

August 8, 2025

BSE Limited Corporate Relationship Department, 1 st Floor, New Trading Ring, Rotunda Building, P J Towers, Dalal Street, Fort, Mumbai – 400 001 corp.relations@bseindia.com Scrip Code: 532286	National Stock Exchange of India Limited Exchange Plaza, 5 th Floor, Plot No. C/1, G Block Bandra-Kurla Complex, Bandra (E), Mumbai-400051 cmllist@nse.co.in Symbol: JINDALSTEL
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Dear Sir/ Madam,

SUBJECT: BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT FOR THE FINANCIAL YEAR 2024-25

Pursuant to Regulation 34 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations 2015, please find enclosed the Business Responsibility and Sustainability Report (“BRSR”) for the financial year 2024-25 which forms an integral part of the Integrated Annual Report for the financial year 2024-25.

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

This is for your information and record.

Thanking you.

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

Damodar Mittal
Wholetime 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

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🌐 www.jindalsteel.com

CIN No.: L27105HR1979PLC009913

Business Responsibility & Sustainability Report

Section A: General Disclosures

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L27105HR1979PL C009913
2	Name of the Company	Jindal Steel Limited
3	Year of Incorporation	1979
4	Registered office address	O.P. JINDAL MARG, Hisar, Haryana, India, 125005
5	Corporate office address	Jindal Centre, 12, Bhikaiji Cama Place, New Delhi, Delhi, India, 110066
6	E-mail id	investorcare@jindalsteel.com
7	Telephone	+91 1141462000
8	Website	www.jindalsteel.com
9	Financial year for which reporting is being done	April 1, 2024- March 31, 2025
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 of the person who may be contacted in case of any queries on the BRSR report	Mr. Naveen Ahlawat, Head - Sustainability & Decarbonisation Address: Jindal Centre, 12, Bhikaiji Cama Place, New Delhi - 110066 (India) Tel: +91 11 4146 2000, Email: sustainability@jindalsteel.com
13	Reporting Boundary	The report is prepared on a standalone basis for Jindal Steel Limited
14	Name of assurance provider	S U V & Co. (The assurance statement is included as part of the company's annual report)
15	Type of 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
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	12	46	58
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?

5.55%

c. A brief on types of customers

Product Responsibility and Innovation

Jindal Steel exemplifies a strong commitment to innovation and responsible business conduct, consistently setting new industry benchmarks and enhancing its capabilities. The company's approach to product development is rooted in customisation, leveraging global technological excellence to deliver best-in-class solutions tailored to the unique requirements of its customers. This focus on innovation is underpinned by a robust value system, ensuring that all products and services are developed and delivered with integrity and a commitment to quality.

Diverse Product Portfolio

Jindal Steel's extensive product portfolio is strategically designed to address the evolving needs of India's rapidly growing infrastructure sector. The company manufactures a comprehensive range of long products and specialty plates, serving critical market segments such as:

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

This broad product offering enables Jindal Steel to support the development of vital national infrastructure while maintaining flexibility to adapt to sector-specific requirements. Detailed information about the product range is available on the company's website.

Technological Leadership

A testament to Jindal Steel's commitment to technological advancement is the commissioning of India's largest state-of-the-art Hot Strip Mill, with a capacity of six million tonnes per annum. This facility enables Jindal Steel to provide a wider variety of hot rolled coils, catering to customers in infrastructure, white goods, pipes and tubes, and several other sectors. The investment in advanced manufacturing capabilities underscores Jindal Steel's focus on delivering high-quality, innovative products that meet the dynamic needs of its stakeholders.

Market Presence and Reach

Jindal Steel maintains a strong domestic market presence, with the majority of its production sold within India. At the same time, the company has established a significant footprint in key international markets, including Europe, the Middle East, Southeast Asia, North America, Africa, Australia, and South America. Jindal Steel's products are exported to over thirty-five countries, reflecting the company's global competitiveness and its ability to meet diverse international standards and customer expectations.

Engagement with B2B and B2C Segments

While Jindal Steel primarily operates in the B2B sector, it also engages directly with the B2C market through its JINDAL PANTHER branded rebars. These products cater specifically to independent house builders and retail customers, supported by an extensive retail network across India. This dual-market approach enables Jindal Steel to address the needs of both large-scale infrastructure projects and individual consumers, reinforcing its commitment to inclusive growth and customer-centricity.

Business Responsibility & Sustainability Report (Contd.)

IV. Employees

20. Details as on March 31, 2025

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)	5,545	5,284	95.29%	261	4.71%
2	Other than Permanent (E)	2,532	2,433	96.09%	99	3.91%
3	Total employees (D+E)	8,077	7,717	95.54%	360	4.46%
WORKERS						
1	Permanent (F)	373	355	95.17%	18	4.83%
2	Other than Permanent (G)	2,282	2,212	96.93%	70	3.07%
3	Total workers (F+G)	2,655	2,567	96.69%	88	3.31%

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)	4	4	100%	0	0
2	Other than Permanent (E)	2	2	100%	0	0
3	Total differently abled employees (D+E)	6	6	100%	0	0
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	0	0	0	0	0
2	Other than Permanent (G)	3	3	100%	0	0
3	Total differently abled workers (F+G)	3	3	100%	0	0

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25%
Key Management Personnel	4	0	0

Note: Two personnel are classified as both KMP and members of the BODs.

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	17.79%	17.17%	17.76%	12.58%	20.65%	12.90%	11.53%	16.23%	11.70%
Permanent Workers	15.36%	5.41%	14.91%	3.90%	10.00%	4.17%	1.71%	0.00%	1.64%

V. Holding, subsidiary and associate companies (including joint ventures)

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

S. No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
1	Jindal Steel Bolivia SA	Subsidiary	51	No
2	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 Ltd	Subsidiary	100.00	No
7	Jindal Steel Odisha Limited	Subsidiary	100.00	No
8	JSP Metallics Limited	Subsidiary	99.00	No
9	Jindal Steel Chhatisgarh Limited	Subsidiary	100.00	No
10	Jindal Steel Jindalgarh Limited (Under liquidation/Strike off)	Subsidiary	100.00	No
11	Jindal Paradip Port Limited	Subsidiary	51.00	No
12	Gas to Liquids International SA	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 (Under Liquidation/Strike Off)	Subsidiary	100.00	No
18	Jindal Botswana (Pty) Limited	Subsidiary	100.00	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	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 from 21-11-2024)	Subsidiary	-	No
26	JSPL Mozambique Minerals 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 Ltd (formerly known as Wollongong Coal Limited)	Subsidiary	100.00	No
31	Jindal Africa Consulting (Pty) Limited	Subsidiary	100.00	No
32	Jindal Steel (USA) Inc. (Dissolved w.e.f. 31-12-2024)	Subsidiary	-	No
33	Goedehoop Coal (Pty) Limited	Associate	50.00	No
34	Jindal Steel Andhra Limited	Associate	49.00	No
35	Jindal Green Wind 1 Private Limited (formerly known as JSP Green Wind 1 Private Limited) (w.e.f. from 21.09.2023)	Associate	26.00	No

Business Responsibility & Sustainability Report (Contd.)

