August 6, 2026

BSE Limited Corporate Relationship Department, 1st Floor, New Trading Ring, Rotunda Building, P J Towers, Dalal Street, Fort, Mumbai – 400001 corp.relations@bseindia.com **Scrip Code: 532286**	**National Stock Exchange of India Limited** Exchange Plaza, 5th Floor, Plot No. C/1, G Block Bandra-Kurla Complex, Bandra (E), Mumbai-400051 cmlist@nse.co.in **Symbol: JINDALSTEL**

Dear Sir/ Madam,

SUBJECT: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR 2025-26

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the financial year 2025-26 which forms an integral part of the Integrated Report for the financial year 2025-26.

The BRSR is also available on the website of the Company at www.jindalsteel.in.

This is for your information and records.

Thanking you.

Yours faithfully,
For **Jindal Steel Limited**
(formerly known as Jindal Steel & Power Limited)

DAMODAR MITTAL
Digitally signed by DAMODAR MITTAL
Date: 2026.08.06 18:37:11 +05'30'

Damodar Mittal
Whole-time Director

Encl.: as above

Jindal Steel Limited (Formerly Known as Jindal Steel & Power Limited)
Corporate Office: Jindal Centre, 12 Bhikaji Cama Place, New Delhi - 110066
Registered Office: O.P. Jindal Marg, Hisar, Haryana - 125005
+91 11 4146 2400, 6146 2400
contactus@jindalsteel.in
www.jindalsteel.in
CIN No.: L27105HR1979PLC009913

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

S No.	Particulars	Disclosure
1	Corporate Identity Number (CIN) of the Listed Entity	L27105HR1979PLC009913
2	Name of the Listed Entity	Jindal Steel Limited
3	Year of incorporation	1979
4	Registered office address	O.P. JINDAL MARG, Hisar, Haryana, India, 125005
5	Corporate address	Jindal Centre, 12, Bhikaiji Cama Place, New Delhi, Delhi, India, 110066
6	E-mail	investorcare@jindalsteel.in
7	Telephone	+91 1141462000
8	Website	www.jindalsteel.in
9	Financial year for which reporting is being done	April 1, 2025- March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11	Paid-up Capital	102 crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Mr. Naveen Ahlawat, President & Head - Sustainability & Decarbonisation Address: Jindal Centre, 12, Bhikaiji Cama Place, New Delhi - 110066 (India)
		Contact: +91 11 4146 2000
		Email: sustainability@jindalsteel.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The report is prepared on a standalone basis for Jindal Steel Limited
14	Name of assessment or assurance provider	TUV SUD & Co. (The assurance statement is included as part of the company's annual report)
15	Type of assessment or assurance obtained	Reasonable assurance for core indicators

II. Products/services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Metal and Metal Products	95%

17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Metal and Metal Products	2410	95%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	13	46	59
International	0	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	35

b. What is the contribution of exports as a percentage of the total turnover of the entity?

4.86

c. A brief on types of customers

Product Responsibility and Innovation

Jindal Steel continues to reinforce its position as an industry leader through a steadfast focus on innovation and responsible corporate practices. The Company consistently enhances its competencies and drives progress by developing products that align with changing customer expectations and market requirements. Its product development philosophy is founded on a customer-focused approach, integrating advanced international technologies and technical expertise to create high-performance solutions suited to specific application needs. This commitment is supported by a strong ethical foundation that prioritizes transparency, reliability, and superior quality across all aspects of its operations.

Diverse Product Portfolio

Jindal Steel maintains a wide-ranging portfolio of products that caters to the dynamic requirements of India's expanding infrastructure and industrial landscape. The Company produces an extensive variety of long steel products and specialised plate solutions that serve several strategic sectors, including:

- Defence and shipbuilding
- Railways
- Construction and infrastructure projects
- Energy (including wind, hydro, and thermal)
- Oil and gas
- General engineering
- Original equipment manufacturers

By offering a diverse mix of products, Jindal Steel plays a vital role in supporting critical infrastructure and industrial development across the country. Its broad manufacturing capabilities enable the Company to effectively address the distinct needs of various end-use sectors while delivering reliable and value-driven solutions. Additional details regarding the Company's products are available on its official website.

Technological Leadership

Jindal Steel's focus on continuous technological enhancement is reflected in the establishment of India's largest technologically advanced Hot Strip Mill, featuring an annual production capacity of six million tonnes. The facility strengthens the Company's ability to manufacture an expanded range of hot rolled coils for a diverse set of industries, including infrastructure, consumer durables, pipes and tubes, and other downstream sectors. By investing in modern manufacturing infrastructure and advanced production technologies, Jindal Steel continues to enhance product quality, broaden its offerings, and respond effectively to the evolving requirements of customers and industry stakeholders.

Market Presence and Reach

Jindal Steel has established a robust presence in the domestic market, where a substantial portion of its production is supplied to customers across India. In addition, the Company has developed a strong international presence across key regions such as Europe, the Middle East, Southeast Asia, North America, Africa, Australia, and South America. With exports reaching more than 35 countries, Jindal Steel has demonstrated its capability to compete in global markets by delivering products that comply with international quality standards and meet the varying requirements of customers worldwide.

Engagement with B2B and B2C Segments

Jindal Steel's business operations are predominantly focused on serving industrial and institutional customers; however, the Company also maintains a strong presence in the retail segment through its JINDAL PANTHER range of rebars. These products are specifically designed to meet the requirements of individual home builders and retail consumers and are made available through a well-established distribution and retail network across the country. By catering to both enterprise-scale projects and end consumers, Jindal Steel broadens its market reach while demonstrating its commitment to accessibility, customer satisfaction, and sustainable growth.

IV. Employees

20. Details at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	5,451	5,171	94.86%	280	5.14%
2.	Other than Permanent (E)	2,535	2,408	94.99%	127	5.01%
3.	Total employees (D+E)	7,986	7,579	94.90%	407	5.10%
WORKERS						
4.	Permanent (F)	345	329	95.36%	16	4.64%
5.	Other than Permanent (G)	2,176	2,100	96.51%	76	3.49%
6.	Total workers (F+G)	2,521	2,429	96.35%	92	3.65%

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	5	5	100%	0	0%
2.	Other than Permanent (E)	1	1	100%	0	0%
3.	Total differently abled employees (D+E)	6	6	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	Total differently abled workers (F+G)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57%
Key Management Personnel	5	0	0%

22. Turnover rate for permanent employees and workers

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15.73%	23.01%	16.09%	17.79%	17.17%	17.76%	12.58%	20.65%	12.90%
Permanent Workers	5.36%	11.76%	5.67%	15.36%	5.41%	14.91%	3.90%	10.00%	4.17%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jindal Steel Bolivia SA	Subsidiary	51.00%	No
2	Jindal Steel (Mauritius) Limited (formerly known as Jindal Steel & Power (Mauritius) Limited)	Subsidiary	100.00%	No
3	Skyhigh Overseas Limited	Subsidiary	100.00%	No
4	JB Fabinfra Limited	Subsidiary	100.00%	No
5	Trishakti Real Estate Infrastructure and Developers Limited	Subsidiary	94.87%	No
6	Raigarh Pathalgaon Expressway Limited	Subsidiary	100.00%	No
7	Jindal Steel Odisha Limited	Subsidiary	100.00%	No
8	Jindal Naveen Avsar Limited (formerly known as JSP Metallics Limited)	Subsidiary	99.00%	No
9	Jindal Steel Chhatisgarh Limited	Subsidiary	100.00%	No
10	Jindal Steel Jindalgarh Limited (liquidated w.e.f. 25-04-2025)	Subsidiary	–	No
11	Jindal Paradip Port Limited	Subsidiary	51.00%	No
12	Gas to Liquids International S.A.	Subsidiary	87.56%	No
13	Blue Castle Ventures Limited	Subsidiary	100.00%	No
14	Brake Trading (Pty) Limited	Subsidiary	85.00%	No
15	Jindal (BVI) Limited	Subsidiary	100.00%	No
16	Jindal Africa Investments (Pty) Limited	Subsidiary	100.00%	No
17	Jindal Africa SA (deregistered w.e.f. 06-05-2025)	Subsidiary	–	No
18	Jindal Botswana (Pty) Limited (deregistered w.e.f. 17-03-2026)	Subsidiary	–	No

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
19	Jindal Investimentos LDA	Subsidiary	100.00%	No
20	Jindal KZN Processing (Pty) Limited	Subsidiary	85.00%	No
21	Jindal Madagascar SARL	Subsidiary	100.00%	No
22	Jindal Mineraux Limited (formerly known as Avion Mineraux Ltd)	Subsidiary	100.00%	No
23	Jindal Mining Namibia (Pty) Limited	Subsidiary	100.00%	No
24	Jindal Steel & Power (Australia) Pty Limited	Subsidiary	100.00%	No
25	Jindal Tanzania Limited (deregistered w.e.f. 21-11-2024)	Subsidiary	–	No
26	JSPL Mozambique Minerais LDA	Subsidiary	100.00%	No
27	Osho Madagascar SARL	Subsidiary	100.00%	No
28	PT. Jindal Overseas Limited (liquidated)	Subsidiary	–	No
29	Jindal Iron Ore (Pty) Limited	Subsidiary	74.00%	No
30	Wollongong Resources Pty Limited	Subsidiary	100.00%	No
31	Jindal Africa Consulting (Pty) Limited (deregistered w.e.f. 23-09-2025)	Subsidiary	–	No
32	Jindal Steel (USA) Inc. (dissolved w.e.f. 31-12-2024)	Subsidiary	–	No
33	Allied Strips Limited (w.e.f. 02-04-2025)	Subsidiary	100.00%	No
34	Belde Empreendimentos Mineiros LDA, a subsidiary of JSPL Mozambique Minerais LDA (deregistered w.e.f. 21-05-2024)	Subsidiary	–	No
35	Eastern Solid Fuels (Pty) Limited, a subsidiary of Jindal Mineraux Limited	Subsidiary	100.00%	No
36	Jindal Mining SA (Pty) Limited, a subsidiary of Eastern Solid Fuels (Pty) Limited	Subsidiary	73.94%	No
37	Jindal (Barbados) Holding Corp, a subsidiary of Jindal (BVI) Limited (deregistered w.e.f. 15-01-2025)	Subsidiary	–	No
38	Jindal Transafrica (Barbados) Corp, a subsidiary of Jindal (BVI) Limited (deregistered w.e.f. 15-01-2025)	Subsidiary	–	No
39	Jindal Resources (Botswana) Pty Limited, a subsidiary of Jindal (BVI) Limited	Subsidiary	100.00%	No
40	Jindal (Barbados) Mining Corp, a subsidiary of Jindal (Barbados) Holding Corp (deregistered w.e.f. 15-01-2025)	Subsidiary	–	No
41	Jindal (Barbados) Energy Corp, a subsidiary of Jindal (Barbados) Holding Corp (deregistered w.e.f. 15-01-2025)	Subsidiary	–	No
42	Trans Africa Rail (Pty) Limited, a subsidiary of Jindal Transafrica (Barbados) Corp (deregistered w.e.f. 21-05-2024)	Subsidiary	–	No

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
43	Meepong Resources (Mauritius) (Pty) Limited, a subsidiary of Jindal (Barbados) Mining Corp (deregistered w.e.f. 02-08-2024)	Subsidiary	–	No
44	Meepong Energy (Mauritius) (Pty) Limited, a subsidiary of Jindal (Barbados) Energy Corp (deregistered w.e.f. 28-06-2024)	Subsidiary	–	No
45	Meepong Energy (Pty) Limited, a subsidiary of Jindal (BVI) Limited	Subsidiary	100.00%	No
46	Meepong Service (Pty) Limited, a subsidiary of Jindal (BVI) Limited	Subsidiary	100.00%	No
47	Meepong Water (Pty) Limited, a subsidiary of Jindal (BVI) Limited	Subsidiary	100.00%	No
48	Southbulli Holding Pty Limited, a subsidiary of Wollongong Resources Pty Limited	Subsidiary	100.00%	No
49	Oceania Coal Resources NL, a subsidiary of Wollongong Resources Pty Limited	Subsidiary	100.00%	No
50	Wongawilli Resources Pty Limited, a subsidiary of Oceania Coal Resources NL	Subsidiary	100.00%	No
Associate				
1	Goedehoop Coal (Pty) Limited	Associate	50.00%	No
2	Jindal Steel Andhra Limited	Associate	49.00%	No
3	Jindal Green Wind 1 Private Limited	Associate	26.00%	No
4	Sunbreeze Renewables Nine Private Limited	Associate	26.00%	No
JOINT VENTURES / JOINTLY CONTROLLED ENTITIES				
1	Jindal Synfuels Limited	Joint Venture	70.00%	No
2	Shresht Mining and Metals Private Limited	Joint Venture	50.00%	No
3	Urtan North Mining Company Limited	Joint Venture	66.67%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

