producing fewer emissions, and ensuring long-term usage.



ECONOMIC PERFORMANCE

The pandemic brought the world to a standstill and jolted the economy – hit jobs and livelihoods. Some industries were more affected than others. The Stainless Steel industry was one of the worst affected as it experienced a huge plunge in demand.

The stainless-steel market experienced lower-than-anticipated demand across all regions compared to pre-covid levels, which was unprecedented and staggering. However, the global economy recovered and grew by 6.1%, as the pandemic became weaker.

OUR GROUP PERFORMANCE

Economic Performance Statistics (FY 2021-22)
Rs. (in crores)

KPI	Group	JSL	JSHL
A. Economic Value Generated	37,900.43	21,863.87	16,036.56
Revenues (including other income)	37,900.43	21,863.87	16,036.56
B. Economic Value Distributed			
Operating cost	32,520.99	18,721.70	13,799.29
Employee Wages and Benefits	440.44	210.00	230.43
Payments to Providers of Capital	674.74	553.34	121.40
Payments to Governments (including Deferred tax)	1,033.65	555.89	477.75
CSR Expenses	14.14	-	14.14
Total Economic Value Distributed	34,683.96	20,040.94	14,643.02
Economic Value Retained (A-B)	17,859.49	1,822.93	16,036.56

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#Refer to Annexure for complete unit wise details

JSHL Annual report FY 2021-22
<http://2https://www.jshlstainless.com/wp-content/uploads/2022/09/JSHL-Annual-Report-2021-22.pdf>



PRODUCT QUALITY & SAFETY

Investing in quality – never goes wrong and fetches maximum returns. By upholding quality in all aspects of our functions, processes, and people - we want to promote a culture where being the best and remaining at the top becomes a habit. We aim to have consistent quality products and improve processes, products, and services, focusing on customer and stakeholder satisfaction.

We strive to meet the requirements of customers, and statutory and regulatory bodies through product and process compliance. Jindal Stainless promotes best practices like Quality circle, 5S, and Kaizen involving maximum employees as part of TEI (total employee involvement) and seeks continuous improvement in all aspects of the business. We have also adopted practice tools and techniques which assist in improving quality performance like - value stream mapping (VSM), Lean, 8D, benchmarking, root cause analysis, training, and implementation.

We are also strengthening the overall quality management system to achieve excellence.

Adoption of a Total Quality Management System is an effective strategy to achieve excellence and be competitive.

The system focuses on how effectively our business utilises its resources to meet customers' and stakeholders' needs. Jindal Stainless has been pursuing TQM for business excellence, ever since its inception, to become a world-class stainless-steel company. Our R&D lab at both plants has implemented a laboratory management system as per ISO 17025:2017 and certification by NABL is done to ensure compliance of products as per required specifications. To meet customer requirements, IATF certification as per IATF 16949:2016 is also obtained which enforces best practices under Total Preventive Maintenance (TPM).

We have dedicated managerial level responsibility for product/service safety,

and we also provide trainings to our employees on product/service safety. We regularly test our products, lead incident investigation and corrective action to ensure product safety. We are also actively working on creating awareness to educate customers about safe and responsible usage of products/services. In our various training programs, we also provide information on counterfeit products, safe handling, and various other issues.

We have provided detailed information on products and services of the entity through our portal system which is available at our website. web link – Declaration of Performance - Jindal Stainless (Hisar)Ltd (jshlstainless.com). Additionally, we are planning to introduce guidelines and upload it on our website to customer and increase awareness on how to use products safely and prevent our customers from any mishap.

Recall Management

To reduce product recalls we have implemented quality check tools across the value chain. We carry out a thorough investigation to evaluate the data and perform a risk/benefit analysis of the concerns. The first step is to determine the source of the problem - whether it is due to a design defect or a production problem. During the financial year, we had zero recalls which further strengthen our quality control.

BRAND & REPUTATION MANAGEMENT

Jindal Stainless brand and reputation are fundamental for our growth and are determined by the interplay of aspects such as governance framework, reputed board and management, robust customer and supplier ecosystems, innovative and caring work environment, financial performance, and social responsibility.

Over the years, we have consistently

undertaken several notable marketing initiatives which have enabled us to improve our brand salience and our overall market share. We also assess the real-time impact of events and the development framework for the effectiveness of the response mechanism both in terms of agility and adequacy. The framework is holistic and has an integrated approach to minimise the

response time. We are making consistent efforts to strengthen the demand ecosystem for stainless steel. There is no denying the effect of climate change. We are trying to counter it by scaling up our environmental and social performance through reputation management and brand equity.

To inculcate a healthy ecosystem within the industry and promote stainless steel across sectors, we hold various conferences and exhibitions throughout the country. The highlights of the year were 'Enterprise Odisha', conducted by CII East Chapter, and IREE 2021, conducted by CII East Chapter, and IREE 2021, conducted by Railways Ministry.

We are actively working on creating awareness and opportunities for the usage of stainless steel in different applications. We aim to follow and promote sustainable business practices and continuously strive to create awareness among all stakeholders.

We participate in various conferences

and hold exhibitions to promote stainless steel across the country. This year we took part in 'Enterprise Odisha', conducted by CII East Chapter, and last year we participated in IREE 2021, conducted by Railways Ministry, Gol, at Pragati Maidan, Delhi.

A robust pipes & tubes marketing plan (P&T Campaign 3.0) was launched - where Above the Line (ATL) went live in FY 22 across 75 cities in India and Below the Line (BTL) was run for a couple of months in Oct-Nov 2021 period. The campaign ran across 235 unique cities and towns pan-India to promote the 'Jindal Saathi' seal, a unique co-branded seal comprising of

logos of the Company along with other manufacturers.

The campaign was woven to establish the 'Jindal Saathi' seal as the mark of genuine 'Made in India' stainless steel. The consistent and innovative marketing efforts of the Company have been successful in attracting substantial interest and demand for our product offerings. Going ahead, we will continue to take up various marketing development activities and build brand fondness, loyalty, and purchase of stainless-steel offerings through potential business and existing consumers alike.