S. No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? (Yes/No)
36	Sunbreeze Renewables Nine Private Limited (w.e.f. from 30.03.2024)	Associate	26.00	No
37	Jindal Synfuels Limited	Joint Venture	70	No
38	Shresht Mining and Metals Private Limited	Joint Venture	50.00	No
39	Urtan North Mining Company Limited	Joint Venture	66.67	No
40	Belde Empreendimentos Mineiros LDA (deregistered w.e.f. 21-05-2024)	Subsidiary	-	No
41	Eastern Solid Fuels (Pty) Limited	Subsidiary	100	No
42	Jindal Mining SA (Pty) Limited	Subsidiary	73.94	No
43	Jindal (Barbados) Holding Corp (Under liquidation/Strike off)	Subsidiary	-	No
44	Jindal Transafrica (Barbados) Corp (Under liquidation/Strike off)	Subsidiary	-	No
45	Jindal Resources (Botswana) (Proprietary) Limited	Subsidiary	100	No
46	Trans Africa Rail (Proprietary) Limited (deregistered w.e.f. 21-05-2024)	Subsidiary	-	No
47	Jindal (Barbados) Mining Corp (Under liquidation/Strike off)	Subsidiary	-	No
48	Jindal (Barbados) Energy Corp (Under liquidation/Strike off)	Subsidiary	-	No
49	Meepong Resources (Mauritius) (Pty) Limited (Deregistered w.e.f 02-08-2024)	Subsidiary	-	No
50	Meepong Energy (Mauritius) (Pty) Limited (Deregistered w.e.f 28-06-2024)	Subsidiary	-	No
51	Meepong Energy (Proprietary) Limited	Subsidiary	100	No
52	Meepong Service (Proprietary) Limited	Subsidiary	100	No
53	Meepong Water (Proprietary) Limited	Subsidiary	100	No
54	Southbulli Holding Pty Limited	Subsidiary	100	No
55	Oceania Coal Resources NL	Subsidiary	100	No
56	Wongawilli Resources Pty Limited(formerly known as Wongawilli Coal Pty Limited)	Subsidiary	100	No

VI. CSR Details

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

Yes

ii. Turnover (in ₹)

48,818.03 crore

iii. Net worth (in ₹)

49,762.87 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 (NGRBC)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25			FY 2023-24		
		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://a2pvt2jig6lcloudfront.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 Pali 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.	594	0	All complaints registered in FY 2023-24 have been resolved.
Investors (other than shareholders)	Yes	0	0	-	0	0	-
Shareholders	Yes	136	0	-	61	2	The pending complaints were received close to the end of the Financial year and have been resolved satisfactorily within due timelines.
Employees and workers	Yes	2	0	-	4	0	-
Customers	Yes	295	0	-	302	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 Pali 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

Business Responsibility & Sustainability Report (Contd.)

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, as per the following format

S. No.	Material issue identifies	Indicate whether risk or opportunity (R/O)	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunities (Indicate positive or negative implications)
1	Climate Change	Risk	Transitioning to a low-carbon economy presents an opportunity for Jindal Steel to future-proof its operations, improve resource efficiency, and strengthen stakeholder confidence. However, as a carbon-intensive industry, Jindal Steel is exposed to significant climate-related risks. These include tightening regulatory requirements, increasing carbon pricing mechanisms, and the physical impacts of climate change such as extreme weather events. Additionally, evolving market expectations around decarbonisation and sustainable practices may influence investor decisions and customer preferences. Failure to effectively respond to these developments could result in compliance challenges, operational disruptions, reputational damage, and reduced competitiveness in the long term	Jindal Steel recognises the profound implications of climate change and has adopted a comprehensive mitigation strategy to address both current and future risks. The company is committed to achieving a cumulative carbon intensity reduction to 2.0 tCO ₂ /tcs by 2030 and net zero emissions by 2047. To realise these targets, Jindal Steel is transforming its production processes to minimise environmental impact across all operations. Key initiatives include: <ul style="list-style-type: none"> Capturing and utilising approximately 2,000 TPD of concentrated CO₂ from operations, which is repurposed for innovative applications such as producing Spirulina via bioreactors, converting CO₂ to bio-ethanol, and synthesising methanol through catalytic hydrogenation Advancing decarbonisation by integrating gas injection systems in blast furnaces to replace a portion of traditional carbonaceous fuels with hydrogen and syngas, significantly reducing direct carbon emissions and aligning with national and global climate goals Investing in green hydrogen production and renewable energy integration, aiming to reduce reliance on coal-based power and further cut emissions intensity. The Angul plant, for example, is set to become a leader in green hydrogen adoption, supported by a dedicated renewable power supply Conducting regular risk assessments and scenario analyses to inform strategic planning and ensure resilience against both physical and transition risks associated with climate change Continuously tracking and reporting GHG emissions, adopting best available technologies, and collaborating with stakeholders to drive innovation in emission reduction and energy efficiency 	Negative Implications: Failure to address climate change risks could expose Jindal Steel to increased regulatory costs, potential penalties, and restricted access to capital as investors prioritise low-carbon businesses. Operational disruptions due to extreme weather events or resource constraints may also impact productivity and profitability. Conversely, proactive climate action enhances Jindal Steel's resilience, supports long-term cost savings through improved energy efficiency, and strengthens its position in a rapidly evolving market landscape
2	Energy Management	Opportunity	Energy management represents an opportunity for Jindal Steel to enhance operational efficiency, reduce energy costs, and achieve sustainability goals. The steel and power sectors are highly energy-intensive, making energy optimisation critical for competitive advantage. Implementing energy-efficient practices and technologies not only lowers operational expenses but also mitigates risks associated with energy price volatility and regulatory compliance. Given Jindal Steel's integrated steel and power operations, effective energy management can unlock significant value through improved resource utilisation, reduced carbon footprint, and enhanced operational resilience.	NA	Positive Implications: Effective energy management can deliver substantial financial benefits including reduced operational costs through lower energy consumption, protection against energy price volatility, improved profit margins, and enhanced competitiveness. Additionally, investments in renewable energy and efficiency measures can unlock access to green financing, carbon credits, and sustainability-linked incentives, while positioning Jindal Steel as a responsible industry leader attractive to ESG-focused investors and stakeholders.

S. No.	Material issue identifies	Indicate whether risk or opportunity (R/O)	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunities (Indicate positive or negative implications)
3	Emissions Management	Risk	Effective emissions management is critical to ensuring environmental compliance, protecting community health, and aligning with evolving stakeholder expectations. However, given the inherently high emissions profile of steel manufacturing and power generation, inadequate control of greenhouse gases and other pollutants poses significant risks. These include potential regulatory non-compliance, environmental degradation, and adverse health impacts on surrounding communities. With tightening emission norms and growing investor scrutiny, insufficient mitigation efforts may result in legal liabilities, reputational harm, and financial penalties—ultimately impacting the Company's long-term viability and social licence to operate.	Jindal Steel addresses emissions management risks through a multi-pronged, technology-driven strategy that emphasises both immediate and long-term decarbonisation. The company is actively advancing the use of innovative gas injection systems in its blast furnaces, including the installation of hydrogen and syngas injection at its Angul plant. This approach enables a significant reduction in carbon emissions by partially substituting traditional carbonaceous fuels with cleaner alternatives such as hydrogen and syngas, which are generated on-site from Jindal Steel's coal gasification plant. These measures not only lower the carbon intensity of steel production but also improve cost efficiency and operational resilience. In addition, Jindal Steel is integrating renewable energy into its operations, entering joint ventures to secure a significant share of green power, and investing in energy conservation technologies. The company has set clear targets to reduce overall carbon intensity and is aligning its operations with national and international climate commitments, including the goal of achieving carbon neutrality by 2047. Further, Jindal Steel is enhancing its emissions management through infrastructure upgrades, such as constructing slurry pipelines for raw material transport and adopting closed conveyor systems, which further curtail fugitive emissions and support green steel initiatives. By combining advanced technology adoption, renewable energy integration, and continuous process optimisation, Jindal Steel is proactively mitigating emissions-related risks, ensuring regulatory compliance, and positioning itself as a leader in sustainable steel production.	Negative Implications: Failure to manage emissions effectively can result in increased costs due to regulatory fines, operational disruptions, and the need for remedial measures. Additionally, it may restrict access to capital and markets as investors and customers increasingly prioritise companies with strong environmental performance, thereby impacting Jindal Steel's long-term competitiveness and growth potential
4	Water Stewardship	Opportunity	Water management offers Jindal Steel a strategic opportunity to drive operational efficiency, reduce costs, and enhance business resilience in a water-intensive sector. By adopting a stewardship approach—Jindal Steel can contribute to water security for both its operations and the communities in which it operates. Proactive water management not only addresses regulatory and stakeholder expectations but also strengthens Jindal Steel's reputation as an environmentally responsible enterprise.	NA	Positive Implications: <ul style="list-style-type: none"> Achieving water positive status and reducing freshwater dependency can lower operational costs and mitigate regulatory risks Community-centric water stewardship enhances Jindal Steel's license to operate, brand reputation, and stakeholder relationships, supporting long-term growth and resilience. Innovative water management solutions can create new business opportunities, especially in ESG-driven markets and among sustainability-focused investors.