Yes

(ii) Turnover (in ₹):

54,023 crore

(iii) Net worth (in ₹):

53,129.6 crore

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities*	Yes, we have the Grievance Redressal Mechanism in place. Policy for Community Grievance Redressal is linked below. https://d2lptvt2jijg6f.cloudfront.net/jspsteelpower20/custom/1752150716_CommunityGrievanceRedressalPolicy.pdf We have the grievance redressal record which is available at each business location. From the nature of the content of the records, we find that they are mostly community requests pertaining to rural infrastructure, health and drinking water, education, agriculture, art & culture, sports, and plantation. Jindal steel has established a comprehensive mechanism for receiving and documenting community requests to ensure seamless response of CSR activities and minimise disruption to neighbouring communities. Requests sourced through various channels such as Palli Sabha, Banyan Tree meetings, and User Committee meetings. The key steps include Confidentiality and Timely Resolution				872	58	Resolution of these requests are in process.
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	193	189	As on March 31, 2026, 4 (Four) complaints were pending for resolution. These complaints were pending due to non-submission of requisite documents by the shareholders. The same were subsequently resolved after March 31, 2026	136	0	-
Employees and workers	Yes	14	14	-	2	0	-
Customers	Yes	568	65	Open for commercial settlement	195	0	-
Value Chain Partners	Yes	0	0	-	0	0	-
Other (please specify)	-	0	0	-	0	0	-

*Remark : Jindal Steel has established a comprehensive mechanism for receiving and documenting community requests to ensure seamless implementation of CSR activities and minimize disruption to neighboring communities. - Requests are often received through written or verbal means, expressed in local languages, and submitted anonymously or on behalf of another individual. - Requests sourced through various channels such as Palli Sabha, Banyan Tree meetings, and User Committee meetings: Constituting 70% of requests and issues in the villages. ; Unit CSR offices: Accounting for 20% of requests. Directly from community members through letters forwarded by public representatives: Making up 10% of requests Grievance/Request Redressal Process: The grievance/request redressal process enables communities to voice their concerns and fosters a transparent mechanism for understanding and resolving. The key steps include Confidentiality and Timely Resolution.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Business Ethics & Integrity	Opportunity	Strong business ethics, transparent governance practices, robust compliance systems, ethical supply chain management, and effective whistleblower mechanisms can strengthen stakeholder trust, enhance corporate reputation, improve regulatory relationships, and position the company as a preferred partner for customers, investors, and governments.	N/A	Positive – Improved investor confidence, stronger customer and stakeholder relationships, reduced compliance-related costs and disruptions, and increased opportunities for business growth and strategic partnerships.
2	Corporate Governance	Opportunity	Strong governance practices drive trust, credibility, and stakeholder engagement, enabling capital access and sustainable growth. Alignment with ethical standards and compliance expectations mitigates risks of fraud, non-compliance, and reputation loss, offering a platform for long-term value creation and industry leadership.	N/A	Positive Implications: Access to diverse capital sources, improved creditworthiness, reduced compliance costs, reputation enhancement, and long-term value creation.
3	Economic Value Creation	Risk	Exposure to commodity price volatility, demand fluctuations, high fixed costs, logistics constraints, and limited innovation may affect profitability and competitiveness.	Diversify markets, improve operational efficiency, strengthen cost management, invest in innovation and value-added products.	Negative – margin compression, earnings volatility, reduced shareholder value.
4	Supply Chain Management	Risk	Dependence on limited input sources, ESG risks in the supplier base, and logistics bottlenecks may disrupt production and increase costs.	Diversify sourcing, strengthen supplier ESG assessments, improve inventory planning, and enhance supply chain resilience.	Negative – production disruptions, cost escalation, reputational damage.
5	Technology & Innovation	Opportunity	Adoption of automation, AI, digitalization, low-carbon technologies, and R&D can improve efficiency, product quality, sustainability performance, and market positioning.	Invest in advanced manufacturing technologies, digital transformation, low-carbon innovation, and R&D capabilities.	Positive – lower operating costs, higher margins, premium products, improved access to sustainable finance.
6	Biodiversity	Risk	Expansion near ecologically sensitive areas, inadequate biodiversity assessments, and poor stakeholder engagement can result in project delays and regulatory challenges.	Conducted biodiversity impact assessments. Implement biodiversity action plans, and engage local stakeholders proactively.	Negative – project delays, remediation costs, restricted access to funding.

Business Responsibility & Sustainability Report (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Product Stewardship	Opportunity	Rising demand for sustainable steel, circular economy solutions, lifecycle transparency, and evolving regulations create market opportunities.	Develop low-carbon and recyclable products, enhance lifecycle assessments, promote circularity, and align with emerging regulations.	Positive – premium market access, new revenue streams, stronger ESG profile.
8	Climate Change & GHG Emissions Management	Risk	Carbon-intensive operations, evolving climate regulations, carbon pricing, and limited scalability of decarbonization technologies increase transition risks.	Implement decarbonization roadmap, increase renewable energy use, improve energy efficiency, and invest in green technologies.	Negative – higher compliance costs, carbon costs, reduced competitiveness, higher financing costs.
9	Air Emissions	Risk	Emissions from coal-based processes and tightening environmental regulations may lead to non-compliance and stakeholder concerns.	Upgrade emission control systems, continuous monitoring, fuel switching, and adoption of cleaner technologies.	Negative – compliance costs, penalties, operational disruptions.
10	Waste & Circular Economy	Risk	Inefficient waste segregation, recycling, and valorization can result in environmental liabilities and missed resource recovery opportunities.	Improve waste management systems, increase recycling and by-product utilization, and develop waste valorization partnerships.	Negative – disposal costs, compliance costs, lost revenue opportunities.
11	Water Management	Risk	Water scarcity, inefficient usage, and inadequate effluent treatment can disrupt operations and increase regulatory scrutiny.	Enhance water recycling, improve efficiency, strengthen effluent treatment and monitoring, and implement water stewardship programs.	Negative – operational disruption, higher water sourcing/treatment costs, regulatory penalties.
12	Local Communities	Risk	Community opposition due to land use, environmental concerns, inadequate consultation, or perceived inequity can affect business continuity.	Improve stakeholder engagement, grievance mechanisms, community development initiatives, and transparent communication.	Negative – project delays, compensation costs, reputational impacts.
13	Employee Development & Talent Retention	Opportunity	Upskilling, workforce development, and attracting critical talent support digital transformation, ESG integration, and operational excellence.	Invest in learning and development, leadership programs, diversity initiatives, and employee engagement.	Positive – improved productivity, lower attrition, enhanced organizational resilience.
14	Human Rights (including DEI & Labour Practices)	Risk	Labour rights violations, inadequate diversity and inclusion, and weak supplier labour oversight can lead to legal and reputational issues.	Strengthen labour compliance, DEI programs, human rights due diligence, and supplier monitoring.	Negative – legal liabilities, reputational damage, higher investor risk perception.
15	Occupational Health & Safety	Risk	Hazardous operating environments, inadequate safety culture, and non-compliance with OHS standards can result in injuries, fatalities, and operational disruptions.	Implement robust safety management systems, training programs, incident reporting, audits, and continuous monitoring.	Negative – compensation costs, production downtime, legal penalties, increased insurance costs.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Jindal Steel has several Board approved key policies including: » CSR Policy » Jindal Steel Code of Conduct » Whistle Blower Policy/Vigil Mechanism » Remuneration Policy » Policy for Determining Material Subsidiary » Related Party Transaction Policy » Dividend Distribution Policy Other relevant policies approved by the Board of Directors are available on the Company's website.								
c. Web Link of the Policies, if available	www.jindalsteel.in								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	› Signatory of the World Steel Sustainable Development Charter › UN Global Compact › ISO 9001	› ISO 9001 (Quality Management System) › IATF 16949 (Automotive Quality Management) › Responsible Steel	› OHSMS 45001 (Occupational Health and Safety Management System) › UN Global Compact	› UN Global Compact	› UN Global Compact	› ISO 14001 (Environmental Management System) › ISO 50001 (Energy management systems) implemented at Angul, Barbil, Raipur, Patratu › UN Global Compact	› World Steel Association (Active member) › Indian Steel Association (ISA) › nUtkal Chamber of Commerce and Industry › Confederation of Indian Industry › Federation of Indian Chambers of Commerce and Industry › Associated Chambers of Commerce and Industry of India › Indian Chamber of Commerce › Federation of Indian Mineral Industries › Pellet Manufacturers' Association of India › Confederation of Captive Power Plants, Odisha › Sponge Iron Manufacturers' Association	› UN Global Compact › World Steel Sustainable Development Charter	› ISO 9001 › IATF 16949 (ensures responsible quality and safety standards for end consumers)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Environmental Commitments** » **Climate Change:** Committed to achieving net zero carbon emissions by 2047, with aspiration to reach this milestone by 2035. Actively reducing carbon footprint through long-term renewable energy procurement agreements. European operations powered by 100% certified renewable electricity from hydroelectric sources, preventing over 5,000 tonnes of CO_2 emissions annually. Investing in logistics efficiency by establishing a ~200 km slurry pipeline to transport iron ore fines and thermal coal from captive mines to plants. » **Water and Resource Management:** Implements integrated watershed programs to control soil erosion and enhance groundwater recharge, covering catchment areas of about 5,000 acres. Natural Resource Management Programme includes promotion of over 200 Eco Clubs in schools. » **Waste and Circularity:** Advancing waste minimisation and circular economy initiatives by promoting recycling and reuse of plastic resources, developing environmentally responsible products using resin foaming technologies. Aligned with long-term vision 'VISION 2027' and medium-term business plan 'Change for Growth'. **Social Commitments** » **Community Development:** Community Development: Dedicated to improving quality of life for millions, especially underprivileged and vulnerable groups. Works to raise the Human Development Index (HDI) in operational regions through programs in health, nutrition, education, skill development, clean water, sanitation, women empowerment, and sustainable livelihoods. » **Employee Engagement and Safety:** Priorities development of human resources through continuous education and training, fostering a rewarding workplace culture, and securing occupational safety by preventing workplace accidents. **Governance Commitments** » Corporate Governance: Jindal Steel upholds fairness and transparency in all stakeholder dealings. The company leverages digital innovations to enhance transparency and continually seeks opportunities for improvement in all business aspects. Jindal Steel's Board of Directors oversees sustainability management, ensuring that all activities align with its net zero and broader ESG commitments									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met	For detailed information on Jindal Steel's annual performance regarding ESG parameters, please refer to the integrated report								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, leadership, and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are pleased to present Jindal Steel's latest Business Responsibility and Sustainability Report (BRSR), reflecting our deep commitment to Environmental, Social, and Governance (ESG) excellence as a cornerstone of our business strategy in India. In a rapidly evolving landscape, we continue to align our operations with national priorities and global sustainability frameworks, ensuring responsible growth and resilience. This year, Jindal Steel has accelerated its decarbonisation journey, investing in advanced, low-carbon technologies and expanding the use of syngas-based DRI—strengthening our position as a leader in sustainable steel production. Our efforts are complemented by a robust push towards energy efficiency, increased integration of renewable power, and the adoption of circular economy principles to minimise waste and optimise resource use. We have also deepened our engagement with communities through targeted social development projects, focusing on health, education, skill-building, and rural infrastructure. These initiatives are designed to foster inclusive growth and create lasting positive impact in the regions where we operate. Employee safety, well-being, and continuous development remain at the heart of our organisational culture. We have enhanced our training programs and reinforced our safety management systems to ensure a safe and rewarding workplace for all. Governance at Jindal Steel is rooted in transparency, ethical conduct, and proactive risk management. Our Board maintains oversight of sustainability initiatives, ensuring that our ESG commitments are translated into measurable outcomes and high standards of disclosure. Looking ahead, we are committed to scaling up our climate action, strengthening stakeholder partnerships, and driving innovation to support India's ambition for sustainable industrial growth. Through these efforts, Jindal Steel aims to deliver enduring value to all stakeholders and contribute meaningfully to a greener, more equitable future								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors of Jindal Steel, along with relevant committees, is responsible for the implementation and oversight of the Business Responsibility and Sustainability (BRSR) Policy(ies).								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Jindal Steel has designated a dedicated board committee responsible for making decisions on sustainability-related issues. The Company's governance framework is structured with clearly defined roles and responsibilities. Specifically, a committee chaired by an Independent Director oversees matters pertaining to Health & Safety, CSR, Sustainability, and Environment. This committee provides strategic guidance to the senior leadership team for the implementation of sustainable business initiatives aligned with its directives. Regular meetings of the committee are held to assess and monitor the Company's performance across ESG criteria.								