Jindal Saathi Seal



The effectiveness of the "Jindal Saathi Seal" program across India

Jindal Stainless steel is India's leading stainless-steel manufacturing company and is recognized all over the world for its product quality and competitive pricing. Our products include both finished and semi-finished goods and long products like Railings, Gates /Doors Accessories, pipes and tubes, and others. We play a major part in B2B transactions and hence our focus is spread at the major hubs or clusters where the major retailers are based in. Our major emphasis has been on hoardings, granular subbases (GSBs),

automotive branding, and in-shop brandings.

The primary objective of our marketing campaigns is to retain market share, reduce counterfeiting and improve Jindal Saathi awareness in target groups. To create greater awareness for Jindal stainless steel products as well as differentiate the high-quality product portfolio, we have launched Jindal Saathi campaigns. The campaign intends to further strengthen the recall of the branded stainless-steel products

among business customers as well as end-user consumers.

We have increased our emphasis to increase our footprint through our unique and appealing Marketing Strategies. We aim to examine our external surroundings and market our products according to the latest trends, risks, and opportunities. Over the last three years, we have witnessed significant progress across all the marketing aspects.

Increase presence of Jindal Stainless among retailers

Retailers stocking Jindal brand – specially the pipes and tubes segment - has increased from 91% to 97%. The campaign has also increased popularity of our products among the retailers. Around 91% of retailers can identify with Jindal Saathi compared to 76% earlier. Around 80% fabricators are aware of the Jindal Saathi campaign which is double of what it was earlier.



MARKETING AND LABELLING

Customers and end users need accessible and adequate information about the positive and negative environmental and social impacts of products and services. We adhere to all the legal guidelines prescribed for the sector. We have incorporated fair and responsible practices in our business and dealings with customers.

The labeling of our products is done as per the requirements of ASTM/ASME/EN/BIS standards. We also meet the guidelines of the Taxation & Weights and Measures Department so that there is no discrepancy in the audit findings of relevant authorities. In addition, Jindal Stainless provides standard information for its customers.

There were no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling. There have also been no incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications - advertising, promotion, and sponsorship.



OPERATIONAL EFFICIENCY

We are extensively working towards environmental excellence by augmenting current equipment for better varieties to minimize environmental impact. We are implementing new initiatives and investing heavily in R&D to improve our ESG performance. This approach is also responsible for lowering our risks of financial and reputational costs linked to environmental litigation.

We ensure excellence in improving our operational efficiency by implementing the kaizen principle of continuous improvement in all areas of our

operations - such as process control, asset management, and supply chain. Our initiatives are aimed at achieving superior product quality, improving yields and delivery performance, and optimising product mix - thereby boosting efficiency at each stage of operations. Our efficiency improvement is driven by resource efficiency, and waste elimination process upgradation.

As part of this exercise - we have lowered our carbon emission rate, reduced waste generation, and improved waste utilisation while maximising energy and

material efficiency. Driving efficiency not only helps in cost reductions but also enables us to reduce our environmental footprint. Our key focus is on the inputs and outputs of business operations. We assess trends in the consumption of natural resources and the production of waste products specific to our manufacturing. We have also implemented the latest technologies to enable near real-time and intelligent decision-making to become a more agile and mobile organization.

			
Operational efficiency through automation - Robotic process automation - Integration of technologies such as computer-aided design and manufacturing - Looking forward to being an early adopter of Industry 4.0	Operational efficiency through information management system and analytics - Predictive and prescriptive analytics - Digital Logistics Management Solution - The Historical Data Archiving - Procure easy enabling suppliers to participate in online sourcing opportunities - Enhanced cyber security	Operational efficiency through technology - Establishment of process capability for hot rolling of nickel based super alloy - Development of ferritic stainless steel containing 3% Aluminum for application in catalytic converters and heating elements - Establishment of welding procedure for high strength ferritic-martensitic dual phase stainless steel	Operational efficiency through sustainability - Implementation of energy efficiency and technology up-gradation projects - Process optimization to reduce specific coke consumption by more than 50% in melting process





Cost saving initiatives

- Use of LP Fe-Mn & LC Si-Mn instead of Mn-metal in order to reduce the cost of 201 LN grades.
- % Yield increased from 1.8% to 2% in JBS-X grade from slab to prime coils.
- Increased Scrap Ratio with less TCO & decreased Pure Ni usage
- Enriching chemistry by increasing Ni content in JSLU DD, SD & JT grades
- Lowest Ever Refractory Cost of 872 Rs./MT (Aug-21) has been achieved in FY 21-22.
- Increase of %Ni recovery by 0.2% (in FY 20-21; 98.22% & in FY 21-22; 98.45%).
- Dephosphorization of alternative raw materials like High P Fe-Ni-Mo through induction furnace

PILLAR 5 ETHICAL CONDUCT

MATERIAL TOPICS ADDRESSED

- Anti-Competitive Behaviour, Ethics & Transparency
- Human Rights
- Customer Privacy

HIGHLIGHTS

- Well-defined governance structure with adequate checks and balances
- Jindal Stainless has been instrumental in establishing a CEO Forum on Business and Human Rights
- Working for the promotion of the United Nations Guiding Principles on Business and Human Rights

UN SDGs ADDRESSED





Ethical conduct is essential for us to enhance the long-term value for our stakeholders. As a responsible corporate entity, it is imperative that we operate in a fair and transparent manner. We believe that appropriate disclosure procedures, transparent