Business Responsibility & Sustainability Report (Contd.)

S. No.	Material issue identifies	Indicate whether risk or opportunity (R/O)	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunities (Indicate positive or negative implications)
5	Waste Management	Opportunity	Effective waste management enables Jindal Steel to minimise environmental impact, comply with evolving regulations, and optimise the use of raw materials. By investing in advanced waste segregation, recycling, and reuse technologies, Jindal Steel can reduce landfill dependency and convert waste streams into valuable by-products. This approach not only addresses stakeholder expectations for environmental stewardship but also supports circular economy initiatives and resource efficiency across operations.	NA	Positive Implications <ul style="list-style-type: none"> Cost savings from reduced raw material consumption and lower waste disposal fees. Revenue generation from sale of by-products and recycled materials. Enhanced eligibility for green financing and sustainability-linked incentives. Strengthened brand value, supporting customer retention and market access
6	Workforce relations	Opportunity	Strong workforce relations, proactive management, and a focus on safety foster industrial harmony, boost productivity, and support business resilience. Engaged and satisfied employees drive operational excellence and innovation, while minimising risks of disputes and disruptions.	Open communication with unions/employees; proactive grievance handling and conflict resolution; safety and wellbeing programs; diversity & inclusion; employee participation and recognition; continual safety investments.	Positive implications: <ul style="list-style-type: none"> Reduced absenteeism, fewer work stoppages, higher productivity and motivation, lower incident/penalty costs, and long-term operational stability
7	Talent retention	Risk	The aging workforce and industry skills gap challenge business continuity, innovation, and competitiveness. Difficulty in attracting, developing, and retaining skilled professionals, especially for advanced manufacturing and digital roles, can disrupt projects and lead to higher operational costs.	Structured upskilling/reskilling and succession planning; robust knowledge transfer mechanisms; partnerships with academic institutions to build pipelines; enhanced career development, employee engagement, and workplace diversity; proactive workforce demographic analysis and planning.	Negative implications: <ul style="list-style-type: none"> Productivity losses, higher recruitment and training costs, project delays, and diminished competitiveness and profitability if not effectively addressed.

S. No.	Material issue identifies	Indicate whether risk or opportunity (R/O)	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunities (Indicate positive or negative implications)
8	Skill Development	Opportunity	Prioritising employee development and engagement enables Jindal Steel to cultivate a skilled, agile, and motivated workforce that is well-equipped to meet the evolving demands of the steel and power sectors. A strong focus on continuous learning, leadership development, and open communication fosters a positive workplace culture, enhances job satisfaction, and supports the retention of high-performing talent in a highly competitive environment. This approach also aligns with stakeholder expectations for responsible business conduct and strengthens Jindal Steel's reputation as an employer of choice	NA	Positive Implications: <ul style="list-style-type: none"> Enhanced productivity and innovation through a highly engaged and skilled workforce. Reduced costs related to turnover, absenteeism, and recruitment by improving retention rates. Strengthened employer brand, supporting the attraction of top talent and contributing to long-term organisational resilience. Improved employee satisfaction and morale, leading to higher levels of discretionary effort and alignment with business objectives

Business Responsibility & Sustainability Report (Contd.)

S. No.	Material Issue identifies	Indicate whether risk or opportunity (R/O)	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunities (Indicate positive or negative implications)
9	Occupational Health and Safety	Risk	Ensuring a safe working environment is fundamental to sustaining workforce well-being and operational continuity in steel and power operations. However, the inherent nature of steel industries characterised by high-temperature processes, heavy machinery, hazardous chemicals, and high-voltage systems poses significant safety risks. Without robust occupational health and safety (OHS) measures, there is potential for workplace accidents, occupational diseases, legal liabilities, regulatory breaches, and productivity losses. The complex operating conditions, including molten metal handling and coke oven operations, demand a proactive safety culture and strong risk controls to prevent incidents and ensure uninterrupted operations	Jindal Steel's approach to mitigating occupational health and safety risks is comprehensive and aligned with international standards including ISO 45001:2018 and OHSAS 18001, striving towards a "Zero Harm" philosophy. Key strategies include: Safety Management System: <ul style="list-style-type: none">Implementation of integrated safety management systems across all manufacturing units and power plantsEstablishment of dedicated safety committees at plant and corporate levels with regular safety performance reviewsComprehensive Hazard Identification and Risk Assessment (HIRA) for all operationsDevelopment of detailed Standard Operating Procedures (SOPs) for high-risk activities Training and Capacity Building: <ul style="list-style-type: none">Mandatory safety induction programs for all employees and contractorsRegular safety training sessions including emergency response drillsSpecialised training for handling hazardous materials and high-risk operationsSafety leadership development programs for supervisory staff Technology and Innovation: <ul style="list-style-type: none">Deployment of real-time safety monitoring systems and digital safety applicationsUse of advanced safety equipment and personal protective equipment (PPE)Implementation of automated safety systems in critical operationsRegular safety audits and inspections using digital platforms Health and Wellness Programs: <ul style="list-style-type: none">Comprehensive occupational health monitoring and surveillance programsRegular health check-ups and medical examinations for employeesWorkplace ergonomics assessment and improvement initiativesMental health and wellness support programs Contractor Safety Management: <ul style="list-style-type: none">Stringent contractor safety qualification and evaluation processesJoint safety training programs for contractor personnelRegular contractor safety performance monitoring and evaluation	Negative Implications: Workplace accidents and safety incidents could result in significant financial consequences including medical expenses, compensation costs, legal liabilities, regulatory penalties, production losses, equipment damage, increased insurance premiums, and potential business disruption. Non-compliance with safety regulations could lead to operational shutdowns and reputational damage affecting business continuity and stakeholder confidence.