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The relevant policies of the Company are reviewed periodically or as needed by the appropriate Department Head, Senior Management Personnel, or respective committees. These policies are presented to the Board as necessary. During this assessment, the efficacy of the policies is evaluated, and any necessary changes to policies and procedures are implemented.									Performance against policies and subsequent actions are reviewed quarterly, with additional reviews conducted on an as-needed basis.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The status of compliance with all applicable statutory requirements is reviewed by the Board on a quarterly and annual basis. Each quarter, respective department heads provide a Compliance Certificate on applicable laws, which is then presented to the Board.									All policies are evaluated internally at regular intervals.								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

No. All policies are evaluated internally at regular intervals

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	9	During the year, the Board engaged in various updates pertaining to business, regulatory, safety, ESG matters, etc. Additionally, Directors are updated on various industry-related matters such as business models, risk management, governing regulations, ESG, information technology (including cybersecurity), and their roles, rights and responsibilities. The Company also informs them about major developments and updates regarding the Company.	100%
Key Managerial Personnel	9	At Jindal Steel, Regular awareness programmes are held for KMPs covering areas of ethics, governance, code of conduct, data privacy, conflict of interest, insider trading, compliance, human rights, safe and secure work environment, POSH and other organisational policies. Topics pertaining to integrity, core values, sustainability are covered in these programmes, enabling KMPs to drive Company's mission, vision and values.	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Employees other than BoD and KMP	120 (Total Sessions including 74 unique sessions)	Following trainings were conducted for the Employees during FY 2025-26 (Learning Mode- ILT, VILT, e-Learning) **Compliance Training:** POSH Learning, Code of Conduct (COC), Culture of Compliance, Extreme Ownership, Theory of Constraints, The One Thing & GPS 411 Program **Skill up gradation:** Communicate Strategically, Communicate Impactfully Communicate Professionally Program for all CG2 -CG4, Finance for Business program, Institutionalizing Feedback Culture for Individual Contributors & RO, Lean Six Sigma- White Belt, Product Training Own Business units and cross Business units for S&M executives, Improving verbal & Presentation skills, Emotional Intelligence, Customer Relationship, Decision Making, Turning a crisis into an opportunity for a positive change, What is Leader and what makes a great Leader? **Learn Digitally:** AIKSHAM - AI Saksham Program series includes 5 personal productivity sessions, 12 Functional productivity sessions department wise, AI for Leadership team, Session on ChatGPT enterprise license session, Session on Jindal AI Assistant **Awareness Program:** Awareness program on Data Privacy & DPDP Act 2023, Information Security awareness	100%
Workers	283	Ethics, compliance, governance, POSH, labour laws, and workplace respect Safety, emergency preparedness, occupational health, wellbeing, and contractor safety Lean Six Sigma, Kaizen, 5S, TPM, quality, SOP compliance, and operational excellence Manufacturing, plant operations, PPC, inspection, defect management, and process skills Mechanical, electrical, instrumentation, automation, maintenance, and technical trades Operator and technical certification programs (crane, welding, fitting, electrical, maintenance, etc.) Sustainability, ESG, energy conservation, water conservation, waste management, and housekeeping AI/ML, cybersecurity, digital skills, Advanced Excel, Power BI, SAP, and Industry 4.0 Leadership, communication, teamwork, employee engagement, and organizational development Financial literacy, employability, skill development, and campus-to-corporate programs	76.81%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil

3. **Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.**

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not applicable	

4. **Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.**

Yes. Jindal Steel Limited maintains high ethical standards in its operations through a comprehensive Anti-Corruption and Anti-Bribery Policy (ACAB). This policy sets rigorous guidelines to prevent bribery and corruption, focusing on transparency in relations involving gifts, hospitality, donations, and interactions with government entities. It clearly outlines the expected conduct for workplace behavior, external interactions, community responsibilities, and asset protection. Compliance is mandatory for all employees, officers, and stakeholders, including suppliers and contractors. These parties are required to adhere to contractual clauses on human rights and corrupt practices.

To ensure proper implementation, Jindal Steel mandates thorough training and ongoing compliance monitoring. Employees undergo a certification program via an e-learning module that includes practical scenarios to reinforce understanding. Completion of this certification, alongside signing a compliance declaration and disclosure of potential conflicts of interest like property ownership or relationships with Jindal Steel as a principal employer, is compulsory.

Web Link: https://docs.jindalsteel.in/document/124/1764143051_Anti-briberyAnticorruptionPolicy.pdf

5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. **Details of complaints with regard to conflict of interest:**

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
Category	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

7. **Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

8. **Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:**

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	70	55

9. **Open-ness of business**

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format.

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3.54%	6.37%
	b. Number of trading houses where purchases are made from	1,545	2,512
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	48.73%	62.90%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	14%	7.04%
	b. Number of dealers / distributors to whom sales are made	946	534
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	31.55%	68.18%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.33	0.28
	b. Sales (Sales to related parties / Total Sales)	0.37	0.30
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.65	0.73
	d. Investments (Investments in related parties / Total Investments made)	0.84	0.86

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Nil	Nil

2. **Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

Yes, Jindal Steel maintains a comprehensive Code of Conduct that requires all Board members and senior management to adhere to its provisions. The Code provides clear guidance on the identification, disclosure, and management of conflicts of interest. Directors are required to promptly disclose any actual or potential conflicts in accordance with the Code and submit an annual declaration confirming their compliance, including adherence to conflict-of-interest requirements.

In addition, Board members must disclose any financial or personal interests held by them or their relatives in other entities that may give rise to conflicts of interest, both through annual declarations and whenever such disclosures become necessary. To ensure impartiality, Jindal Steel requires any member with a conflict of interest to abstain from participating in discussions and decision-making related to the concerned matter. These measures help Board members effectively identify and manage conflicts of interest, thereby preserving the integrity and objectivity of the Board's decision-making process.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	1.89%	0	» R&D on environmental impact at Angul
Capex	6.52%	3.21%	» Ambient Air Monitoring System » Fogging Machine for dust suppression » Waste Water Treatment Plant (Zero Liquid Discharge – ZLD) » Fume Extraction System » Slurry Pipeline for Iron Ore Phase 1B » Slurry Transportation Facility

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

   Yes

   b. **If yes, what percentage of inputs were sourced sustainably?**

   ~90%

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

S. No.	Product	Process to safely reclaim the product
1.	Plastics (including packaging)	Plastic waste is segregated and sold exclusively to authorised recyclers, ensuring responsible recycling and minimising environmental impact.
2.	E-Waste	All e-waste generated is collected and sold to authorised recyclers, supporting safe and compliant disposal of electronic materials
3.	Hazardous Waste	» Used oil is collected in drums, stored in covered sheds with concrete flooring, and sold to authorised recyclers. » Waste containing oil is similarly collected and stored, then disposed of at Common Hazardous Waste Treatment, Storage, and Disposal Facilities (CHWTSDF). » Effluent Treatment Plant (ETP) sludge and damaged insulation materials are disposed of at CHWTSDF. » Empty chemical containers are sent to authorised decontamination facilities for safe processing
4.	Other waste	» Ash is supplied to fly ash brick plants and the National Highways Authority of India (NHAI) for road construction. » Blast Furnace (BF) slag is sold to cement plants for use as a raw material. » Dust and fines from raw materials are reused internally in the Sinter Plant, promoting circularity and reducing waste.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

   Not Applicable

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NA	NA	NA	NA	NA	NA

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of the Product/Service	Description of the Risk/Concern	Action Taken
NA	NA	NA

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Scrap Steel	10%	6.34%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Steel Scrap	NA

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a Details of measures for the well-being of employees:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	5,171	5,171	100%	5,171	100%	0	0	5,171	100%	5,171	100%
Female	280	280	100%	280	100%	280	100%	0	0	280	100%
Total	**5,451**	**5,451**	**100%**	**5,451**	**100%**	**280**	**5.13%**	**0**	**0**	**5,451**	**100%**
Other than Permanent Employees											
Male	2,408	2,408	100%	2,408	100%	0	0	0	0	0	0
Female	127	127	100%	127	100%	127	100%	0	0	127	100%
Total	**2,535**	**2,535**	**100%**	**2,535**	**100%**	**127**	**5.00%**	**0**	**0**	**127**	**5.00%**

b. Details of measures for the well-being of workers:

Category	Total (A)	% of workers covered by									
		Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	329	329	100%	329	100%	0	0	0	0	0	0
Female	16	16	100%	16	100%	16	100%	0	0	16	100%
Total	**345**	**345**	**100%**	**345**	**100%**	**16**	**4.63%**	**0**	**0**	**16**	**4.63%**
Other than Permanent Workers											
Male	2,100	2,100	100%	2,100	100%	0	0	0	0	0	0
Female	76	76	100%	76	100%	76	100%	0	0	76	100%
Total	**2,176**	**2,176**	**100%**	**2,176**	**100%**	**76**	**3.49%**	**0**	**0**	**76**	**3.49%**

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.49	0.06%

2. Details of retirement benefits, for current FY and previous FY:

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00%	100.00%	Yes	100.00%	100.00%	Yes
Gratuity	100.00%	100.00%	Yes	100.00%	100.00%	Yes
ESI	100.00%	100.00%	Yes	100.00%	100.00%	Yes

3. Accessibility of workplaces Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, to support individuals with mobility challenges, wheelchairs are available at various locations across the Company's facilities. Offices and operational sites are equipped with elevators and other accessibility features, enabling persons with disabilities, employees, and visitors to move around the premises with ease.

Additionally, clear and strategically placed signage is provided to assist all individuals, including those with visual or cognitive impairments, in navigating the facilities. The Company continues to enhance its infrastructure to ensure accessibility for everyone, reinforcing its commitment to equal opportunity, inclusion, and respect for all.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, Jindal Steel has an Equal Opportunity Policy for Persons with Disabilities (PwDs), aligned with the provisions of the Rights of Persons with Disabilities (RPwD) Act. In addition, the Jindal Steel Code of Conduct incorporates the core principles of equality, inclusion, and non-discrimination across all levels of employment.

The Company recognises the importance of a diverse and inclusive workforce and is committed to fostering a workplace where all employees, including persons with disabilities, are treated with dignity and respect. Jindal Steel actively promotes the fair representation of persons with disabilities within its workforce and is committed to preventing all forms of discrimination, harassment, or bias against individuals with disabilities. To enhance accessibility and ease of movement, all Jindal Steel plants and corporate offices are equipped with ramps and wheelchair-accessible restrooms, supporting a barrier-free and inclusive work environment.

Weblink to the policy:

https://d2lptvt2jijg6f.cloudfront.net/jindalsteelpower/custom/1694613073equalopportunity-policy.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

	Permanent employees		Permanent workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	99%	86%	100%	100%
Female	50%	38%	-	-
Total	**96%**	**94%**	**100%**	**100%**

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers Other than Permanent Workers Permanent Employees Other than Permanent Employees	Yes, Jindal Steel is committed to fostering a culture of openness and transparent communication across all organisational levels. The company upholds an open-door policy, encouraging both employees and workers to freely voice their concerns or suggestions to business heads, HR, legal and compliance departments, or senior management. This approach ensures that all individuals feel empowered to participate in the decision-making process and that their feedback is valued. Whistle-blower Initiative and Grievance Mechanisms: Jindal Steel has instituted a robust Whistle-blower Initiative (WI), providing a formal and confidential platform for employees to report grievances or raise concerns on a wide range of matters. The details of the grievance mechanism and the WI are communicated through a dedicated training module, with new hires sensitised to these processes during their induction. This ensures that all employees are aware of their rights and the avenues available for redressal from the outset of their employment.