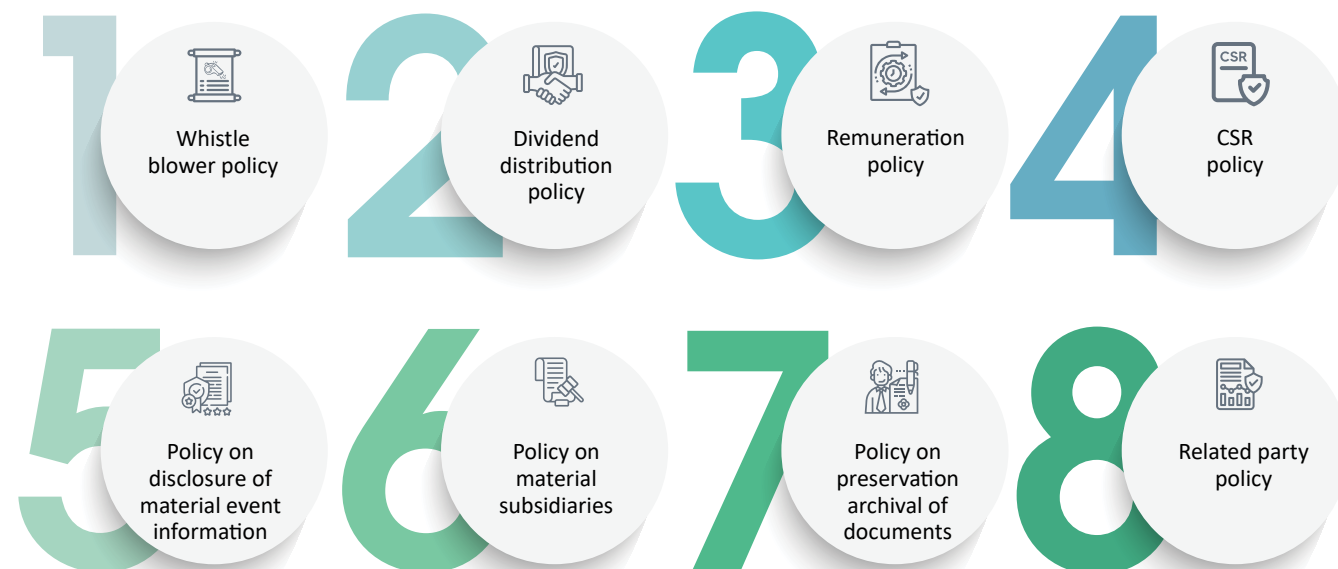
accounting policies, strong and independent Board practices, and the highest level of ethical standards are critical to enhancing and retaining investors' trust and generating sustainable corporate growth. We have established well-defined governance structures that establish

checks and balances and delegate decision-making across all levels of the organization. This has ensured accountability, transparency, rule of law at all levels, and efficient management of economic, environmental, and social aspects that impact the business.



Our Policies

JSL and JSHL have formulated several policies within the Company's Corporate Governance framework. These policies help foster an organisational culture that results in transparent, ethical, and responsible operations of the group. Some of the policies and codes adopted by the Company are as featured below:



Code of Conduct

We have a Code of Conduct for all Directors and Employees of the Company. It defines standards of business conduct for Jindal Stainless Limited and its

Group Companies. The Code helps in running the business effectively and is in line with the Vision, Core Values, and Guiding Principles of the Company. The code has been designed in line with the 8 Guiding Principles - Value

Creation, Transparency, Personal Conduct, Learning & Development, Creativity & Innovation, Environment, Health and Safety, Responsible Corporate Citizen, and Confidentiality.

Investigation Committee

We at Jindal Stainless have a Committee of Employees appointed either by the

Whistle Officer or by the Ombudsperson Committee to conduct a detailed investigation if required. This Committee

is formed on a case-to-case basis depending on the investigation.



ANTI-COMPETITIVE BEHAVIOUR, ETHICS & TRANSPARENCY

The Company is committed to strict observance of the competition laws of the countries in which it does business and to avoid any conduct that could be considered illegal. Our Code of Conduct

defines guidelines for appropriate behaviour including Information Reporting to external stakeholders, dealing with analysts and Institutional Investors, anti-bribery practices, financial reporting,

and external communications, dealing with frauds, correct reporting of financial statements, and reporting frauds. This helps us enforce appropriate conduct for our employees.

We have received no complaints or adverse orders from the Competition Commission of India (CCI) in FY 2021-22.



HUMAN RIGHTS

We believe in upholding human rights for our employees and have included the approach to the same in our Code of Conduct. The Company’s approach to issues related to diversity, a safe work environment, alcohol and substance abuse and harassment are included in the Code of Conduct. Jindal Stainless has been creating greater awareness among various stakeholders on issues related to human rights, and has been developing internal grievance mechanism processes. We are committed to ensuring a workplace which adheres to international guidelines and

conventions such as ILO.

We are cognisant of the fact that every individual brings a different and unique set of perspectives and capabilities to our team. We at Jindal Stainless, onboard people purely based on their ability to comprehend and complete the tasks assigned. We are against and prohibit any discrimination based on race, colour, age, gender, sexual orientation, gender identity, expression, ethnicity, religion, disability, family status, social origin, etc.

The Company has been instrumental in establishing a CEO Forum on Business and Human Rights and is working closely with several institutions for the promotion of the second pillar of ‘Respect’ of the UNGP as articulated by Prof John Ruggie framework

Abolition of child labour

We strongly prohibit child labour and forced or compulsory labour at all our facilities and in our suppliers’ premises. To enforce this, we ensure regular audit checks of vendors. Our contracting clauses ensure the protection of human rights across our supply chain

CUSTOMER PRIVACY

Over the years, we have established ourselves as one of the most reputed stainless-steel brands owing to our quality excellence and on-time delivery. We work relentlessly to meet our customers’ requirements around the world and believe in protecting their data and maintaining their privacy as our top priority. The Company has enacted various policies and procedures to ensure data privacy. Our technical setup and physical asset management ensure we comply with the safekeeping of customer data.

Customer Privacy & Data Aspect		FY 2021-22
The total number of substantiated complaints received concerning breaches of customer privacy, categorised by:	Complaints received from outside parties and substantiated by the organisation	Nil
	Complaints from regulatory bodies	
Total number of identified leaks, thefts, or losses of customer data		

REGULATORY COMPLIANCE

We have strong systems and processes in place to ensure complete and timely compliance with all legal and regulatory requirements. The Company’s business processes are on the SAP platform and have a strong monitoring and reporting process resulting in financial discipline and accountability. We have zero tolerance for non-compliance. In line with our ideology, no significant fines or non-monetary sanctions were received from CPCB / SPCB for non-compliance with environmental and labour laws and/ or regulations in FY 2021-22.