S. No.	Material Issue identifies	Indicate whether risk or opportunity (R/O)	Rationale for identifying risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunities (Indicate positive or negative implications)
10	Community	Opportunity	Strong and constructive engagement with local communities enables Jindal Steel to build trust, ensure a stable social license to operate, and contribute to regional development. Proactive community investment in areas such as education, healthcare, and infrastructure not only addresses local needs but also mitigates the risk of operational disruptions due to social unrest or opposition.	NA	Positive Implications: <ul style="list-style-type: none">Reduced risk of project delays and operational disruptions due to strong community relationships.Improved employee morale and retention through local hiring and engagement.Enhanced brand reputation, supporting long-term business continuity and expansion.Access to government incentives and public-private partnership opportunities.
11	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.	NA	Positive implications: Access to diverse capital sources, improved creditworthiness, reduced compliance costs, reputation enhancement, and long-term value creation.
12	Regulatory Compliance	Opportunity	Proactively responding to India's stringent but forward-looking regulatory environment helps mitigate legal and non-compliance risks, and positions Jindal Steel favourably for incentives, green financing, and new business opportunities domestically and internationally.	NA	Positive implications: Access to incentives and green financing, improved market access, reduced risk of penalties, enhanced investor confidence, and competitive positioning.
13	Economic Performance	Opportunity	Robust domestic demand, government infrastructure push, and policy focus on manufacturing create avenues for revenue growth, scale efficiencies, and market leadership. Expansion in segments like construction, automotive, and renewables further supports long-term business stability and growth.	NA	Positive implications: Higher sales volumes, improved margins, stable cash flows, and enhanced ROI from scale and efficiency. Incentives and government policies further strengthen profitability and resilience.

Business Responsibility & Sustainability Report (Contd.)

Section B: Management and Process Disclosure

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

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Question	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: <ul style="list-style-type: none"> • 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	https://www.jindalsteel.com/corporate-governance?filter=Policies&taxonomy=policies-reports								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name the national and international codes/ certifications/ labels/ standards	<ul style="list-style-type: none"> > Signatory of the World Steel Sustainable Development Charter > UN Global Compact > ISO 9001 (Quality Management System) > ISO 16949 (Automotive Quality Management) > ISO 9001 	<ul style="list-style-type: none"> > ISO 9001 (Quality Management System) > ISO 16949 (Automotive Quality Management) 	<ul style="list-style-type: none"> > OHSMS 45001 (Occupational Health and Safety Management System) > UN Global Compact 	<ul style="list-style-type: none"> > UN Global Compact 	<ul style="list-style-type: none"> > UN Global Compact 	<ul style="list-style-type: none"> > ISO 14001 (Environmental Management System) > ISO 50001 (Energy management systems) implemented at Angul, Barbil, and Raipur > UN Global Compact 	<ul style="list-style-type: none"> > World Steel Association membership > Active Climate Action member of the World Steel Association 	<ul style="list-style-type: none"> > UN Global Compact > World Steel Sustainable Development Charter 	<ul style="list-style-type: none"> > ISO 9001 (ensures responsible quality and safety standards for end consumers) > IATF 16949
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	Environmental Commitments <ul style="list-style-type: none"> • Climate Change: Jindal Steel is committed to achieving net zero carbon emissions by 2047, with an aspiration to reach this milestone by 2035. The company is actively reducing its carbon footprint by increasing the share of green power in its energy mix through long-term renewable energy procurement agreements. Jindal Steel's European operations are powered by 100% certified renewable electricity, primarily from hydroelectric sources, preventing over 5,000 tonnes of CO₂ emissions annually and significantly lowering reliance on fossil fuels. Additionally, Jindal Steel is investing in logistics efficiency by establishing a ~200 km slurry pipeline to transport iron ore fines and thermal coal from captive mines to plants, further reducing its carbon footprint through optimised transportation. • Water and Resource Management: Jindal Steel implements integrated watershed programs to control soil erosion and enhance groundwater recharge, covering catchment areas of about 5,000 acres. The company's Natural Resource Management Programme, including the promotion of over 200 Eco Clubs in schools, aims to raise environmental awareness and foster a culture of sustainability in future generations • Waste and Circularity: Jindal Steel is advancing waste minimisation and circular economy initiatives by promoting recycling and reuse of plastic resources, and developing environmentally responsible products using resin foaming technologies. The company's sustainability management activities are aligned with its long-term vision "VISION 2027" and medium-term business plan "Change for Growth" focusing on broadening economic and social value while fortifying the management base Social Commitments <ul style="list-style-type: none"> • Community Development: Jindal Steel is dedicated to improving the quality of life for millions, especially among underprivileged and vulnerable groups. The company works to raise the Human Development Index (HDI) in its operational regions through programs in health, nutrition, education, skill development, clean water, sanitation, women empowerment, and sustainable livelihoods. Jindal Steel ensures the health and well-being of local communities by implementing comprehensive preventive and curative healthcare measures • Employee Engagement and Safety: Jindal Steel prioritises the development of human resources through continuous education and training, fostering a rewarding workplace culture, and securing occupational safety by preventing workplace accidents and ensuring the well-being of employees and nearby residents Governance Commitments <ul style="list-style-type: none"> • 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 								

Business Responsibility & Sustainability Report (Contd.)

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
6. Performance of the entity against 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								
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).	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.	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 the 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 the National Guidelines on Responsible Business Conduct (NGRBC) by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency: Annually (A) / Half yearly (H) / Quarterly (Q) / 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 & 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 (11) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/ No)									
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)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Business Responsibility & Sustainability Report (Contd.)

Section C: Principle-Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorised as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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 audits impact	% of persons in respective category covered by the awareness programmes
Board of Directors	7	During the financial year, the Board engaged in comprehensive updates on key topics, including business performance, regulatory changes, safety protocols, ESG initiatives, and other critical areas. Directors were also briefed on industry-related matters such as evolving business models, risk management strategies, governing regulations, advancements in information technology (including cybersecurity), and their roles, rights, and responsibilities. Additionally, the Company ensured that Directors were kept informed about major developments and updates related to the Company, further strengthening their understanding and decision-making capabilities. These sessions were designed to align the Board with the Company's strategic objectives and enhance governance practices.	100%
Key Managerial Personnel (KMP)	7	At Jindal Steel, regular awareness programmes were conducted for Key Managerial Personnel (KMP) during the financial year. These programmes encompassed key areas such as ethics, governance, the Code of Conduct, data privacy, conflict of interest, insider trading, compliance, human rights, and ensuring a safe and secure work environment. Additionally, specialised sessions were conducted on critical topics, including the Prevention of Sexual Harassment (POSH) policy, sustainability initiatives, core values, and the importance of integrity. These training programmes enabled KMPs to embody and promote the Company's mission, vision, and values, ensuring alignment with organisational objectives and fostering a culture of ethical leadership and accountability.	100%
Employees other than BoD and KMPs	1914	Jindal Steel ensures that its employees are thoroughly acquainted with the company's core policies, ethical standards, and operational excellence through a comprehensive suite of training and awareness programs. Over the year, employees participated in diverse sessions covering leadership and management, compliance and ethics (including Code of Conduct and POSH), safety protocols, cybersecurity, business etiquette, digital skills such as Generative AI and ChatGPT, and professional growth areas like stress management, communication, and performance feedback. These initiatives are designed to keep the workforce informed, capable, and aligned with Jindal Steel's vision and values, fostering a culture of continuous improvement, ethical conduct, and readiness to meet evolving industry demands.	99.01%
Workers	60	Jindal Steel extends its commitment to ethics, compliance, and operational excellence to its workers through targeted training and awareness programs. Workers engaged in comprehensive sessions focused on health and safety (including behavioral-based safety and PPE usage), compliance and legal awareness (such as Factory Act and POSH), skill and personal development (covering communication, team building, and financial empowerment), and operational best practices like workplace management (5S), high-risk area safety, and technical upskilling. These efforts ensure that workers are well-prepared to operate safely and efficiently, upholding the company's values and compliance requirements while contributing to a knowledgeable, skilled, and ethically responsible workforce.	93.37%

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 ₹)	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	Nil
Punishment	Nil	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.