	Yes/No (If yes, then give details of the mechanism in brief)
	Prevention of Sexual Harassment and Internal Complaints Committee: In strict compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, Jindal Steel has established an Internal Complaints Committee (ICC). The membership list of the ICC is prominently displayed on noticeboards at all office locations, ensuring visibility and accessibility. Regular online training modules and awareness programs are conducted to educate employees on the prevention of sexual harassment, reinforcing a safe and respectful workplace environment. Jindal Steel has also implemented multiple mechanisms to receive and address grievances for both employees and workers: » Town Hall Meetings: Regularly conducted town hall meetings provide a direct platform for employees and workers to voice concerns and grievances to senior management. These sessions facilitate open dialogue, prompt issue resolution, and foster a culture of transparency and trust. » Suggestion Boxes: Strategically placed suggestion boxes across the workplace allow employees and workers to anonymously submit grievances, suggestions, or feedback. Designated personnel regularly review these submissions to ensure that each concern is acknowledged and addressed appropriately. Grievance Redressal Process: Submission to Resolution Jindal Steel's grievance redressal process is structured to ensure fairness, accountability, and timely resolution: 1. Submission: Employees and workers can submit grievances through multiple channels, including direct communication, the Whistle-blower Initiative, town hall meetings, or suggestion boxes. 2. Acknowledgement: Upon receipt, each grievance is formally acknowledged, ensuring the individual is informed that their concern is being considered. 3. Review: Designated committees or responsible personnel review the grievance in detail, maintaining confidentiality and impartiality throughout the process. 4. Resolution: After thorough review, appropriate actions are taken to resolve the issue. The outcome and any corrective measures are communicated to the concerned individual, closing the feedback loop.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
Category	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total permanent employees	5,451	107	1.96%	5,545	250	4.50%
Male	5,171	107	2.07%	5,284	250	4.73%
Female	280	0	0	261	0	0
Total permanent workers	2,535	110	4.33%	373	18	4.82%
Male	2,408	110	4.57%	355	18	5.07%
Female	127	0	0	18	0	0

8. **Details of training given to employees and workers:**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	On health and safety measures		On Skill Upgradation		Total (D)	On health and safety measures		On Skill Upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	7,579	7,148	94.32%	7,558	99.72%	7,717	7,316	94.80%	5,459	95.37%
Female	407	365	89.57%	405	99.52%	360	293	81.39%	1,654	84.72%
Total	**7,986**	**7,513**	**94.07%**	**7,963**	**99.71%**	**8,077**	**7,609**	**94.21%**	**7,113**	**94.90%**
Workers										
Male	2,429	2,098	86.38%	2,032	83.65%	2,567	2,398	93.42%	2,484	93.42%
Female	92	61	66.35%	72	78.37%	88	81	92.05%	1,526	92.05%
Total	**2,521**	**2,159**	**85.65%**	**2,104**	**83.46%**	**2,655**	**2,479**	**93.37%**	**4,010**	**93.37%**

9. **Details of performance and career development reviews of employees and worker:**

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	5,171	5,171	100%	5,284	5,284	100%
Female	280	280	100%	261	261	100%
Total	**5,451**	**5,451**	**100%**	**5,545**	**5,545**	**100%**
Workers						
Male	329	329	100%	355	355	100%
Female	16	16	100%	18	18	100%
Total	**345**	**345**	**100%**	**373**	**373**	**100%**

10. **Health and safety management system:**

a. *Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?*

Yes. Jindal Steel has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) aligned with the requirements of ISO 45001:2018. The system covers the entire workforce, including permanent employees, contract workers, agency personnel, third-party service providers, and other stakeholders engaged across the integrated steel plant. At the core of the Company's safety approach is its commitment to achieving Zero Harm by preventing workplace incidents, injuries, and occupational illnesses. The OHSMS includes a Visual-Based Training Centre that delivers safety induction and role-specific training to employees and contractors, strengthening safety awareness and competency. Comprehensive risk assessments, including Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA), are carried out for critical activities to identify and manage workplace risks. An Incident Investigation System facilitates root cause analysis and the organisation-wide dissemination of lessons learned, while regular assurance programs, safety audits, and compliance reviews help proactively identify hazards and drive continuous improvement in occupational health and safety performance.

b. *What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?*

Jindal Steel adopts a comprehensive and proactive approach to identifying work-related hazards and assessing risks across both routine and non-routine operations, in line with its ISO 45001:2018-certified Occupational Health and Safety Management System (OHSMS). The Company employs a range of structured processes to proactively identify, evaluate, and mitigate occupational health and safety risks, including:

1. Hazard Identification and Risk Assessment (HIRA): Department-specific HIRA registers are maintained and periodically updated to reflect process changes, incident learnings, and audit findings.

2. Job Safety Analysis (JSA): Conducted for critical and non-routine activities before work commences to identify hazards and define appropriate control measures.
3. Hazard and Operability Studies (HAZOP): Performed for hazardous operations and plant modifications to ensure safe design, operation, and process integrity.
4. Quantitative Risk Assessments (QRA): Undertaken to evaluate risks associated with key processes and operational activities.
5. Pre-Startup Safety Reviews (PSSR) and Management of Change (MOC): Implemented to verify the readiness of safety systems before commissioning new or modified facilities and to ensure risks associated with operational or equipment changes are effectively managed.
6. Hazardous Area Classification Studies: Conducted to identify and classify areas based on the potential presence of hazardous atmospheres.
7. Routine Safety Inspections and Audits: Daily inspections, cross-functional monthly audits, and leadership safety walks are carried out to continuously monitor workplace risks and drive corrective actions.
8. Digital Safety Reporting (JinSafe App and Web): Enables employees and contractors to report unsafe acts and conditions in real time, facilitating trend analysis and continuous safety improvements.
9. Barrier Health Management: Regular monitoring of engineering and administrative controls to verify their effectiveness and address potential safety gaps.
10. Contractor Safety Management: Includes contractor pre-qualification, periodic field audits, and ongoing performance evaluations to ensure compliance with safety requirements.
11. Toolbox Talks and Safety Time-Outs: Conducted daily and prior to critical activities to reinforce hazard awareness, preparedness, and safe work practices.
12. Leadership Governance: The Steering Committee and Apex Safety Committee review hazard trends, risk mitigation measures, and safety performance on a monthly basis to strengthen strategic oversight and continuous improvement

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, Jindal Steel has established robust mechanisms that enable workers to report work-related hazards and withdraw from unsafe situations without fear of retaliation. The Company fosters a strong safety culture built on openness, employee empowerment, and shared accountability.

The JinSafe Portal, a real-time digital platform, allows employees and contractors to report unsafe conditions, unsafe behaviours, and near-miss incidents for prompt action. Focused Group Discussions provide employees with a forum to raise safety concerns and recommend improvements in the presence of relevant Heads of Department and Section Heads. In addition, daily toolbox talks, safety pledges, and departmental meetings reinforce hazard awareness and encourage proactive reporting. All reported hazards and incidents are thoroughly investigated, with Corrective and Preventive Actions (CAPA) implemented at both the source and across operational units to prevent recurrence and strengthen overall safety performance.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, Jindal Steel provides comprehensive access to non-occupational healthcare services for all employees and contract workers across its operating locations. The Company offers a range of healthcare facilities and wellness initiatives to support the overall health and well-being of its workforce. Key provisions include the Fortis OP Jindal Hospital & Research Centre (FOPJHRC), located near major plant sites, which provides a broad spectrum of non-occupational medical services. Each operational unit is equipped with an on-site health centre staffed by qualified medical professionals, delivering preventive, promotive, and curative healthcare for both occupational and non-occupational needs. At the corporate level, Jindal Steel has partnered with reputed hospitals in urban centres to provide specialised and emergency medical care. In addition, the Company conducts wellness initiatives such as health screening camps, awareness programmes, yoga sessions, mental health counselling, and vaccination drives to promote holistic employee well-being.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category*	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.04	0.15
	Workers	0.39	0.07
Total recordable work-related Injuries	Employees	4	27
	Workers	16	85
No. of fatalities	Employees	1	1
	Workers	5	8
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Jindal Steel is committed to maintaining a safe and healthy workplace for employees, contract workers, and other stakeholders by effectively managing both occupational and process safety risks. The Company adopts a Risk Containment approach through Barrier Health Management (BHM) to proactively identify, assess, and control high-potential risk scenarios. A robust safety governance structure, supported by Departmental Safety Committees (DSCs), ensures accountability across all levels of leadership. Employee participation is encouraged through structured safety observations and engagement programmes, while incident management emphasises root cause analysis and the implementation of corrective and preventive actions. Standardised safety controls are applied across high-risk activities, including lifting and material handling, road and transport safety, electrical safety, confined space entry, and machine guarding, with the same safety expectations extended to contractors.

The Company's Occupational Health and Safety (OH&S) Management System is certified to ISO 45001:2018 and encompasses key elements such as incident reporting, investigations, audits, and continuous performance monitoring. Technology-enabled safety solutions—including smart cameras, sensors at the man–machine interface, safety interlocks, switches, and leak detection systems—support early hazard identification and risk prevention. In addition, Jindal Steel has established Life-Saving Safety Rules that are prominently displayed across its operations and has strengthened road safety through traffic management technologies such as speed radars and Automatic Number Plate Recognition (ANPR) cameras.

To further reinforce a culture of safety, Jindal Steel launched AAINAA (Advance Action in Industries to Abate Accidents) as a model workplace safety initiative. The Company recognises outstanding safety performance through Safety Excellence Awards across Silver, Gold, Platinum, and Diamond categories for employees and business partners. Ongoing capability-building programmes and the integration of advanced technologies continue to strengthen workforce competency and promote a proactive safety culture across the organisation.

13. Number of Complaints on the following made by employees and workers:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	No Complaints	0	0	No Complaints
Health & Safety	0	0	No complaints	0	0	No Complaints

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

Jindal Steel has established a comprehensive Incident Management System to effectively manage safety-related incidents through the timely identification and implementation of Corrective and Preventive Actions (CAPAs). The system enables the systematic investigation of incidents, near misses, and safety observations, with key learnings shared across operations to prevent recurrence. Oversight is provided by the Apex Safety Committee and Safety Sub-Committees, which regularly review workplace and process safety performance and monitor the effectiveness of safety systems.

To further strengthen safety performance, Jindal Steel has deployed Connected Worker Solutions, including the IoT-enabled Suraksha Card, which provides real-time visibility, alerts, and actionable insights. AI-powered speed monitoring cameras have also been introduced to regulate vehicle movement and minimise road safety risks. In addition, the Company promotes regular safety interactions by executive employees, the installation of rooftop lifelines, and the communication of safety alerts and lessons learned, reinforcing the effective implementation of CAPAs and continuous improvement in safety performance.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

(A) Employees: Yes, life insurance covered all employee as per company policy

(B) Workers: Yes, life insurance covered all employee as per company policy

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Jindal Steel has established a robust compliance framework to ensure that all statutory dues are appropriately deducted and deposited by its value chain partners. Key measures implemented include:

- **Verification of PF and ESIC Challans:** Value chain partners are required to submit proof of statutory payments, including Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) challans, which are cross-verified to ensure authenticity and timely compliance.
- **Vendor Compliance Monitoring:** Vendors are required to comply with Jindal Steel's established compliance protocols. Regular audits and reviews are conducted to monitor adherence to statutory requirements.
- **GPAI Claims Processing:** The Company processes Group Personal Accident Insurance (GPAI) claims, requiring accurate and updated statutory compliance records from vendors.
- **Documentation and Record Keeping:** Supporting documents related to statutory payments are systematically maintained and periodically reviewed as part of Jindal Steel's internal control framework.