Bribery and corruption programmes

Our Code of Conduct complies with the legal requirements of the applicable laws and regulations and covers our expectation from employees towards

bribery and kickbacks. We are against bribery and all forms of corruption. We do not seek to influence others, either directly or indirectly, through any forms of corruption.

Whistle blower Programmes

Pursuant to the provisions of Section 177(9) of the Act, read with the Companies (Meetings of Board and its Powers) Rules, 2014 and Regulation 22 of the SEBI LODR, we have a Whistle Blower Policy for our directors, employees and business partners to report genuine concerns about unethical behavior, actual or suspected fraud or violation of your Company’s code of conduct or ethics policy and to ensure that whistle-blower is protected.

The Whistle Blower Policy can be accessed at

JSL - <https://www.jslstainless.com/wp-content/uploads/2021/06/Whistle-Blower-Policy.pdf>

JSHL - <https://www.jshlstainless.com/wp-content/uploads/2020/10/Whistle-Blower-Policy-JSHL.pdf>

United Nations Global Compact

Jindal Stainless is a signatory the United Nations Global Compact since 2010 and supports its ten principles on human rights, labour, environment, and anti-corruption. We are committed to making these ten principles as part of our strategy and culture, while contributing to their advancement.

SUSTAINABILITY PERFORMANCE SCORECARD

Business

Economic Performance	JSL		
			Rs . in crores
	FY 2019-20	FY 2020-21	FY 2021-22
A. Economic Value Generated			
i. Revenues (including other income)	12,357.09	11,721.44	20,365.65
Total Economic Value Generated	12,357.09	11,721.44	20,365.65
B. Economic Value Distributed			
i. Operating cost	11,398.27	10,408.53	17,698.73
ii. Employee Wages and Benefits	147.57	148.79	180.01
iii. Payments to Providers of Capital	566.89	463.70	316.85
iv. Payments to Governments (including Deferred tax)	91.48	272.50	495.61
v. CSR Investments	-	-	-
B. Total Economic Value Distributed	12,204.21	11,293.52	18,691.20
Economic Value Retained (A-B)	152.88	427.92	1,674.45

Economic Performance	JUSL		
			Rs . in crores
	FY 2019-20	FY 2020-21	FY 2021-22
A. Economic Value Generated			
i. Revenues (including other income)	279.68	911.31	1,498.22
Total Economic Value Generated	279.68	911.31	1,498.22
B. Economic Value Distributed			
i. Operating cost	228.98	645.14	1,022.97
ii. Employee Wages and Benefits	6.42	25.46	29.99
iii. Payments to Providers of Capital	75.12	304.73	236.49
iv. Payments to Governments (including Deferred tax)	(7.43)	(22.67)	60.28
v. CSR Investments		-	-
B. Total Economic Value Distributed	303.09	952.66	1,349.74
Economic Value Retained (A-B)	-23.41	-41.35	148.48

Economic Performance	JSHL		
			Rs . in crores
	FY 2019-20	FY 2020-21	FY 2021-22
A. Economic Value Generated			
i. Revenues	8,437.57	8,494.96	13,663.38
Total Economic Value Generated	8,437.57	8,494.96	13,663.38
B. Economic Value Distributed			
i. Operating cost	7,539.42	7,433.65	11,613.59
ii. Employee Wages and Benefits	184.03	179.78	209.57
iii. Payments to Providers of Capital	303.64	235.71	112.43
iv. Payments to Governments	81.23	158.52	439.52
v. CSR Investments	8.92	9.52	13.04
B. Total Economic Value Distributed	8,117.24	8,017.18	12,388.15
Economic Value Retained (A-B)	320.33	477.78	1,275.23

Economic Performance (JSSL)			Rs . in crores
	FY 2019-20	FY 2020-21	FY 2021-22
A. Economic Value Generated			
i. Revenues (including other income)	1,728.97	1,860.89	2,373.18
Total Economic Value Generated	1,728.97	1,860.89	2,373.18
B. Economic Value Distributed			
i. Operating cost	1,647.51	1,734.74	2,185.70
ii. Employee Wages and Benefits	17.49	16.60	20.86
iii. Payments to Providers of Capital	11.11	9.06	8.97
iv. Payments to Governments (including Deferred tax)	10.02	24.38	38.23
v. CSR Investments	0.71	0.84	1.10
B. Total Economic Value Distributed	1,686.84	1,785.62	2,254.87
Economic Value Retained (A-B)	42.13	75.27	118.31

People

Total Workforce		FY 2019-20	FY 2020-21	FY 2021-22
As on 31st March in respective financial year (Numbers)	JSL	6,782	6,701	7,138
	JUSL	1,062	1,179	1,157
	JSHL, Hisar	5,152	5,110	5,149
	JSHL, Vizag	508	443	414
	JSSL, Mumbai	109	118	115
	JSSL, Vadodra	106	104	100
	JSSL, Chennai	104	123	129
	Jssl, Gurgaon	121	136	191
	JSCMS	405	496	682

Employee Turnover		FY 2019-20	FY 2020-21	FY 2021-22
As on 31st March in respective financial year (Numbers)	JSL	1,362	1,581	1,415
	JUSL	112	253	222
	JSHL, Hisar	272	255	198
	JSHL, Vizag	3	65	31
	JSSL, Mumbai	26	31	18
	JSSL, Vadodra	0	0	1
	JSSL, Chennai	1	17	19
	JSSL, Gurgaon	28	32	131
	JSCMS	61	82	270

Employees Eligible for Parental Leave		FY 2019-20	FY 2020-21	FY 2021-22
As on 31st March in respective financial year (Numbers)	JSL	88	87	85
	JUSL	9	9	8
	JSHL, Hisar	9	9	9
	JSHL, Vizag	0	0	0
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0
	JSCMS	35	31	22

Number of employees who took parental leaves during the reporting period		FY 2019-20	FY 2020-21	FY 2021-22
As on 31st March in respective financial year (Numbers)	JSL	3	3	2
	JUSL	1	0	0
	JSHL, Hisar	0	0	0
	JSHL, Vizag	0	0	0
	JSSL, Mumbai	0	0	0
	JSSL, Vadodara	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0
	JSCMS	5	0	2