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 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. https://d2lptvt2jijg6f.cloudfront.net/jspsteelpower20/post/1752812554_Anti-CorruptionandAnti-Briberypolicy.pdf

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints about conflict of interest.

	FY 2024-25		FY 2023-24	
	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

Business Responsibility & Sustainability Report (Contd.)

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 2024-25	FY 2023-24
No. of days of accounts payables	55	46

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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	6.37%	6.91%
	b. Number of trading houses where purchases are made from	2,512	1,642
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	62.90%	65.50%
Concentration of sales	a. Sales to dealers / distributors as % of total sales	7.04%	8.58%
	b. Number of dealers / distributors to whom sales are made	534	160
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	68.18%	57.91%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.28	0.20
	b. Sales (Sales to related parties / Total Sales)	0.30	0.16
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.73	0.70
	d. Investments (Investments in related parties / Total Investments made)	0.86	0.90

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 conflicts of interest involving members of the Board? (Yes / No) if yes, provide details of the same.

Yes, Jindal Steel maintains a comprehensive Code of Conduct that mandates strict adherence by all Board members and senior management. The Code includes clear guidelines for identifying, disclosing, and managing conflicts of interest. Directors are required to promptly report any actual or potential conflicts as outlined in the Code and must submit an annual declaration affirming their compliance. This declaration explicitly covers provisions related to managing conflicts of interest.

Additionally, Board members are obligated to disclose any financial or personal interests they or their relatives may hold in other entities that could create conflicts, both as part of annual compliance and whenever necessary. Jindal Steel ensures that members with conflicts of interest are recused from participating in discussions or decisions related to the conflicting matter, thereby safeguarding objectivity. These measures enable Board members to effectively identify and manage conflicts of interest, maintaining the integrity 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.

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impact
R&D	0	0	-
Capex	3.21%	8%	Raigarh++ <ul style="list-style-type: none"> Ambient Air Monitoring System: An ambient air monitoring system has been installed to track real-time air quality, enabling timely action to manage emissions and improve air quality at the site. Solar Panel Installation: Solar panels have been installed to reduce reliance on conventional energy, lower emissions, and promote the use of clean energy for onsite operations. Angul++ <ul style="list-style-type: none"> Slurry Transportation through Underground Piping: An underground pipeline system has been implemented for iron ore slurry transport, reducing dust emissions, fuel use, and overall environmental impact. Solid Waste Management: A dedicated garbage collection vehicle ensures timely waste disposal, supporting site cleanliness and improved hygiene for workers and nearby area

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):

Plastic waste is segregated and sold exclusively to authorised recyclers, ensuring responsible recycling and minimising environmental impact.

(b) E-waste:

All e-waste generated is collected and sold to authorised recyclers, supporting safe and compliant disposal of electronic materials

(c) 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

(d) 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.

Business Responsibility & Sustainability Report (Contd.)

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 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 2024-25	FY 2023-24
NA	6.34%	20%

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:

Type of Waste	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-Used	Recycled	Safely Disposed (Metric Tonnes)
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste (used oil & battery)	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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT EMPLOYEES											
Male	5,284	5,284	100%	5,284	100%	0	0	0	0	0	0
Female	261	261	100%	261	100%	261	100%	0	0	200	76.62%
Total	5,545	5,545	100%	5,545	100%	261	4.70%	0	0	200	3.60%
OTHER THAN PERMANENT EMPLOYEES											
Male	2,433	2,433	100%	2,433	100%	0	0	0	0	0	0
Female	99	99	100%	99	100%	99	100%	0	0	74	74.74%
Total	2,532	2,532	100%	2,532	100%	99	3.90%	0	0	74	2.93%

- 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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
PERMANENT WORKERS											
Male	355	355	100%	355	100%	0	0	0	0	0	0
Female	18	18	100%	18	100%	18	100%	0	0	18	100%
Total	373	373	100%	373	100%	18	4.82%	0	0	18	4.82%
OTHER THAN PERMANENT WORKERS											
Male	2,212	2,212	100%	2,212	100%	0	0	0	0	0	0
Female	70	70	100%	70	100%	70	100%	0	0	6	8.57%
Total	2,282	2,282	100%	2,282	100%	70	3.06%	0	0	6	0.26%

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.06%	0.56%

2. Details of retirement benefits for the current and previous financial year

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered (as a % of total employee)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/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

Business Responsibility & Sustainability Report (Contd.)

3. Accessibility of workplaces

Are the premises/offices accessible to differently abled employees 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. Offices and operational sites are equipped with elevators and other accessibility features, allowing differently abled employees and visitors to move around the premises comfortably.

Additionally, easy-to-read and well-placed signage is provided to help guide all individuals, including those with visual or cognitive difficulties. The Company continues to review and improve its infrastructure to make sure it remains accessible to everyone and reflects its commitment to equal opportunity 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.

Jindal Steel has an Equal Opportunity Policy for Persons with Disabilities (PwDs), which is aligned with the provisions of the Rights of Persons with Disabilities (RPwD) Act. Additionally, the Jindal Steel Code of Conduct embeds 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 work environment where all employees, including people with disabilities, are treated with dignity and respect. Jindal Steel proactively strives to ensure fair representation of people with disabilities within its workforce and is dedicated to eliminating any form of discrimination, harassment, or bias against individuals with disabilities.

To promote accessibility and ease of movement, all Jindal Steel plants and corporate offices are equipped with ramps and wheelchair-accessible restrooms, thereby supporting a barrier-free and inclusive workplace.

Weblink to the policy: <https://d21ptvt2jig6f.cloudfront.net/jindalsteelpower/custom/1694613073equal-opportunity-policy.pdf>

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

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	0	0	0	0
Female	83.34%	80%	0	0
Total	83.34%	80%	0	0

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	<p>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.</p> <p>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.</p> <p>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.</p>
Other than Permanent Employees	
Permanent Workers	
Other than Permanent Workers	

Yes/No (If Yes, then give details of the mechanism in brief)

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 in association(s) or unions recognised by the listed entity:

Category	FY 2024-25			FY 2023-24		
	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	5,545	250	4.50%	5,938	933	15.71%
Male	5,284	250	4.73%	5,697	933	16.38%
Female	261	0	0	241	0	0%
Total Permanent Workers	373	18	4.82%	433	86	19.86%
Male	355	18	5.07%	414	82	19.81%
Female	18	0	0	19	4	21.05%

8. Details of training given to employees and workers

Category	FY 2024-25					FY 2023-24			
	Total (A)	On health & safety/wellness measures		On skill upgradation		Total (B)	On health and safety measures/wellness		On skill upgradation
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. F % (F/D)
EMPLOYEES									
Male	7,717	7,316	94.80%	5,459	95.37%	8,145	7,842	96.28%	4,444 54.56%
Female	360	293	81.39%	1,654	84.72%	345	310	87.57%	227 64.12%
Total	8,077	7,609	94.21%	7,113	94.90%	8,499	8,152	95.92%	4,671 54.96%
WORKERS									
Male	2,567	2,398	93.42%	2,484	93.42%	2,719	2,556	94.01%	1,641 60.35%
Female	88	81	92.05%	1,526	92.05%	89	82	92.13%	32 35.96%
Total	2,655	2,479	93.37%	4,010	93.37%	2,808	1,673	93.95%	1,673 59.58%

Business Responsibility & Sustainability Report (Contd.)