3. **Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	1	0	0
Workers	0	8	5	0

4. **Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

   Yes, as part of its commitment to employee development and financial well-being, Jindal Steel conducted the Financial Architect (Literacy) Program from January 2025 to March 2025 in collaboration with ICICI Bank. The initiative focused on enhancing employees' financial literacy through awareness on long-term financial planning, responsible investment practices, and tax optimisation. The programme was extended to employees across grades CG 4 to CG 1, ensuring inclusive participation across diverse age groups and financial backgrounds. Through this initiative, Jindal Steel strengthened employees' financial decision-making capabilities and supported their long-term financial security, reflecting the Company's focus on employee empowerment and continuous capability building.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	The company has not yet commenced assessment and data collection. Disclosure processes are under development.
Working Conditions	

6. **Provide details of any corrective actions taken or underway to address significant risks/ concerns a rising from assessments of health and safety practices and working conditions of value chain partners.**

   Assessment of value chain partner are yet to be conducted, no significant risks or concerns have been identified

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. **Describe the processes for identifying key stakeholder groups of the entity.**

   Jindal Steel undertakes a rigorous materiality assessment to systematically identify and prioritise its key stakeholder groups and material topics relevant to its ESG strategy. This process is informed by a wide range of internationally recognised standards and sectoral frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and guidelines from the World Steel Association, in addition to benchmarking against peer disclosures and sector best practices.

   Stakeholder groups identified through this process include employees, customers, suppliers and vendors, local communities, investors, government authorities, lenders, media, and industry associations. Jindal Steel engages with these stakeholders through a variety of channels, including surveys, direct consultations, community assessments, feedback mechanisms, public forums, and digital platforms. This ensures that both internal and external viewpoints are effectively captured and considered in the decision-making process.

   The materiality assessment helps identify issues that are important to both Jindal Steel's business performance and the interests and expectations of its stakeholders. Stakeholder engagement responsibilities are distributed across relevant functions within the organisation, with clear accountability for incorporating stakeholder feedback into ESG strategies and operational practices. This distributed approach improves responsiveness and ensures concerns are addressed by the appropriate teams.

In line with emerging sustainability disclosure requirements, Jindal Steel is also progressing toward a double materiality approach. This framework considers not only how ESG issues affect the company financially but also how the company's activities impact society and the environment. By adopting this approach, Jindal Steel gains a more comprehensive understanding of risks and opportunities, strengthens its sustainability initiatives, and improves transparency for stakeholders.

The double materiality framework supports effective risk management, aligns with evolving global regulatory expectations, and helps the company meet increasing investor and partner demands for comprehensive sustainability reporting. Through this structured and forward-looking process, Jindal Steel continually enhances its understanding of stakeholder priorities and material topics, enabling ongoing improvement in ESG performance and the creation of long-term value for all stakeholders.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Annual General Meetings, » Quarterly Earnings call, » Investors Group and 1x1 » Meetings & briefings, » Meeting with financial institution	Quarterly, Annual, as per need	Foster robust relationships. Stay updated on market trends. Enhance brand trust. Communicate with shareholders and gather their feedback.
Lenders	No	Physical Meeting, » Investor Call, » Online Meeting, » Consortium Meeting	Monthly/Quarterly	Cultivate enduring partnerships. Stay informed about Company progress, operational updates, and financial health. Foster a culture of trust and confidence among Lenders.
Employees	No	Regular Direct Communications, » TopDown Communications like Apni Baat Apno Ke Saath, MD-Dil se & Samwaad. » Bottom-Up Communications like Aapki Aawaaz Karegi Vikas & Eve to Express	Ongoing and daily engagement at all levels as required by staff	Set clear strategic objectives. Maintain transparent communication with employees regarding Company activities and address their inquiries promptly
Customers	No	Interactions through Sales and Services executive, regional heads, senior management, and/or call centres » Satisfaction Survey » Face to face meetings » Emails » Newsletter » Social media	Ongoing. Dependent on customer needs and identified sales, service or guidance opportunities.	Gain insights into customer goals, business operations, and financial service requirements. Deliver enhanced value through additional services and solutions
Regulators	No	Various industry and regulatory forums; One-on-one discussions with executive officials at consultative meetings	As required	Compliance reporting, policy advocacy, consultative engagement.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory Bodies	No	Various engagements with national and county official's participation in consultative industry and sector forums	As deemed necessary by either party	Cultivate robust ties with governmental bodies. Contribute insights to legislative processes impacting the economy and the Company's operations
Suppliers/ Vendors	No	Onboarding program » Periodical supplier meets » Vendor assessment programs among others » Communication platforms such as: 1. Supplier Development, 2. Vendor Assessment & Audits 3. Official Communications	Ongoing, as required	Ensure optimal and punctual supply chain management for operational needs. Promote sustainable practices throughout the supply chain.
Media	No	Press conferences » Media meets » Conclaves » Press release » 1x1 and group meetings	Interactions in response to business-related media inquiries as and when required and to disseminate information about the Company	Leverage Media's extensive reach to communicate the business narrative effectively with stakeholders.
Communities	Yes	CSR team meetings » Community Visits » Volunteerism » Engagements with Community, local authorities, town council, location head, etc. as per the requirement and needs » Public hearings » Need based projects	Regular » Ongoing, as on when needed by the stakeholders	Community development programmes based on local communities' needs. Strengthening livelihood opportunities. Dignity of life through economic and social empowerment. Implement CSR programs. Cultivate impactful partnerships. Tackle critical issues and respond to stakeholder feedback. Engage with communities and nongovernmental organisations to advance sustainable development, social accountability, and shared benefits. Strengthen livelihood opportunities. Improve social infrastructure for hygienic and healthy living environments. Understand and address the concerns of the community on social issues. Extend support in all form

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   Jindal Steel considers stakeholder engagement to be a key element in achieving its sustainability ambitions and advancing inclusive growth. The company is committed to creating value for a wide range of stakeholders, including employees, customers, business partners, suppliers, government authorities, regulatory institutions, and local communities. By actively engaging with these groups, Jindal Steel strengthens relationships, gains valuable insights, and identifies issues that are important for its long-term sustainable development.

   As part of this commitment, the company conducted a detailed stakeholder engagement and materiality assessment. The objective of the exercise was to identify and prioritise material issues, evaluate related risks, and develop suitable mitigation measures. This process enabled Jindal Steel to determine and rank key environmental, social, and economic issues relevant to both the business and its stakeholders. The results were then shared with stakeholders and the Board to gather feedback and support the development of sustainable growth strategies through a collaborative and informed approach.

   Jindal Steel's stakeholder engagement approach is built on three core principles:

   » **Materiality:** Focusing on the economic, environmental, and social issues that are most significant to both the organisation and its stakeholders.

   » **Completeness:** Gaining a comprehensive understanding of stakeholder expectations and concerns through ongoing engagement and structured feedback mechanisms.

   » **Responsiveness:** Addressing stakeholder concerns in a transparent, timely, and consistent manner through established processes that help identify, prioritise, and manage issues on a continual basis.

   The company actively engages with both internal and external stakeholders to identify emerging concerns and evolving priorities. Through regular reviews of its stakeholder engagement practices, Jindal Steel ensures that it remains responsive to stakeholder needs while continuously refining its policies and strategies. This proactive approach supports sustainable business operations, informed decision-making, and effective Board oversight.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. Jindal Steel undertakes a detailed ESG materiality assessment to identify and prioritise the environmental, social, and governance issues that are most significant to both the company and its stakeholders. The insights generated through this assessment, including feedback obtained from structured stakeholder engagement activities, are used to shape organisational policies, strategies, and decision-making processes. Based on the findings, the company establishes specific targets and implements focused initiatives across all priority areas, demonstrating its commitment to sustainable and long-term value creation.

   The company incorporates stakeholder expectations into its strategic planning by aligning material sustainability topics with its Long-Term Plans and Annual Business Plans. This integration helps Jindal Steel proactively identify and manage potential impacts on communities and the environment through appropriate risk mitigation measures. Material sustainability issues (refer to Section A, Sub-section VII, Question 24) are embedded within the company's planning and operational framework, supported by dedicated action plans, strategic investments, technology-driven solutions, and capability-building initiatives. This approach ensures that sustainability considerations are systematically integrated into business operations and long-term growth objectives.

A structured governance framework enables consistent oversight and effective monitoring of material ESG issues across different levels of the organisation. At the Board level, key committees—including the Corporate Social Responsibility Committee, Risk Management Committee, and Audit Committee—provide oversight by regularly reviewing the progress and performance of ESG-related initiatives. This governance structure is further strengthened by executive-level forums that facilitate periodic assessments of implementation activities, performance monitoring, and timely corrective actions when required. Together, these mechanisms help the company respond effectively to evolving external developments while maintaining alignment with its sustainability goals and business priorities.

Through this integrated and stakeholder-focused approach, Jindal Steel ensures that material ESG issues are managed effectively, stakeholder expectations are incorporated into decision-making, and sustainability objectives are embedded across the organisation. This continuous focus on governance, accountability, and improvement supports the company's journey toward sustainable growth and reinforces its position as a responsible, resilient, and future-ready enterprise.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Jindal Steel is committed to supporting vulnerable and underserved communities by addressing socio-economic challenges through focused programmes in education, healthcare, skill enhancement, sanitation, and sustainable livelihood development. To effectively identify and understand the needs of these groups, the Company utilises structured tools such as community needs assessments, stakeholder consultations, participatory rural appraisals, and baseline socio-economic surveys. These approaches enable data-driven planning and help prioritise interventions that address the most pressing community concerns.

The Company places strong emphasis on developing long-term, trust-based relationships with communities located near its operational areas. Through a wide range of development initiatives, Jindal Steel aims to improve the well-being of disadvantaged populations, especially those impacted directly or indirectly by its business activities. Its efforts are guided by the principles of inclusive development, with particular focus on women, children, tribal communities, and economically disadvantaged groups.

Over time, Jindal Steel's community outreach and development programmes have delivered meaningful outcomes in areas such as health and nutrition, educational access, employability, sanitation, and infrastructure development. The Company's Corporate Social Responsibility (CSR) initiatives are aligned with key developmental priorities, including healthcare and maternal well-being, school education, livelihood creation, water resource management, sanitation, women's empowerment, skill development, and the preservation of arts, culture, and heritage.

Through regular community engagement, partnerships with local institutions, and ongoing monitoring of programme effectiveness, Jindal Steel ensures that its initiatives remain responsive, inclusive, and impactful. This sustained approach helps the Company contribute to long-term social progress while advancing the objective of sustainable and equitable development within the communities it serves.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	5,451	4,748	87.10%	5,545	5,293	95.45%
Other than permanent	2,535	2,223	87.71%	2,532	2,399	94.74%
Total Employees	**7,986**	**6,971**	**87.29%**	**8,077**	**7,692**	**95.23%**
Workers						
Permanent	345	319	92.48%	373	367	98.39%
Other than permanent	2,176	1,971	90.59%	2,282	2,199	96.36%
Total Workers	**2,521**	**2,290**	**90.85%**	**2,655**	**2,566**	**96.64%**

2. **Details of minimum wages paid to employees and workers, in the following format:**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	5,451	0	0%	5,451	100%	5,545	0	0%	5,545	100%
Male	5,171	0	0%	5,171	100%	5,284	0	0%	5,284	100%
Female	280	0	0%	280	100%	261	0	0%	261	100%
Other than Permanent	2,535	0	0%	2,535	100%	2,532	0	0%	2,532	100%
Male	2,408	0	0%	2,408	100%	2,433	0	0%	2,433	100%
Female	127	0	0%	127	100%	99	0	0%	99	100%
Workers										
Permanent	345	0	0%	345	100%	373	0	0%	373	100%
Male	329	0	0%	329	100%	355	0	0%	355	100%
Female	16	0	0%	16	100%	18	0	0%	18	100%
Other than Permanent	2,176	0	0%	2,176	100%	2,282	0	0%	2,282	100%
Male	2,100	0	0%	2,100	100%	2,212	0	0%	2,212	100%
Female	76	0	0%	76	100%	70	0	0%	70	100%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	26,420,754	NA	NA
Key Managerial Personnel (KMP)	3	14,454,000	NA	NA
Employees other than BoD and KMP	3,910	1,405,686	172	1,220,796
Workers	6,323	457,080	262	376,176

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	3.08%	3.19%

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Human rights is a key priority for Jindal Steel, and the Company maintains a zero-tolerance approach towards any form of human rights violation. Any reported human rights concern is taken seriously and is investigated by a dedicated committee constituted by senior leadership to ensure an appropriate and impartial review.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Company has established robust internal grievance mechanisms to address human rights concerns and ensure a fair, safe, and transparent environment for employees, contract workers, and other stakeholders. These mechanisms facilitate timely reporting, impartial investigation, and effective resolution of grievances.