Number of employees who re-joined back after parental leaves		FY 2019-20	FY 2020-21	FY 2021-22
As on 31st March in respective financial year (Numbers)	JSL	3	1	2
	JUSL	1	0	0
	JSHL, Hisar	0	0	0
	JSHL, Vizag	0	0	0
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0
	JSCMS	5	0	2

Trainings conducted

Total training hours for permanent employees (including EHS trainings)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	5,528	8,476	21,729
	JUSL	854	868	2,131
	JSHL, Hisar	91,838	78,856	78,051
	JSHL, Vizag	48	32	72
	JSSL, Mumbai	519	290	140
	JSSL, Vadodara	79	128	78
	JSSL, Chennai	110	518	273
	JSSL, Gurgaon	67	56	11
	JSCMS	9,676	8,771	22,977

Total training hours for temporary/contractual employees (including EHS trainings)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	18,234	32,348	84,060
	JUSL	7,567	11,230	18,713
	JSHL, Hisar	29,797	24,101	28,542
	JSHL, Vizag	32	16	32
	JSSL, Mumbai	142	56	130
	JSSL, Vadodra	4	44	42
	JSSL, Chennai	102	882	141
	JSSL, Gurgaon	100	170	100
	JSCMS	0	0	0

Total training hours for all (P+C) employees (including EHS trainings)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	23,762	40,824	1,05,789
	JUSL	8,421	12,098	20,844
	JSHL, Hisar	1,21,635	1,02,957	1,06,593
	JSHL, Vizag	80	48	104
	JSSL, Mumbai	661	346	270
	JSSL, Vadodra	83	172	120
	JSSL, Chennai	212	1,400	414
	JSSL, Gurgaon	167	226	111
	JSCMS	9,676	8,771	22,977

Total EHS training hours for permanent employees		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	856	1,062	3,208
	JUSL	185	199	267
	JSHL, Hisar	15,497	9,585	7,613
	JSHL, Vizag	24	16	40
	JSSL, Mumbai	231	133	46
	JSSL, Vadodra	16	16	16
	JSSL, Chennai	28	60	32
	JSSL, Gurgaon	35	55	19
	JSCMS	0	0	0

Total EHS training hours for temporary employees		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	18,234	32,348	84,060
	JUSL	7,567	11,230	18,713
	JSHL, Hisar	15,755	11,919	9,857
	JSHL, Vizag	16	16	32
	JSSL, Mumbai	107	24	39
	JSSL, Vadodra	1	4	4
	JSSL, Chennai	48	228	88
	JSSL, Gurgaon	88	179	90
	JSCMS	0	0	0

Total EHS training hours for all employees (P+C)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	19,090	33,410	87,268
	JUSL	7,752	11,429	18,980
	JSHL, Hisar	31,252	21,504	17,470
	JSHL, Vizag	40	32	72
	JSSL, Mumbai	338	157	85
	JSSL, Vadodra	17	20	20
	JSSL, Chennai	76	288	120
	JSSL, Gurgaon	123	234	109
	JSCMS	0	0	0

Employee details (Gender and Age-wise)

Units	Employee Category	FY 2019-20					FY 2020-21					FY 2021-22				
		M	F	<30 Years	30-50 Years	>50 Years	M	F	<30 Years	30-50 Years	>50 Years	M	F	<30 Years	30-50 Years	>50 Years
JSL	Senior Management	37	0		16	21	39	0	0	17	22	40	0	0	13	27
	Middle Management	259	10	13	220	36	259	8	10	218	39	318	9	5	271	51
	Junior Management	499	17	95	411	10	501	16	94	410	13	507	24	93	419	19
	Non Management Staff	799	61	436	391	33	803	63	408	414	44	810	52	419	397	46
	Workers	4,831	269	1,806	3,051	243	4,807	205	1,692	3,071	249	5,095	283	1,759	3,309	310
	Grand Total	1,594	88	544	1,038	100	6,409	292	2,204	4,130	367	6,770	368	2,276	4,409	453
JUSL	Senior Management	5	0	0	4	1	3	0	0	2	1	4	0	0	2	2
	Middle Management	48	0	0	43	5	47	0	0	43	4	56	0	0	49	7
	Junior Management	116	1	25	91	1	116	2	19	97	2	115	1	16	99	1
	Non Management Staff	123	8	81	48	2	125	7	72	58	2	120	7	66	59	2
	Workers	750	11	314	425	22	868	11	348	504	27	843	11	314	503	37
	Grand Total	1,042	20	420	611	31	1,159	20	439	704	36	1,138	19	396	712	49
JSHL Hisar	Senior Management	32	0	0	11	21	30	0	0	9	21	36	0	0	17	19
	Middle Management	93	0	0	61	32	86	0	0	60	26	79	0		53	26
	Junior Management	798	9	164	512	131	746	9	129	496	130	773	8	140	521	120
	Non Management Staff	1,204	0	269	550	385	1,200	0	265	550	385	1,185	1	346	506	334
	Workers	3,009	7	572	2,129	315	3,033	6	564	2,109	366	3,060	7	561	2,104	402
	Grand Total	5,136	16	1,005	3,263	884	5,095	15	958	3,224	928	5,133	16	1,047	3,201	901