9. Details of performance and career development reviews of employees and workers

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES						
Male	5,284	5,284	100%	5,697	5,697	100%
Female	261	261	100%	241	241	100%
Total	5,545	5,545	100%	5,938	5,938	100%
WORKERS						
Male	355	355	100%	414	414	100%
Female	18	18	100%	19	19	100%
Total	373	373	100%	433	433	100%

10. 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) that is aligned with ISO 45001:2018 standards. The system covers the entire workforce, including employees, contract workers, agency employees, third-party service providers, and other stakeholders involved in all operations at the integrated steel plant. Central to Jindal Steel's commitment is achieving Zero Harm by preventing incidents and work-related illnesses.

Key features and coverage of the OHSMS include a Visual-Based Training Centre that provides safety induction and role-specific training to employees and contractors to build safety competence. Comprehensive risk assessments, such as Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA), are conducted for all critical activities. An Incident Investigation System ensures root cause analysis and the horizontal deployment of lessons learned across all units. Regular assurance programs, safety audits, and compliance reviews are conducted to proactively identify and mitigate hazards.

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 employs a comprehensive and proactive approach to identify work-related hazards and assess risks for both routine and non-routine operations, in alignment

with its ISO 45001:2018-certified Occupational Health and Safety Management System. This includes the following processes:

- Hazard Identification & Risk Assessment (HIRA):** Department-specific HIRA registers are maintained, regularly reviewed, and updated in response to process changes, incidents, or audit outcomes.
- Job Safety Analysis (JSA):** Conducted for non-routine or critical tasks prior to permit issuance to identify hazards and establish necessary control measures.
- Hazard and Operability Study (HAZOP):** Applied to hazardous operations and plant modifications, ensuring safe design and ongoing safe operation through regular reviews.
- Quantitative Risk Assessment:** Involves detailed risk evaluation for operations and processes.
- Hazardous Area Classification Study:** Conducts studies to classify areas based on the likelihood of hazardous atmospheres.
- Pre-Startup Safety Review (PSSR):** Performed for new installations and significant shutdowns to confirm the readiness of safety systems and controls.
- Management of Change (MOC):** Systematic approach to manage changes in operations and equipment, ensuring that potential hazards are addressed before changes are implemented.

8. **Routine Inspections & Audits:** Daily inspections, monthly cross-functional audits, and leadership-led safety walks ensure ongoing risk assessment and mitigation.

9. **Online Safety Observation - JinSafe App and Web:** Enables real-time reporting of unsafe acts and conditions by employees and contractors, with data analysis for trend identification and systemic improvements.

10. **Barrier Health Management:** Monitoring of engineering and procedural controls to verify effectiveness and address safety gaps.

11. **Contractor Safety Management:** Includes pre-qualification of contractors and periodic evaluation through Contractor Safety Field Audits.

12. **Toolbox Talks & Safety Time-Outs:** Conducted daily and before critical tasks to enhance awareness and assess readiness.

13. **Leadership Oversight:** Monthly reviews by the Steering Committee and Apex Safety Committee to ensure strategic alignment on hazard trends and risk mitigation priorities.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, Jindal Steel has established comprehensive processes for workers to report work-related hazards and to withdraw from unsafe conditions without fear of reprisal. Their system promotes a culture of openness, empowerment, and shared safety responsibility. The JinSafe Portal, a real-

time online platform, allows employees and contractors to document unsafe conditions, behaviors, or near misses for immediate action. Focused Group Discussions provide workers with opportunities to express concerns and offer suggestions for improvement in meetings attended by relevant Heads of Department and Section Heads. Additionally, daily toolbox talks, safety oaths, and departmental meetings reinforce hazard awareness and encourage workers to speak up. All reported incidents and hazards undergo investigation, with Corrective and Preventive Actions (CAPA) applied both at the source and across all units to prevent recurrence.

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

Yes, Jindal Steel provides comprehensive access to non-occupational medical and healthcare services for all employees and contract workers across its operating locations. Key provisions include the Fortis OP Jindal Hospital & Research Centre (FOPJHRC), located near major plant sites, offering a wide range of non-occupational healthcare services. Each operational unit has an on-site health centre staffed by qualified medical professionals providing preventive, promotive, and curative healthcare services for both occupational and non-occupational needs. At the corporate level, Jindal Steel has partnerships with reputed hospitals in urban centres for specialised and emergency healthcare services. Wellness programs, including health check-up camps, awareness drives, yoga sessions, mental health counseling, and vaccination programs, further support holistic health initiatives.

II. Details of safety related incidents

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.15	0.11
	Workers	0.07	0.16
Total recordable work-related injuries	Employees	27	23
	Workers	85	93
No. of fatalities	Employees	1	2
	Workers	8	5
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	3

Business Responsibility & Sustainability Report (Contd.)

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

Jindal Steel places a strong emphasis on ensuring a safe and healthy workplace for employees, contract workers, and stakeholders by addressing both workplace and process safety risks. The company employs a Risk Containment approach through Barrier Health Management (BHM) to anticipate and manage high-potential risk scenarios. This includes clear safety governance with accountability spread across all leadership levels, monitored through Departmental Safety Committees (DSCs).

Employee engagement is encouraged through structured safety interactions and observations, while incident management focuses on root cause analysis and preventive action deployment. Jindal Steel maintains consistent safety standards with contractors and manages high-risk activities like Lifting & Material Handling, Road & Transport Safety, Electrical Safety, Confined Space Entry, and Machine Guarding by implementing standardised controls.

The company's Occupational Health & Safety (OH&S) Management System adheres to ISO 45001:2018, covering various aspects such as incident reporting, investigation, and audits, complemented by technology interventions like the use of smart cameras, sensors at the Men-Machine interface, safety interlocks, switches, and leak detection systems for enhanced hazard identification. Jindal Steel has developed life-saving safety rules that are prominently displayed, and reinforced road safety through traffic management tools including speed radars and ANPR cameras.

To inspire a culture of safety, Jindal Steel established 'AAINAA' (Advance Action in Industries to Abate Accidents) as a model workplace project. The company acknowledges safety excellence among employees and business partners through Safety Excellence awards in categories of Silver, Gold, Platinum, and Diamond. Continuous skill development ensures workforce competency in safety practices, with technology playing a crucial role in ensuring a safe work environment.

13. Number of complaints on working conditions and health and safety made by employees and workers.

Category	FY 2024-25			FY 2023-24		
	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 complaint	0	0	Safety ideas/ suggestions received from Employees
Health & Safety	0	0		0	0	& business partners for improvement of safety systems

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 and safety practices and working conditions.

Jindal Steel has implemented a comprehensive Incident Management System to address safety-related incidents, focusing on the identification and implementation of Corrective and Preventive Actions (CAPAs). This system ensures systematic investigation of events, near misses, and observations, with lessons learned shared across operations. An Apex Safety Committee and Safety Sub-Committees have been established to thoroughly review workplace and process safety systems. To enhance safety outcomes, Jindal Steel has introduced Connected Worker Solutions like the IoT-based 'Suraksha Card' for real-time visibility, alerts, and insights. Additionally, AI-powered speed monitoring cameras have been installed to manage vehicle movement and reduce road-related risks. The company also emphasises safety interactions by each executive employee, the installation of rooftop lifelines, and the communication of safety alerts and lessons learned, all as part of CAPA implementation.