Key grievance mechanisms include:

Group Ethics Officer: Acts as the central point of contact for reporting violations of Company policies, including human rights concerns. Employees and external stakeholders can report concerns via email or post, with all complaints handled confidentially under the Whistle-blower Policy, which ensures protection against retaliation.

Human Rights Grievance Cell: A dedicated mechanism responsible for receiving and resolving human rights-related grievances, reinforcing the Company's commitment to protecting the rights and dignity of individuals.

Prevention of Sexual Harassment (POSH) Committee: A legally compliant and accessible forum that addresses workplace sexual harassment complaints through a fair, confidential, and timely grievance redressal process.

Code of Conduct Committee: Responsible for investigating matters related to ethical conduct, policy violations, and behavioural misconduct, ensuring compliance with the Company's values and Code of Conduct.

Contractor Grievance Cells: Dedicated grievance cells at multiple locations address concerns of contract workers, including timely wage payments, Provident Fund (PF) contributions, and full and final settlements, safeguarding the rights and welfare of the contractual workforce.

6. Number of Complaints on the following made by employees and workers:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	**Pending resolution at the end of year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of year**	**Remarks**
Sexual Harassment	14	0	The complaint was resolved satisfactorily	12	0	The complaint was resolved satisfactorily
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights relate issues	0	0	NA	0	0	NA

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

	FY 2025-26 (Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	14	10
Complaints on POSH as a % of female employees / workers	2.25%	2.23%
Complaints on POSH upheld	6	7

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Jindal Steel is committed to respecting and protecting human rights across its operations. This commitment is embedded in the Company's Human Rights Policy and Group Code of Conduct, which apply across all business units and reinforce principles of non-discrimination, equal opportunity, dignity, and fair treatment. The Company is committed to providing a safe, inclusive, and respectful workplace by strictly prohibiting child labour (below 18 years of age), forced or compulsory labour, and all forms of harassment, including verbal, physical, psychological, and sexual abuse. Jindal Steel also promotes employee well-being through fair remuneration that meets or exceeds statutory minimum wage requirements, work-life balance initiatives such as Leave Travel Allowance (LTA), and continuous learning and skill development programmes. To ensure effective grievance redressal, Jindal Steel has established multiple mechanisms, including a dedicated Human Rights Grievance Cell, a Prevention of Sexual Harassment (POSH) Committee, and Contractor Grievance Cells that address concerns related to wages, Provident Fund (PF) contributions, and full and final settlements for the contractual workforce.

Employees, contract workers, and external stakeholders can also report human rights concerns to the Group Ethics Officer. All complaints are managed confidentially under the Company's Whistle-blower Policy, which provides protection against retaliation. Workplace conduct is regularly monitored, and concerns are reviewed and addressed through appropriate investigations and follow-up actions to uphold the Company's human rights commitments.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, Jindal Steel incorporates its expectations on sustainability, fair competition, and respect for human rights into its business agreements and supplier contracts. The Company recognises suppliers as key partners in its business and actively engages with them to foster a responsible, ethical, and compliant value chain. To reinforce these expectations, Jindal Steel has established a Supplier Code of Conduct (SCoC) that outlines the standards of behaviour and business practices expected from all suppliers. The Code covers key areas including human rights, labour practices, environmental responsibility, and anti-corruption. All suppliers are required to acknowledge and comply with the Supplier Code of Conduct as part of the onboarding process and throughout their business relationship with the Company.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	0
Forced/involuntary labor	0
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others – please specify	0

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.

Nil

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No

2. Details of the scope and coverage of any Human rights due diligence conducted.

As part of its Human Rights Due Diligence (HRDD) framework, Jindal Steel has implemented several initiatives to promote and protect human rights across its operations. These initiatives include:

Prevention of Harassment: The Company conducts mandatory annual Prevention of Sexual Harassment (POSH) training for all employees to strengthen awareness and foster a respectful, harassment-free workplace.

Health, Safety, and Security: Comprehensive health and safety training programmes are conducted across all plant locations to promote a safe, secure, and healthy working environment.

Prevention of Child Labour: Robust age verification processes are integrated into recruitment and hiring procedures to ensure compliance with legal requirements and prevent the employment of child labour.

Through these initiatives, Jindal Steel reinforces its commitment to upholding human rights and fostering a safe, inclusive, and respectful workplace for all employees.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, Jindal Steel has taken measures to ensure compliance with the Rights of Persons with Disabilities (RPwD) Act across its operations in India. The Company is continuously enhancing the accessibility of its plants and office premises to support the mobility of employees and visitors with disabilities. Accessibility features, including ramps, elevators, and wheelchair-friendly washrooms, have been installed across its facilities to promote a barrier-free and inclusive workplace.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Jindal Steel has initiated the process to track this data and aims to report in subsequent years
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	

5. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.**

   Jindal Steel is strengthening its internal systems and processes to enable comprehensive risk identification, effective monitoring, and timely implementation of corrective actions.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources (in PJ)		
Total electricity consumption (A)	0.4866	0.0112
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	**0.4866**	**0.0112**
From non-renewable sources (in PJ)		
Total electricity consumption (D)	3.48	2.51
Total fuel consumption (E)	291.75	251.71
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	295.23	254.22
Total energy consumed (A+B+C+D+E+F)	295.72	254.2312
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00055	0.00052
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0111	0.0107
Energy intensity in terms of physical Output	32.68	31.77

The figure for FY 2024-25 has been restated subjected to change in boundary.

Note: Indicate if any independent assessment/ evaluation /Assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, TUV SUD

2. **Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

   Yes. The Company operates facilities that are classified as Designated Consumers (DCs) under the Government of India's PAT scheme. The Raigarh steel manufacturing complex is covered under the scheme and continues to undertake focused energy-efficiency initiatives in line with PAT requirements.

The Company has successfully met the energy reduction targets prescribed under the completed PAT cycles. In recognition of its performance, the Raigarh facility was awarded 26,460 Energy Saving Certificates (ESCerts) under PAT Cycle-I and 7,798 ESCerts under PAT Cycle-II.

The facility is also covered under PAT Cycle-VII, the target status for which will be disclosed upon receipt of the final confirmation from Bureau of Energy Efficiency (BEE).

3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in million kilolitres)		
(i) Surface water	75.38	73.38
(ii) Groundwater	0.04	0.06
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**75.42**	**73.44**
Total volume of water consumption (in kilolitres)	**75.42**	**73.44**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00014	0.00015
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00284	0.00311
Water intensity in terms of physical output		
Water intensity in terms of physical output-water consumed per tonne of crude steel production (Million Kilolitres/MMTCS)	2.61	2.75

Note: Indicate if any independent assessment/ evaluation/ Assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, TUV SUD

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third parties		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(v) Others		
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	**0.00**	**0.00**

Note: Indicate if any independent assessment/ evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, TUV SUD

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes. The Company has implemented Zero Liquid Discharge (ZLD) mechanisms across its major facilities to maximise water reuse and minimise freshwater withdrawal. The ZLD infrastructure includes Effluent Treatment Plants (ETPs), Sewage Treatment Plants (STPs), Reverse Osmosis (RO)-based recycling systems, Evaporation Reactors (ERs), cooling tower blowdown (CTBD) treatment units, rainwater harvesting structures and groundwater recharge pits.

At the Angul plant, a RO-based recycling system (2 × 250 m^3/hr) recovers cooling tower blowdown water for reuse, while the Raigarh plant operates three effluent recycling units, six STPs, reservoirs and rainwater harvesting systems to support circular water management. Treated wastewater is reused for non-potable applications such as ash handling, road washing, greenbelt irrigation and dust suppression, ensuring that no industrial effluent is discharged outside the plant premises.

The Company continuously monitors effluent quality through Online Continuous Effluent Monitoring Systems (OCEMS), with real-time data transmitted to the respective State Pollution Control Boards (SPCBs). Compliance with the Environment (Protection) Rules, 1986, applicable discharge standards and ISO 14001 Environmental Management System requirements is supported through periodic monitoring, internal audits and risk assessments to ensure effective water stewardship.

6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	kg/TCS	1.08	1.79
SOx	kg/TCS	3.47	3.88
Particulate matter (PM)	kg/TCS	0.50	0.59
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify			

Note: Indicate if any independent assessment/ evaluation /assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, TUV SUD

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	35.63	32.69
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	0.69	0.66
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	$kgCO_2e$/Rs	0.067	0.068

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	$kgCO_2e/USD$	1.37	1.41
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Metric tonnes of CO_2e/ TCS)	Metric tonnes of CO_2e/TCS	2.68	2.74

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, TUV SUD

8. **Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**

Yes. Jindal Steel has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions by improving energy efficiency, increasing the use of renewable energy and advancing low-carbon technologies across its operations. Key projects include:

- Developing carbon utilisation solutions by capturing CO_2 through bioreactors for Spirulina cultivation and piloting technologies to convert captured CO_2 into value-added products such as bio-ethanol, methanol and soda ash.
- Future expansion plans for 1,000 TPD CO_2 mineralisation facility and 2,500 TPD+ slag feedstock for mineralisation pathways.
- Promoting low-carbon steelmaking by increasing the use of steel scrap in liquid steel production, thereby reducing dependence on Direct Reduced Iron (DRI).
- Enhancing energy recovery through waste heat recovery systems at the Electric Arc Furnace (EAF) and Plate Mill Reheating Furnace (RHF), along with the installation of top recovery turbines at Blast Furnace II to generate power from process gases.
- Increasing the share of renewable electricity by expanding rooftop solar installations across manufacturing facilities.
- Improving operational energy efficiency through measures such as installing coal dryers to optimise fuel combustion, replacing damaged Air Preheater (APH) tubes to reduce auxiliary power consumption and transitioning from conventional High Pressure Sodium Vapour (HPSV) lighting to energy-efficient LED lighting systems.

9. **Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste Generated (in metric tonnes)		
Plastic waste (A)	513.30	85.00
E-waste (B)	70.75	154.76
Bio-medical waste (C)	0.41	0.54
Construction and demolition waste (D)	0	0.00
Battery waste (E)	101.21	59.86
Radioactive waste (F)	0	
Other Hazardous waste. Please specify, if any. (G)	327,155.22	177,398.63
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	12,621,666.59	11,466,350.76
Total (A+B + C + D + E + F + G + H) in million tonnes	**12.94**	**11.64**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000024	0.000024

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00049	0.00049
Waste intensity in terms of physical output	1.20	1.26
Waste intensity (optional) – the relevant metric may be selected by the entity		
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	2,723,232.30	4,702,900.93
(ii) Re-used	8,037,803.76	4,522,142.46
(iii) Other recovery operations		
Total (in million tonnes)	**10.76**	**9.22**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	188,365.27	19.85
(ii) Landfilling	0	2,347,475.10
(iii) Other disposal operations		
Total (in million tonnes)	**0.19**	**2.34**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, TUV SUD

10. **Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

Jindal Steel follows an integrated waste management approach based on the principles of Reduce, Reuse, Recycle and Recover (4R) to maximise resource recovery, minimise landfill disposal and promote circularity across its operations.

Resource Recovery and Circular Utilisation

- Process by-products such as fly ash, slag, mill scale, dust, sludge and iron-bearing fines are recovered and reused within operations or converted into value-added products.
- At Angul, fly ash is utilised for manufacturing bricks, paver blocks, kerb stones, retaining walls and lightweight aggregates through captive facilities, while surplus fly ash is supplied for brick manufacturing, road construction and land development. Steelmaking slag is processed and reused for road construction, backfilling and levelling, while granulated blast furnace slag is supplied to cement manufacturers.
- At Raigarh, around 80–90% of solid waste and 100% of fly ash is reused. Iron-bearing waste and coal fines are converted into briquettes and micro-pellets for reuse in steelmaking, while slag is utilised for construction applications. Dust and sludge generated from ETPs, bag filters and steelmaking units are recycled through the Sinter Plant, Extrusion Plant and Brick Plant.