Units	Employee Category	FY 2019-20					FY 2020-21					FY 2021-22				
		M	F	<30 Years	30-50 Years	>50 Years	M	F	<30 Years	30-50 Years	>50 Years	M	F	<30 Years	30-50 Years	>50 Years
JSHL Vizag	Senior Management	2	0	0	1	1	2	0	0	1	1	2	0	0	1	1
	Middle Management	4	0	0	2	2	1	0	0	1	0	1	0	0	1	0
	Junior Management	52	1	4	43	6	26	0	4	18	4	24	0	3	19	2
	Non Management Staff	95			35	60	74	0	0	19	55	70	0	0	17	53
	Workers	336	18	6	143	205	322	18	5	137	198	301	16	4	106	207
	Grand Total	489	19	10	224	274	425	18	9	176	258	398	16	7	144	263
JSSL Mumbai	Senior Management	2	0	0	2	0	2	0	0	2	0	2	0	0	2	0
	Middle Management	15	0	0	14	1	15	0	0	14	1	15	0	0	14	1
	Junior Management	14	0	0	13	1	14	0	0	13	1	13	0	0	12	1
	Non Management Staff	28	0	0	24	4	25	0	0	22	3	25	0	0	22	3
	Workers	50	0	21	22	7	62	0	32	25	5	60	0	29	25	6
	Grand Total	109	0	21	75	13	118	0	32	76	10	115	0	29	75	11
JSSL Vadorara	Senior Management	4	0		4		4	0		4		4	0		4	
	Middle Management	12	0	1	10	1	12	0	1	10	1	12	0	1	10	1
	Junior Management	8	0	3	5		8	0	3	5		8	0	3	5	
	Non Management Staff	12	0	2	10		12	0	2	10		12	0	2	10	
	Workers	70	0	37	31	2	68	0	33	33	2	64	0	27	34	3
	Grand Total	106	0	43	60	3	104	0	39	62	3	100	0	33	63	4
JSSL Chennai	Senior Management	1			1		1			1	0	2			2	
	Middle Management	10		10			10			10	0	9			9	
	Junior Management	2	1	3			3	1	1	3	0	3	1		4	
	Non Management Staff	18		1	17		16		1	15	0	17		2	15	
	Workers	72		30	35	7	92		45	40	7	97		48	43	6
	Grand Total	103	1	44	53	7	122	1	47	69	7	128	1	50	73	6
JSSL Gurgaon	Senior Management															
	Middle Management	6			5	1	6		5	1		7			5	2
	Junior Management	9			1	8	10		1	9		14		3	11	0
	Non Management Staff															
	Workers	106		34	67	5	120		43	71	6	170		79	82	9
	Grand Total	121	0	34	73	14	136	0	49	81	6	191	0	82	98	11

Units	Employee Category	FY 2019-20					FY 2020-21					FY 2021-22				
		M	F	<30 Years	30-50 Years	>50 Years	M	F	<30 Years	30-50 Years	>50 Years	M	F	<30 Years	30-50 Years	>50 Years
JSCMS	Senior Management	30	0	0	21	9	31	0	0	21	10	34	1	0	21	14
	Middle Management	93	11	7	90	7	91	7	4	85	9	88	5	4	83	6
	Junior Management	67	20	28	57	2	66	18	24	58	2	80	18	31	66	1
	Non Management Staff	26	1	4	21	2	27	2	6	20	3	24	3	6	18	3
	Contractual	152	5	55	85	17	250	4	120	118	16	426	3	253	161	15
	Grand Total	368	37	94	274	37	465	31	154	302	40	652	30	294	349	39

Safety

Fatalities (Numbers)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	1	0	1
	JUSL	0	0	0
	JSHL, Hisar	0	0	0
	JSHL, Vizag	0	1	0
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

High-consequence work-related injury (Numbers)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	0	0	0
	JUSL	0	0	0
	JSHL, Hisar	0	0	0
	JSHL, Vizag	0	1	2
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

Recordable work-related injuries (Numbers)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	1	0	1
	JUSL	0	0	0
	JSHL, Hisar	4	1	0
	JSHL, Vizag	0	2	1
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

First Aid cases (Numbers)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	95	66	49
	JUSL	4	1	2
	JSHL, Hisar	177	95	78
	JSHL, Vizag	0	6	13
	JSSL, Mumbai	1	3	1
	JSSL, Vadodra	6	3	3
	JSSL, Chennai	2	1	4
	JSSL, Gurgaon	0	6	5

Total man-hours worked		FY 2019-20	FY 2020-21	FY 2021-22
(Numbers)	JSL	1,61,46,264	1,59,40,224	1,70,33,448
	JUSL	25,67,016	28,45,776	27,97,296
	JSHL, Hisar	1,20,27,396	1,03,75,728	1,13,25,024
	JSHL, Vizag	-	7,77,840	3,33,360
	JSSL, Mumbai	31,861	29,483	29,410
	JSSL, Vadodra	2,30,020	2,06,620	1,91,952
	JSSL, Chennai	2,03,788	1,79,492	2,30,920
	JSSL, Gurgaon	3,00,923	3,39,200	4,83,120

LTIFR		FY 2019-20	FY 2020-21	FY 2021-22
Lost time injuries occurring per 1 million hours worked (Rate)	JSL	0.062	0.000	0.059
	JUSL	0.00	0.00	0.00
	JSHL, Hisar	0.33	0.10	0.00
	JSHL, Vizag	0.00	2.57	3.00
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

Environment

Air emissions (MT)

Nox		FY 2019-20	FY 2020-21	FY 2021-22
(MT)	JSL	1,552	1,458	1,463
	JUSL	34	37	46
	JSHL, Hisar	NA	NA	NA
	JSHL, Vizag	0	2.77	1.82
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

Sox		FY 2019-20	FY 2020-21	FY 2021-22
(MT)	JSL	1,877	1,650	1,682
	JUSL	20	23	30
	JSHL, Hisar	NA	NA	NA
	JSHL, Vizag	0	2.24	2.38
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

Particulate matter (PM)		FY 2019-20	FY 2020-21	FY 2021-22
in (MT)	JSL	654	562	694
	JUSL	23	26	34
	JSHL, Hisar	210	183	240
	JSHL, Vizag	0	11	12
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

GHG Emissions

Scope 1	FY 2021-22	
tCO ₂ e	JSL	21,14,754
	JSHL	2,69,142
	JSSL	226
	JSCMS	109
Scope 2		
tCO ₂ e	JSL	74,376
	JSHL	5,71,485
	JSSL	2,379
	JSCMS	465

Materials

Total Material Consumed (MT)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	13,82,301.20	13,79,192.49	17,25,713.392
	JUSL	15,575.07	11,321.25	29,399.56