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)?

Employees	Yes, life insurance covered all employee as per company policy
Workers	

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 implemented a robust compliance mechanism to ensure that all statutory dues are duly deducted and deposited by its value chain partners. The key measures undertaken include:

- Verification of PF and ESIC Challans: Jindal Steel mandates value chain partners to submit proof of statutory payments, specifically Provident Fund (PF) and Employees' State Insurance Corporation (ESIC) challans. These are cross verified to confirm authenticity and timely deposition.
- Vendor Compliance Monitoring: Vendors are required to adhere to Jindal Steel's compliance protocols. Regular audits and reviews are conducted to track and ensure that vendors are meeting all statutory obligations.
- GPAI Claims Processing: Jindal Steel also processes Group Personal Accident Insurance (GPAI) claims, which necessitates accurate and up-to-date statutory compliance data from vendors.
- Documentation and Record-Keeping: All supporting documents related to statutory payments are systematically maintained and reviewed periodically as part of Jindal Steel's internal control system.

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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	1	2	0	0
Workers	8	8	0	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 our commitment to employee development and financial well-being, Jindal Steel conducted the Financial Architect (Literacy) Program between January '25 and March '25, in collaboration with ICICI Bank. The program aimed to improve financial literacy among employees, focusing on long-term financial planning, responsible investment, and tax optimisation. This initiative was open to employees across grades CG 4 to CG 1, ensuring broad accessibility and catering to diverse age groups and financial profiles.

The program strengthened employees' financial decision-making capabilities, empowering them to plan for long-term security and stability. It reflects Jindal Steel's strategic focus on employee empowerment and inclusive growth through continuous capability-building initiatives.

Business Responsibility & Sustainability Report (Contd.)

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & 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 arising 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 bodies, lenders, media, and industry associations. Jindal Steel engages each of these groups through a diverse set of channels, such as surveys, direct consultations, community assessments, feedback mechanisms, public forums, and digital platforms, ensuring that both internal and external perspectives are captured and considered in decision making.

The materiality assessment is designed to pinpoint topics that are significant both to Jindal Steel's business performance and to the interests and expectations of its stakeholders. Responsibility for stakeholder engagement is embedded across relevant teams within the organisation, with clear accountability for integrating stakeholder feedback into the company's ESG strategy and operations. This decentralised approach enhances responsiveness and ensures that stakeholder concerns are addressed at the appropriate level.

In line with evolving sustainability disclosure standards, Jindal Steel is also advancing towards a double materiality approach. This methodology not only considers the financial impact of ESG issues on the company, but also evaluates the company's own impact on society and the environment. By adopting double materiality, Jindal Steel is able to provide a more holistic view of risks and opportunities, strengthen its sustainability strategy, and enhance transparency for stakeholders. This approach supports robust risk management, improves alignment with global regulatory expectations, and positions Jindal Steel to meet the growing demands of investors and partners for comprehensive sustainability disclosures.

Through this structured and forward-looking process, Jindal Steel continuously refines its understanding of stakeholder priorities and material issues, enabling the company to drive continuous improvement in ESG performance and create 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.

Key Stakeholders	Whether identified as Vulnerable & marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	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 IxI 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 & Ewe to Express	Ongoing and daily engagement at all levels as required by staf	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, and meetings. • One-on-one discussions with various executive officials at consultative meetings	Daily event-based, weekly, monthly, quarterly, half yearly, and yearly and as required.	Foster transparent and candid partnerships. Uphold adherence to all legal and regulatory obligations
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.

Business Responsibility & Sustainability Report (Contd.)

Key Stakeholders	Whether identified as Vulnerable & marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
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 believes that an effective stakeholder engagement process is essential for achieving its sustainability objectives and fostering inclusive growth. The company is committed to delivering value to all its stakeholders, including employees, customers, partners, vendors, government bodies, regulatory agencies, and the community. Stakeholder engagement is a top priority at Jindal Steel, recognised for its role in strengthening relationships and identifying pivotal issues critical to the company's sustainable development.

The company undertook a comprehensive stakeholder engagement and materiality

assessment initiative. This exercise focused on prioritising key issues, mapping associated risks, and formulating effective mitigation strategies. The outcome included the identification and prioritisation of significant environmental, social, and economic issues. These findings were presented to relevant stakeholders and the Board to gather insights and collaboratively develop sustainable growth strategies.

Jindal Steel's approach is guided by three key principles:

- **Materiality:** Prioritising the consideration of economic, environmental, and social impacts most relevant to both stakeholders and the organisation.
- **Completeness:** Ensuring a thorough understanding of stakeholder concerns and expectations through regular engagement and feedback mechanisms.

- **Responsiveness:** Responding coherently and transparently to stakeholder issues and concerns, with systems in place to identify, prioritise, and address these needs in a continuous and systematic manner.

Jindal Steel remains actively engaged with both internal teams and external stakeholders to continually identify critical issues and adapt to emerging concerns. Regular reviews of stakeholder engagement practices ensure the company's responsiveness and facilitate proactive policy adjustments to support sustainable business practices and Board-level decision-making

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 conducts a comprehensive ESG materiality assessment to identify and prioritise key environmental, social and governance issues that are most relevant to the Company and its stakeholders. Insights from the materiality assessment, including those gathered through structured stakeholder consultations, guide the formulation of policies and strategic actions across the organisation. Based on the outcomes of this process, Jindal Steel has adopted defined targets and initiatives for all prioritised areas, reflecting its commitment to long-term sustainable growth.

Jindal Steel integrates stakeholder expectations into its strategic planning process by aligning identified material topics with the Company's Long-Term Plans and Annual Business Plans. This approach ensures that potential adverse impacts on communities and the environment are anticipated and addressed through proactive risk mitigation measures. The material sustainability issues (refer to Section A, Sub-section VII, Question 24) are embedded into the organisation's planning framework, with implementation supported by dedicated action plans, capital and revenue allocation, technology enablement, and workforce development.

A structured governance framework ensures consistent oversight and monitoring of material issues across multiple levels. At the Board level, relevant committees, including the Corporate Social Responsibility Committee, Risk Management Committee and Audit Committee—are responsible for reviewing the progress of ESG initiatives. Executive-level forums further support this governance mechanism, enabling

periodic review of implementation, performance tracking, and course correction where necessary. These structures allow the Company to remain adaptive to external developments while ensuring alignment with internal sustainability objectives.

Through this integrated and consultative approach, Jindal Steel ensures that material ESG issues are effectively addressed, stakeholder expectations are met, and the organisation continues to strengthen its position as a responsible and future-ready enterprise.

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

Jindal Steel has been actively engaging with vulnerable and marginalised communities to address their socio-economic challenges through targeted interventions in areas such as education, healthcare, skill development, sanitation and sustainable livelihoods. To identify such stakeholder groups, the Company adopts structured methodologies including community needs assessments, stakeholder consultations, participatory rural appraisals and baseline socio-economic studies. These tools support evidence-based planning and prioritisation of interventions.

Jindal Steel is committed to building long-term, trust-based relationships with the communities in and around its operational areas. The Company implements several initiatives that are designed to enhance the quality of life for disadvantaged groups, particularly those directly or indirectly impacted by its operations. These efforts focus on inclusive development, with particular attention to the needs of women, children, tribal populations and economically weaker sections.