Energy and Organic Waste Recovery

- Char, middlings and coal rejects are utilised for power generation, waste heat is recovered through Waste Heat Recovery Boilers (WHRBs), and nearly 95% of blast furnace gas is reused as fuel in boilers and furnaces.
- Organic waste is processed through a 300 TPD bio-methanation plant for renewable energy generation and a vermicomposting facility for manure production. Non-biodegradable waste, including plastics, is compacted through a bail-press system and channelled for authorised recycling/disposal.

Management of Hazardous and Toxic Waste

- The Company follows a preventive approach to minimise the use of hazardous chemicals through process optimisation and responsible chemical management. Hazardous waste, including used oil, ETP sludge and contaminated containers, and e-waste are segregated, stored in designated facilities and disposed of through authorised recyclers or Treatment, Storage and Disposal Facilities (TSDFs) in compliance with applicable regulations.

11. If the entity has operations/offices in around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, please specify details in the following format:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
None of our manufacturing facilities are located within notified ecologically sensitive or protected areas. We operate in compliance with all applicable environmental laws, regulations and statutory requirements governing its operations.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web link
All requisite environmental clearances have been obtained prior to the establishment or expansion of manufacturing facilities, in accordance with the applicable provisions of the Environmental Impact Assessment (EIA) Notification, 2006.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
We maintain a robust environmental compliance framework and ensure adherence to all applicable environmental laws and regulations. Our operations comply with the requirements of the Water (Prevention and Control of Pollution) Act, 1974, the Air (Prevention and Control of Pollution) Act, 1981, the Environment (Protection) Act, 1986, and the rules, standards and guidelines issued thereunder.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

Name of the area - Patratu, Raigarh, Raipur, Dongamahua and Punjipathra

Nature of operations –

(i) Patratu: Manufactures long steel products, including TMT rebars and wire rods, through bar and wire rod rolling mills.

(ii) Raigarh: Integrated steel manufacturing complex engaged in iron making, steelmaking, rolling, and captive power generation.

(iii) Raipur: Manufactures heavy industrial machinery, fabricated equipment, and engineering components for core industries.

(iv) Dongamahua: Operates a captive power plant that supplies electricity to Jindal Steel's manufacturing operations.

(v) Punjipathra: Produces fabricated structural steel products and supports downstream steel processing operations.

2. Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	22.76	26
(ii) Groundwater	0.00	0
(iii) Third party water	0.00	0
(iv) Seawater / desalinated water	0.00	0
(v) Others	0.00	0
Total volume of water withdrawal (in kilolitres)	**22.76**	**26**
Total volume of water consumption (in kilolitres)	**22.76**	**26**
Water intensity per rupee of turnover (Water consumed / turnover)	0.000042	0.000053
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
No treatment		
With treatment – please specify level of treatment		
(ii) Into Groundwater	0	0
No treatment		
With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third parties	0	0
No treatment		
With treatment – please specify level of treatment		
(v) Others	0	0
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	**0**	**0**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, TUV SUD

3. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF3, if available)	Metric tonnes of CO_2 equivalent	47.25	-
Total Scope 3 emissions per rupee of turnover		0.087	-
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity		5.22	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes, TUV SUD

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not applicable, there is no ecological sensitive area in our vicinity.

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1	Renewable energy adoption	Commissioned 15 MW rooftop solar capacity and expanded renewable energy procurement.	Reduced dependence on conventional power and lowered carbon emissions.
2	Blast furnace gas utilisation	Installed a 205 TPH BF gas-fired boiler to utilise process gas efficiently.	Reduced coal consumption for steam generation.
3	Waste heat recovery	Implemented waste heat recovery systems across process units.	Improved energy efficiency and reduced fuel use.
4	Air quality monitoring	Added ambient air quality monitoring stations and online emission monitoring systems.	Strengthened emission tracking and regulatory compliance.
5	Dust suppression systems	Deployed fog cannons, dry-fog systems and wheel washing facilities.	Reduced fugitive dust emissions and improved air quality.
6	Wind barriers	Installed wind barriers around raw material handling areas.	Minimized dust dispersion from material stockyards.
7	Paved transport corridors	Upgraded key internal roads and transport routes with permanent paving.	Controlled dust generation from vehicular movement.
8	Rainwater harvesting and storage	Enhanced rainwater harvesting infrastructure and deepened reservoirs.	Improved water conservation and water availability.
9	Water recycling and ZLD	Continued operation of Zero Liquid Discharge and water reuse systems.	Achieved 100% wastewater recycling and reuse.
10	Circular use of by-products	Reused slag, ash, dust and mill scale in operations and construction applications.	Reduced waste disposal and improved resource efficiency.

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes. Jindal Steel has a comprehensive Business Continuity and Disaster Management framework integrated with its Enterprise Risk Management (ERM) system. The Company maintains a Disaster Recovery (DR) framework with defined Recovery Time Objectives (RTO) and Recovery Point Objectives (RPO), supported by periodic DR drills, backup restoration tests and ISO 27001-certified information security systems. It also operates a structured Emergency Preparedness and Response (EP&R) framework, including emergency response plans, mock drills, fire and rescue infrastructure, incident management systems and climate-risk mitigation measures. Board-level oversight, regular audits and digital monitoring mechanisms help ensure operational resilience and business continuity across all locations.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No significant adverse environmental impacts arising from the value chain were reported. Jindal Steel manages potential value-chain environmental risks through its Responsible Supply Chain framework and supplier engagement processes.

To mitigate potential environmental impacts, the Company has:

- Implemented a Supplier Code of Conduct requiring suppliers and contractors to comply with environmental regulations and responsible business practices.
- Conducted supplier ESG assessments and due diligence, including evaluation of environmental, social and governance risks across the supply chain.
- Established corrective action plans and capacity-building programmes for suppliers where improvement opportunities are identified.
- Promoted responsible sourcing and local procurement, with the majority of procurement sourced within India, helping strengthen supply chain resilience and reduce associated environmental impacts.
- Integrated environmental considerations into supplier engagement through ongoing monitoring and continuous improvement initiatives aligned with the Company's sustainability objectives.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

   100% of significant value chain partners (suppliers that are identified as having substantial risks of negative ESG impacts or significant business relevance to the Company) were assessed for ESG-related risks, including environmental impacts. Assessments were conducted through supplier evaluations, due diligence processes and compliance reviews aligned with the Supplier Code of Conduct.

8. **How many Green Credits have been generated or procured:**

   a. *By the listed entity*

      NIL

   b. *By the top ten (in terms of value of purchases and sales respectively) value chain partners*

      NIL

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/associations.**

      10

   b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Carbon Market Association of India (CMAI)	National
2	Confederation of Indian Industries (CII)	National
3	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
4	Associated Chambers of Commerce and Industry (ASSOCHAM)	National
5	Indian Chamber of Commerce (ICC)	National
6	Federation of Indian Mineral Industries (FIMI)	National
7	Indian Steel Association (ISA)	National
8	Steel Research & Technology Mission of India (SRTMI)	National
9	Confederation of Captive Power Plants, Odisha (CCPPO)	State
10	Sponge Iron Manufacturers' Association (SIMA)	National

2. **Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of the authority	Brief of the case	Corrective action taken
	Nil	

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

S. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Y/N)?	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Public Procurement of Green Steel	Presentations to government agencies	No	Not regularly reviewed	Not available
2	Ease of Doing Business for the Steel and Mining Sector	Presentations to government agencies	NO	Not regularly reviewed	Not available
3	Strengthening Measurement, Reporting and Verification (MRV) Frameworks	Presentations to government agencies	No	Not regularly reviewed	Not available
4	Company inputs on CBAM preparedness, MRV systems and EU market readiness for the Indian steel industry	Presentation to industry bodies	No	Not regularly reviewed	Not available
5	Policy ecosystem around coal gasification and syngas-based DRI	Presentations to government agencies	No	Not regularly reviewed	Not available
6	Carbon Capture, Utilisation and Storage (CCUS): Innovations for a Net-Zero Future	Presentation to industry bodies	No	Not regularly reviewed	Not available

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

Name and brief of the project	SIA Notification No.	Date of Notification	Whether conducted by independent in external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant web link
			Nil		

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**

S. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
				Nil		

3. **Describe the mechanisms to receive and redress grievances of the community.**

Jindal Steel has established a formal Community Grievance Redressal Mechanism aligned with the National Guidelines on Responsible Business Conduct (NGRBC, 2018) issued by the Ministry of Corporate Affairs, Government of India. The mechanism primarily supports Principles 4, 5, 6 and 8, covering stakeholder interests, human rights, environmental responsibility, and inclusive and equitable development.

The mechanism applies to external stakeholders, particularly individuals and communities located near Jindal Steel's operational areas or those directly affected by its activities. Grievances raised by internal stakeholders, including employees, or by vendors are addressed through separate internal mechanisms.

The grievance redressal process is integrated into the Company's Annual CSR Business Plan and is developed through consultation with community members, local authorities and civil society representatives. It is designed to promote transparency, minimise community disruption and strengthen mutual trust.

Key features of the grievance mechanism

The mechanism includes regular community meetings to discuss and record concerns, mediation through open dialogue and participatory approaches, and collaboration with local NGOs for documentation and resolution. It also provides for public hearings, workshops and feedback sessions, along with multiple channels for grievance submission, including verbal and written modes in local languages. Decentralised forums such as Gram Sabhas, Palli Sabhas, user committee meetings and CSR offices are also used to support timely resolution.

Grievance reporting structure

Grievance Committee

A Grievance Committee is constituted at each location and chaired by the CSR Head. The committee includes representatives from relevant functions such as CSR, Land and Liaison, Environment Management, Human Resources and other departments, as required.

The committee is responsible for investigating grievances, engaging with affected stakeholders, identifying appropriate corrective actions and monitoring the resolution process until closure. It ensures that grievances are reviewed fairly, corrective measures are timely and sustainable, and closure is achieved in consultation with the community.

Grievance Manager – CSR

A dedicated Grievance Manager is appointed at each location as the focal point for receiving and coordinating grievance redressal activities. The Grievance Manager receives complaints through written, verbal or digital channels and ensures that each grievance is formally acknowledged.

The role also includes referring grievances to the Grievance Committee based on their nature and severity, ensuring compliance with defined procedures and timelines, maintaining an updated and confidential grievance register, and periodically analysing grievance trends to identify recurring issues, systemic gaps or opportunities for improvement.

CSR field staff

CSR field staff act as the frontline interface between Jindal Steel and local communities. They collect grievances during site visits, community meetings and other engagement forums, especially from individuals who may not be familiar with formal complaint channels.

They are responsible for promptly reporting grievances to the project manager or relevant CSR supervisor, supporting information gathering, coordinating meetings with stakeholders and helping ensure that agreed corrective actions are implemented and closed in consultation with the community.

Redressal process

Grievances may be received through letter, email or verbal communication. The CSR team reviews and records the grievance in the register, assesses its severity and acknowledges it on the same day. Investigations are carried out through site visits and stakeholder consultations, following which corrective actions are identified and implemented within defined timelines.

Post-resolution, feedback is obtained from the complainant or affected stakeholders to confirm closure. Where the complainant is not satisfied, the grievance may be escalated to the Plant Head or Group CSR Head. All grievances are handled with strict confidentiality. Grievances related to employment are redirected to the HR function and addressed in line with applicable local employment policies.

Monitoring and reporting

Each Unit CSR Head prepares a monthly grievance report covering the number of cases received, resolved and pending, along with resolution timelines and details of stakeholder engagement. These reports are shared with the Group CSR Head and Plant Head for oversight, review and continuous improvement.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/small producers	11.07%	7.62%
Directly from within India	92.80%	78.86%

5. **Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.**

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0.00%	0.00%
Semi-urban	45%	9.20%
Urban	32%	0.29%
Metropolitan	23%	90.51%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Details of negative social impact identified	Corrective action taken
Not Applicable No negative social impact identified as a part of internal assessment and SROI activities taken	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No.	State	Aspirational District	Amount Spent (In Cr INR)
1	Jharkhand	Ramgarh	6.82

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

Yes

(b) **From which marginalized /vulnerable groups do you procure?**

Not Applicable

(c) **What percentage of total procurement (by value) does it constitute?**

Not Applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
This disclosure is not applicable to the Company, as its core business operations is in the steel sector and do not involve the development or acquisition of intellectual property derived from traditional knowledge systems. Consequently, there have been no benefits derived or shared in this regard during the reporting period.				