Total Recycled material (MT)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	8,13,699.85	7,49,374.1	8,71,603.22
	JUSL	15,575.07	11,321.25	29,399.56

JSL, Jajpur

	FY 2019-20	FY 2020-21	FY 2021-22
Total Material Consumed (MT)	18,76,929.45	18,33,315.68	22,85,300.95
Total Recycled material (MT)	8,29,274.92	7,60,695.35	9,01,002.78
Recycled content in %	44%	41%	39%

JSHL, Hisar

	FY 2019-20	FY 2020-21	FY 2021-22
Total Material Consumed (MT)	7,00,653	6,80,560	8,66,576
Total Recycled material (MT)	5,07,477	5,00,178	6,19,768
Recycled content in %	72%	73%	72%

Water withdrawal & recycled, and rainwater harvested (KL)

Total water withdrawal by source		FY 2019-20	FY 2020-21	FY 2021-22
KL	JSL	85,44,874.00	82,11,988.00	94,06,365.00
	JUSL	4,47,618.00	4,47,618.00	4,47,618.00
	JSHL, Hisar	23,81,359.00	21,03,328.00	25,75,647.00
	JSHL, Vizag	-	12,927.00	11,941.00

Total water discharge by source		FY 2019-20	FY 2020-21	FY 2021-22
KL	JSL	NIL	NIL	NIL
	JUSL	NIL	NIL	NIL
	JSHL, Hisar	NIL	NIL	NIL
	JSHL, Vizag	0	783	766

Total water consumption		FY 2019-20	FY 2020-21	FY 2021-22
KL	JSL	85,44,874.00	82,11,988.00	94,06,365.00
	JUSL	4,47,618.00	4,47,618.00	4,47,618.00
	JSHL, Hisar	23,81,359.00	21,03,328.00	25,75,647.00
	JSHL, Vizag	-	12,927.00	11,941.00

Recycled water		FY 2019-20	FY 2020-21	FY 2021-22
KL	JSL	16,240	18,300	19,284
	JUSL	0	0	0
	JSHL, Hisar	13,49,051	11,85,573	13,16,843
	JSHL, Vizag	0	0	0

Rainwater harvested		FY 2019-20	FY 2020-21	FY 2021-22
KL	JSL	2,66,253	2,13,416	3,14,118
	JUSL	0	0	0
	JSHL, Hisar	0	0	0
	JSHL, Vizag	0	0	0

Waste generated and disposed

Non-hazardous waste generated (MT)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	11,32,772.83	10,68,090.92	12,95,429.60
	JUSL	3,685	3,494	7,818
	JSHL, Hisar	3,56,545.12	3,05,186.562	3,57,020.27
	JSHL, Vizag	0	4,064.5	6,110.1
	JSSL, Mumbai*	0	0	1.4
	JSSL, Vadodra**	0	13.2	42.651
	JSSL, Chennai	12	11	17.69
	JSSL, Gurgaon	0	0	0

*(accumulated for 5 to 6 years)

** (Not disposed or diverted)

Non-hazardous waste directed to disposal*(MT)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	6,28,232.84	10,89,333.27	15,78,303.61
	JUSL	0	0	0
	JSHL, Hisar	2,21,704.59	1,88,301.84	1,86,114.17
	JSHL, Vizag*	0	5,700	18,500
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	12	11	17.69
	JSSL, Gurgaon	0	0	0

*Legacy waste

Hazardous waste generated (KL)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	52	80.43	179.7
	JUSL	0	0	0
	JSHL, Hisar	150	83	84
	JSHL, Vizag	0	0	255.94
	JSSL, Mumbai	0	0	0.77
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0.66	0.22	0.44

*Legacy waste

Non-hazardous waste diverted from disposal*(MT)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	79,188	62,251.59	93,876.08
	JUSL	3,685	3,494	7,818
	JSHL, Hisar	1,34,840.53	1,16,884.72	1,70,906.10
	JSHL, Vizag	0	4,064.5	6,110.1
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

Solid Hazardous waste diverted from disposal (Reused within the plant) (MT)*		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	18,218	12,758	13,214.03
	JUSL	0	0	0
	JSHL, Hisar	11,482	7,547	15,660.6
	JSHL, Vizag	0	0	0
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	1.37

Liquid Hazardous waste diverted from disposal (Reused within the plant) (KL)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	0	0	0
	JUSL	0	0	0
	JSHL, Hisar	0	0	0
	JSHL, Vizag	0	0	255.94
	JSSL, Mumbai	0	0	0.77
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0.77
	JSSL, Gurgaon	0.66	0.22	0.44

Solid Hazardous waste directed to disposal (disposed off) (MT)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	22,951.33	24,081.9	26,488.35
	JUSL	0	18.06	0
	JSHL, Hisar	95	89	118
	JSHL, Vizag	0	0	0
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0.7	0
	JSSL, Gurgaon	0	0	0

Liquid Hazardous waste directed to disposal (disposed off) (KL)		FY 2019-20	FY 2020-21	FY 2021-22
	JSL	52	80.43	179.7
	JUSL	0	0	0
	JSHL, Hisar	150	83	84
	JSHL, Vizag	0	0	0
	JSSL, Mumbai	0	0	0
	JSSL, Vadodra	0	0	0
	JSSL, Chennai	0	0	0
	JSSL, Gurgaon	0	0	0

GRI CONTENT INDEX

This report has been prepared in accordance with the GRI Standards Core option.

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
GRI 102: GENERAL DISCLOSURES 2016			
ORGANIZATIONAL PROFILE	102-1	Name of the organization	14
	102-2	Activities, brands, products, and services	70
	102-3	Location of headquarters	14
	102-4	Location of operations	15
	102-5	Ownership and legal form	14
	102-6	Markets served	14
	102-7	Scale of the organization	15
	102-8	Information on employees and other workers	56
	102-9	Supply chain	42
	102-10	Significant changes to the organization and its supply chain	None
	102-11	Precautionary Principle or approach	05
	102-12	External initiatives	47
	102-13	Membership of associations	25
STRATEGY	102-14	Statement from senior decision-maker	08
	102-15	Key impacts, risks, and opportunities	16
ETHICS AND INTEGRITY	102-16	Values, principles, standards, and norms of behaviour	12
	102-17	Mechanisms for advice and concerns about ethics	86
GOVERNANCE	102-18	Governance structure	14
	102-21	Consulting stakeholders on economic, environmental, and social topics	42
	102-22	Composition of the highest governance body and its committees	14
	102-23	Chair of the highest governance body	14
STAKEHOLDER ENGAGEMENT	102-40	List of stakeholder groups	25
	102-41	Collective bargaining agreements	43
	102-42	Identifying and selecting stakeholders	25
	102-43	Approach to stakeholder engagement	25
	102-44	Key topics and concerns raised	43

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
REPORTING PRACTICE	102-45	Entities included in the consolidated financial statements	04
	102-46	Defining report content and topic Boundaries	04
	102-47	List of material topics	27
	102-48	Restatements of information	Not Applicable
	102-49	Changes in reporting	Not Applicable
	102-50	Reporting period	04
	102-51	Date of most recent report	04
	102-52	Reporting cycle	04
	102-53	Contact point for questions regarding the report	04
	102-54	Claims of reporting in accordance with the GRI Standards	04
	102-55	GRI content index	106
	102-56	External assurance	During the reporting year, we have not undertaken external assurance
GRI 200: ECONOMIC			
GRI 201: ECONOMIC PERFORMANCE 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	76
	103-3	Evaluation of the management approach	76
	201-1	Direct economic value generated and distributed	76
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	43
	103-3	Evaluation of the management approach	43
	203-1	Infrastructure investments and services supported	47
	203-2	Significant indirect economic impacts	49

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
GRI 204: PROCUREMENT PRACTICES 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	42
	103-3	Evaluation of the management approach	42
	204-1	Proportion of spending on local suppliers	32
GRI 205: ANTI-CORRUPTION 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	85
	103-3	Evaluation of the management approach	85
	205-1	Operations assessed for risks related to corruption	85
GRI 300: ENVIRONMENT			
GRI 301: MATERIAL 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	38
	103-3	Evaluation of the management approach	38
	301-2	Recycled input materials	38
GRI-302: ENERGY 2016	103-1	Explanation of the material topic and its Boundary	30
	103-2	The management approach and its components	30
	103-3	Evaluation of the management approach	30
	301-2	Reduction of energy consumption	32
GRI 303: WATER AND EFFLUENTS 2018	103-1	Explanation of the material topic and its Boundary	29
	103-2	The management approach and its components	35
	103-3	Evaluation of the management approach	35
	303-1	Interactions with water as a shared resource	35
	303-3	Water withdrawal	35
	303-4	Water discharge	35
	303-5	Water consumption	35

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
GRI 304: BIODIVERSITY 2016	103-1	Explanation of the material topic and its Boundary	29
	103-2	The management approach and its components	39
	103-3	Evaluation of the management approach	37
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	None of our sites are in the proximity of biodiversity rich areas.
	304-2	Significant impacts of activities, products, and services on biodiversity	No negative impacts
GRI 305: EMISSIONS 2016	103-1	Explanation of the material topic and its Boundary	29
	103-2	The management approach and its components	30
	103-3	Evaluation of the management approach	30
	305-1	Direct (Scope 1) GHG emissions	30
	305-2	Energy indirect (Scope 2) GHG emissions	30
	305-3	Other indirect (Scope 3) GHG emissions	30
	305-4	GHG emissions intensity	30
	305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	33

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
GRI 400: SOCIAL			
GRI 401: EMPLOYMENT 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	61
	103-3	Evaluation of the management approach	61
	401-1	New employee hires and employee turnover	63
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	61
	401-3	Parental leave	65
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	56
	103-3	Evaluation of the management approach	56
	403-1	Occupational health and safety management system	56
	403-2	Hazard identification, risk assessment, and incident investigation	56
	403-3	Occupational health services	56
	403-4	Worker participation, consultation, and communication on occupational health and safety	58
	403-5	Worker training on occupational health and safety	58
	403-6	Promotion of worker health	56
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	56
	403-8	Workers covered by an occupational health and safety management system	56
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GRI 404: TRAINING AND EDUCATION 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	61
	103-3	Evaluation of the management approach	61
	404-1	Average hours of training per year per employee	61

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
and career development reviews			
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	103-1	Explanation of the material topic and its Boundary	21
	103-2	The management approach and its components	27
	103-3	Evaluation of the management approach	62
	405-1	Diversity of governance bodies and employees	19
GRI 406: NON-DISCRIMINATION 2016	103-1	Explanation of the material topic and its Boundary	19
	103-2	The management approach and its components	85
	103-3	Evaluation of the management approach	85
	406-1	Incidents of discrimination and corrective actions taken	85
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	45
	103-3	Evaluation of the management approach	45
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	45
GRI 412: HUMAN RIGHTS ASSESSMENT 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	86
	103-3	Evaluation of the management approach	86
	412-1	Operations that have been subject to human rights reviews or impact assessments	86
	412-2	Employee training on human rights policies or procedures	86
GRI 413: LOCAL COMMUNITIES 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	45
	103-3	Evaluation of the management approach	45
	413-1	Operations with local community engagement, impact assessments, and development programmes	48

GRI STANDARD	DISCLOSURE	DESCRIPTION	PAGE NUMBER / REFERENCE LINK
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	77
	103-3	Evaluation of the management approach	77
	416-1	Assessment of the health and safety impacts of product and service categories	As a stainless steel producer, all of us products are designed to ensure the safety of our customers.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No such incidents.
GRI 417: MARKETING AND LABELING 2016	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	79
	103-3	Evaluation of the management approach	79
	417-1	Requirements for product and service information and labelling	79
	417-2	Incidents of non-compliance concerning product and service information and labelling	79
GRI 418: CUSTOMER PRIVACY 2016	417-3	Incidents of non-compliance concerning marketing communications	79
	103-1	Explanation of the material topic and its Boundary	27
	103-2	The management approach and its components	86
	103-3	Evaluation of the management approach	86
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	86