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of authority	Brief of the Case	Corrective action taken
	Not Applicable	

6. **Details of beneficiaries of CSR Projects**

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1	**Jindal Aarogyam Hospital:** Extending state-of-art health care services to the needy, rural and underprivileged people.	1,15,739 patients treated	85
2	**Kishori Express:** addresses adolescent anaemia control among adolescent girls.	80,571 adolescent girls	100
3	**Vatsalya:** Aims to reduce the Infant Mortality Rate and Maternal Mortality Rate	1,45,252 women and children	100
4	**Shubhangi:** facilitating girls and women for the maintenance of menstrual hygiene and prevention of RTI.	220,223 adolescent girls	100
5	**Swasti Express:** Providing physical, mental, and spiritual well-being services to elderly people.	13,459 elderly	100
6	**HIV/AIDS:** Preventing HIV/AIDS infections through intensive counselling and testing services.	1,08,486 individuals screened and counselled	100
7	**Chiranjeevi:** Extending nutrition and healthcare support for underprivileged malnourished children.	2,781 malnourished children	100
8	**Nutrition Support to TB Patients:** Providing nutritional support to TB patient under PM's TB Mukt Bharat Abhiyan	9,579 patients	85
9	**Jindal Aarogyam Seva:** Facilitating emergency health care services to rural and needy people.	53 underprivileged patients	100
10	**Jindal Aarogyam E-Seva:** Catering health needs of the local community and outreach health services through O.P. Jindal Hospital, Raigarh and other multi speciality hospitals.	12,888 patients and community members	100
11	**Hospital On Wheels:** Launched in July 2025, this fully equipped Mobile Medical Unit (MMU) operates on scheduled routes to bring high-quality healthcare to underserved rural communities, supported by the Government Health Department.	18,004 patients treated	100
12	**Drishti:** Regular eye check-up and free spectacle distribution to truck drivers and other underprivileged community members.	9,139 community members and truckers	100
13	**Blood Donation Camp:** Ensure the availability of safe and quality blood, honouring "No Death due to No Blood".	1,321 units of blood	75
14	**Chilled Water Van/Drinking Water through Tanker:** Supplying of safe chilled drinking water in stress period as per community request.	99,90,499 community members	100
15	**Creation & Renovation of DW facilities:** Installation and renovation of water sources towards provision of safe & clean drinking water.	87,295 community members	100
16	**Community Sanitation, ODF & SWM:** Building community awareness for ensuring sustainable sanitation through open defecation-free management.	15,060 community members	100
17	**Prarambh, Jindal Angel School, Model Anganwadi:** Community built pre-school facilities with TLM in English to facilitate enrollment in English medium schools, and imparting vernacular-based non-formal education & nutrition support to pre-school children	385 preschool children	100

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
18	**Savitri Jindal DAV School:** Vernacular-based Odia medium School at Angul for imparting quality education to the first-generation learners	402 first-gen learners	100
19	**O. P. Jindal School:** Established with state-of-the-art facilities at 5 different locations (Angul, Barbil, Patratu, Raigarh, Kunjemura), focusing on imparting quality education to children.	9,703 students	75
20	**Siksha(Back to school):** Increasing school enrolment, reducing dropout rate, and increasing students' attendance.	19,076 students	100
21	**After School Learning Classes:** Subject-specific coaching on Mathematics, Science, English and career counselling to poor and underprivileged children.	1,022 students	100
22	**Community Teachers:** deploying of community teachers at the request of district administration and the local community to reduce the PTR by 25:1 as per SSA norms.	53 teachers in 100 schools	80
23	**Construction of Interactive Science Centre/STEM:** Facilitating better science education in schools.	850 students	90
24	**O.P.J. Scholarship:** Scholarship for encouraging meritorious students for their career growth	589 students	100
25	**Anjor:** Imparting module-based functional literacy classes to adult rural women	160 women	100
26	**UTKARSH:** Imparting online result-oriented coaching and guidance for underprivileged, backward, and differently abled youth aspirants for qualifying different competitive examinations.	500 students	85
27	**Education Infrastructure:** Streamlining the school's infrastructure and providing teaching and learning materials to schools and Anganwadis.	11,131 students	100
28	**Jindal Asha:** Program for the rehabilitation and empowerment of children with special needs and for persons with disabilities	532 children supported	100
29	**OP Jindal University:** Imparting quality higher education, recognised as promising private university for research and innovation by IIRF and FWA	Students Strength: 762, Teaching Staff: 108	50
30	**O. P. Jindal Community College:** Imparting vocational skill training to rural underprivileged youths in 14 trades having local and national demand	Total Trained: 1978; No. of Trained Trainers: 73; No of students placed: 751	75
31	**Farm Mechanization:** Provides farmers with access to modern agricultural tools, organic farming techniques, and the System of Rice Intensification (SRI).	1,400 farmers	100
32	**Millet & Natural Farming:** Trains and empowers communities to shift towards sustainable natural farming. Promotes the cultivation of climate-resilient, nutritious millets	2,098 farmers	100
33	**Jindal Krishi Seva:** Operation and maintenance of Jindal Krishi Seva in 49 villages ensuring soil testing and providing soil testing report and soil card to farmers	Total nos of Soil Testings done-507; Total Farmers Sensitised – 580 farmers	100
34	**Akriti:** Revives indigenous crafts by establishing a production base (e.g., sewing/stitching units) entirely run by women entrepreneurs, moving them from "worker" to "owner." Empowering rural and tribal women by providing stitching, tailoring, and embroidery training, enabling them to become self-reliant.	736 women empowered	100
35	**Swawlamban:** Provides crucial Entrepreneurship Development Program (EDP) training to women's SHGs, focusing on business management, finance, and scaling	3893 women empowered	100

S. No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
36	**Jan Jeevika Kendra:** Creates a "Model Hub" (JJK) that empowers SHGs (in food, hygiene, etc.) and provides a direct, formal connection to larger markets for their products.	200 women empowered	100
37	**Mushroom:** Promotes and provides training for sustainable mushroom cultivation and processing, creating a viable, high-value, non farm/allied income source.	685 women empowered	100
38	**Govardhan:** Promoting cattle development, breed development milk marketing and dairy farming towards promoting and improving livelihood.	5,883 livestock belonging to 4,710 farmers	100
39	**Dhokra:** Implements a focused initiative dedicated to promoting, preserving, and propagating the unique Dhokra art form to ensure its survival as a living heritage.	161 artisans	100
40	**Jindal Vet Seva:** Operationalizing specially designed Mobile Veterinary Ambulances for animal welfare and creating a stronger support system for veterinary care, supplementing the existing governmental initiatives.	Treatment and coverage for 46,702 animals	100
41	**Sports Infrastructure:** Creating sports infrastructure through construction of playgrounds, rural gyms, sports complexes, stadiums, and sports hostel for underprivileged sports women and men.	15,054 players	100
42	**Football:** Enhance training and coaching for football players	270 boys and girls	100
43	**Hockey:** Promoting hockey at the grass root level	100 tribal girls	100
44	**Archery:** Promoting sports talent among rural youth and facilitating for traditional sports in rural areas. Supporting coaching, nutrition and sports kits.	335 girls across Tensa and Patratu	100
45	**Wushu/ Kick Boxing / Martial Art:** Training & nutrition support for promoting Wushu, Kick boxing, martial art and other, traditional sports at Barbil and Kasia	570 players trained	100
46	**Art & Culture:** Extending material support to various social events and functions to promote local festivals; and providing financial support for organizing cultural functions in villages.	1,37,289 Community members	100
47	**Rural Infrastructure:** Constructs a bundle of essential public assets to improve quality of life and economic access.	3,71,813 Community members	85
48	**SNEH:** Holistic care to destitute, vulnerable and underprivileged children and elderly people in all locations. Supporting dry ration and hot cooked meals to the underprivileged and destitute people across the country	22,76,028 community members	100
49	**Jindal Prayas-Centre of Excellence:** Provides state-of-art facilities for holistic care and nourishment for abandoned and impoverished children	150 parentless children	100
50	**Support for Old Age Homes, Destitute and abandoned elderly people:** Supporting Old Age Homes, Destitute and abandoned elderly people with basic amenities, health care, and nutrition.	300 elderly	100
51	**Birhor Tribe Development:** Providing livelihood, health care, education, food & nutrition, and other support services to the Birhor tribal community.	14 Families and 55 Individuals	100

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

   Jindal Steel has established a customer grievance redressal mechanism applicable across all grades and sizes of Structurals, Plates, TMT Re-bars, Rounds, Rails, and Semis produced at its Raigarh, Angul, Patratu, and Nalwa Steel & Power Plant facilities.

   Customers can submit complaints through various channels, including email, telephone, customer service centres, fax, or post to the respective sales office. Upon receipt, complaints are recorded by the concerned sales officer within 24 hours through the Company's Customer Support Portal.

   Complaints should generally be raised within 30 days of material receipt, although extensions may be granted based on approvals from designated authorities. Once a complaint is registered, material inspection is conducted within three days to facilitate timely evaluation and resolution.

   These structured processes reflect Jindal Steel's commitment to effective grievance management, prompt issue resolution, and continuous improvement in customer satisfaction.

2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:**

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. **Number of consumer complaints in respect of the following:**

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair trade practices	0	0	-	0	0	-
Other – Quality of product	568	65	Open for commercial settlement	295	0	-

4. **Details of instances of product recalls on account of safety issues:**

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.**

Yes. Jindal Steel has implemented a comprehensive Information Security Policy to manage cybersecurity and data privacy risks across the organisation. The policy demonstrates the Company's commitment to safeguarding the confidentiality, integrity, availability, and privacy of its information assets and applies to all employees, contractors, and third parties who access or handle Company data and systems.

The policy is aligned with recognised information security standards and is supported by detailed procedures, guidelines, and codes of practice. It forms an integral part of Jindal Steel's Information Security Management System (ISMS) and is periodically reviewed to ensure its continued effectiveness in addressing emerging cyber threats and evolving compliance requirements.

Policy Link: https://d2lptvt2jijg6f.cloudfront.net/jindalconnect/custom/1716286609JSP-InformationSecurityPolicy-V21.pdf

6. **Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Not Applicable

7. **Provide the following information relating to data breaches:**

a. Number of instances of data breaches

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of the data breaches

Nil

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

https://www.jindalsteel.in/our-portfolio

https://www.jindalpanther.com

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Jindal Steel follows a structured approach to educate customers on the safe and responsible use of its products. The Company provides easy access to important product information through QR codes and engages customers through architect and engineer meets, industry events, and plant visits that offer insights into product quality, safety, and manufacturing practices.

The Company also maintains ongoing communication with customers through multiple channels, including its website, press releases, blogs, social media platforms, videos, and other awareness initiatives. In addition, product awareness programmes and regular customer interactions help improve understanding of product applications and safety aspects. Jindal Steel's technical teams frequently visit customer sites to gather feedback, which supports continuous product improvement and innovation.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Jindal Steel has put in place well-defined processes to keep customers informed about any potential product, service, or supply chain disruptions. The Company follows mutually agreed Technical Delivery Conditions (TDCs) with customers and provides Mill Test Certificates with all finished products to ensure transparency and product traceability.

In the event of any disruption, discontinuation, or product modification, customers are promptly notified through updated TDCs an, where required, the introduction of new product grades. The Sales and Marketing teams, together with Quality Control and Customer Relationship Management teams, maintain regular communication with customers to provide timely updates on any actual or anticipated changes.

Information is shared through multiple channels, including the Company's website, customer helpline, and digital communication platforms. This proactive and multi-channel approach helps ensure customers remain informed and can effectively manage any potential disruptions with minimal impact.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, Jindal Steel provides customers with product information that extends beyond regulatory requirements, reflecting its commitment to transparency and informed product usage. Along with mandatory labelling, the Company shares detailed product specifications, dimensions, quality parameters, and test certificates containing information on chemical composition and mechanical properties. Product brochures further supplement this information by providing comprehensive technical details to support customer understanding and application of products.

To measure and improve customer satisfaction, Jindal Steel conducts regular customer satisfaction surveys, particularly among key accounts. Feedback received from customers is systematically analysed and reviewed by management to identify opportunities for improvement. In addition, suggestions and feedback collected through the Sales and Customer Care teams are continuously monitored and addressed, supporting ongoing service enhancement and customer satisfaction.