Over the years, Jindal Steel's community engagement initiatives have contributed to measurable improvements in health and nutrition, access to education, employability, infrastructure and sanitation. The Company has strategically aligned its Corporate Social Responsibility (CSR) programmes to key development themes such as healthcare and maternal wellness, primary and secondary education, livelihood promotion, water conservation, sanitation, women empowerment, skill development, and support for arts, culture and heritage.

Through continuous engagement, collaboration with local institutions, and periodic monitoring, Jindal Steel ensures that its programmes remain relevant, inclusive and impactful, contributing to the broader goal of sustainable and equitable community development.

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 5 – Businesses Should Respect and Promote Human Rights

Essential Indicator

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 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	5,545	5,293	95.45%	5,938	5,840	98.35%
Other than Permanent	2,532	2,399	94.74%	2,542	2,399	93.67%
Total employees	8,077	7,692	95.23%	8,480	8,239	96.94%
WORKERS						
Permanent	373	367	98.39%	433	425	98.15%
Other than Permanent	2,282	2,199	96.36%	2,265	2,213	93.18%
Total workers	2,655	2,566	96.64%	2,698	2,638	93.95%

2. Details of minimum wages paid to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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	5,545	0	0%	5,545	100%	5,938	0	0%	5,938	100%
Male	5,284	0	0%	5,284	100%	5,697	0	0%	5,697	100%
Female	261	0	0%	261	100%	241	0	0%	241	100%
Non-permanent	2,532	0	0%	2,532	100%	2,561	0	0%	2,561	100%
Male	2,433	0	0%	2,433	100%	2,448	0	0%	2,448	100%
Female	99	0	0%	99	100%	113	0	0%	113	100%
WORKERS										
Permanent	373	0	0%	373	100%	433	0	0%	433	100%
Male	355	0	0%	355	100%	414	0	0%	414	100%
Female	18	0	0%	18	100%	19	0	0%	19	100%
Non-permanent	2,282	0	0%	2,282	100%	2,375	0	0%	2,375	100%
Male	2,212	0	0%	2,212	100%	2,305	0	0%	2,305	100%
Female	70	0	0%	70	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 (in ₹)	Number	Median remuneration/salary/ wages of respective category (in ₹)
Board of Directors (BoD)	2	2,55,75,950	0	0
KMP (other than BoD)	2	80,93,506	0	0
Employees other than BOD & KMP	5280	13,76,928	261	9,23,757
Workers	355	3,61,033	18	2,93,464

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3.19%	2.79%

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 sensitive issue and Jindal Steel has zero tolerance to human rights violations. Human rights is one of the key focus areas for the company. For any human rights violation, wherever reported shall be investigated by a special committee nominated for the purpose by the senior leadership.

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

The organisation has established comprehensive internal mechanisms to address and resolve grievances related to human rights, ensuring a fair, safe, and transparent work environment for all employees and stakeholders.

Key internal mechanisms include:

- Grievance Cell for Human Rights: A dedicated cell responsible for addressing human rights-related concerns, reinforcing the Company's commitment to upholding the fundamental rights of individuals.
- Prevention of Sexual Harassment (POSH) Committee: A legally compliant, accessible platform for addressing complaints related to sexual harassment at the workplace. The Committee ensures timely redressal while maintaining confidentiality and fairness in proceedings.
- Code of Conduct Committee: This committee handles issues relating to ethical conduct, breaches of internal policies, and behavioural misconduct, ensuring adherence to the Company's values and code of ethics.
- Group Ethics Officer: Serves as a central point of contact for reporting violations related to Company policies, including human rights. Complaints can be raised by employees or external stakeholders via email or post. All submissions are handled confidentially and protected under the Whistle-blower Policy, which guarantees non-retaliation.
- Contractor's Cells: Dedicated cells are operational at multiple locations to specifically address the concerns of contract workers. These focus on timely wage disbursement, Provident Fund (PF) contributions, and full and final settlements, ensuring that contractual workforce rights are respected.

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

Category	FY 2024-25			FY 2023-24		
	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	12	0	The complaint was resolved satisfactorily	1	0	The complaint was resolved satisfactorily.
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced/Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

Business Responsibility & Sustainability Report (Contd.)

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	10	1
Complaints on POSH as a % of female employees / workers	2.23%	0.23%
Complaints on POSH upheld	7	1

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 all its operations. This commitment extends to employees, workers, and other stakeholders and is embedded in the Company's Human Rights Policy and Group Code of Conduct. The policy is applicable across all business units and mandates adherence to principles such as non-discrimination, equal opportunity, and fair treatment.

To ensure safe and inclusive workplaces, Jindal Steel strictly prohibits the use of child labour (under the age of 18), forced or compulsory labour, and any form of harassment – including verbal, physical, psychological, or sexual abuse. The Company promotes a healthy and secure work environment and ensures fair remuneration that meets or exceeds the statutory minimum wage. It also supports employee well-being through policies enabling work-life balance, such as Leave Travel Allowance (LTA), and regular skills development initiatives.

Grievances related to human rights are addressed through a dedicated Grievance Cell. In addition, a Committee for the Prevention of Sexual Harassment (POSH) addresses complaints of sexual misconduct, treating such issues as violations of the Group Code of Conduct. For contract workers, Contractor's Cells at project sites help address concerns related to wages, PF contributions, and settlements, providing a platform for fair redressal.

All stakeholders, including employees and external parties, can raise concerns regarding human rights violations to the Group Ethics Officer. These complaints are safeguarded under the Company's Whistleblower Policy, ensuring confidentiality and protection against retaliation. Regular monitoring of workplace conduct is carried out, and clarifications are sought from employees or managers wherever required.

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

Yes, the business agreements and contracts do include Company's expectations to promote sustainability, fair competition and respect for human rights. At Jindal Steel, suppliers are an integral part of our business, who contribute to our growth and viability as a business. We engage regularly with our suppliers to ensure that our overall ecosystem functions with a sense of responsibility, integrity and overall compliance. To achieve this, we have formulated a Code of Conduct (SCoC) that lays down norms of behavior and practices for smoother and compliant conduct. This Code of Conduct takes cognisance of the themes of human rights, labor, environment, and anti-corruption. Once suppliers are onboarded, they are required to adhere to Jindal Steel's Code of Conduct.

10. Assessments for the year:

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

Note: The company is in the process of undertaking an external third-party assessment to evaluate its human rights policies and ensure compliance with applicable regulatory and ethical standards.

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 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) initiatives, Jindal Steel has undertaken several comprehensive activities to ensure the protection and promotion of human rights within its operations. These activities include:

- **Eliminating Harassment:** Jindal Steel has implemented a mandatory Prevention of Sexual Harassment (POSH) training program across the entire organisation. This annual training is aimed at increasing awareness and eliminating workplace harassment among all employees.
- **Health, Safety, and Security:** To ensure the well-being of all employees, Jindal Steel has conducted extensive health and safety training sessions at all plant locations. These sessions are designed to maintain a secure and healthy working environment.
- **Abolition of Child Labour:** Jindal Steel has established age verification checks within its direct hiring processes. This initiative is aimed at discouraging and eliminating child labour, ensuring that only individuals above the legal working age are employed.

Through these initiatives, Jindal Steel demonstrates a commitment to maintaining a workplace that respects and upholds human rights 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 steps to ensure compliance with the RPwD Act across its sites and locations of Jindal Steel (in India). Its plant and office premises are being adapted for easy movement of differently abled visitors and employees. The requisite infrastructure, including ramps, elevators and disabled-friendly washrooms, are being installed at all the premises of Tata Steel.

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	
Discrimination at workplace	
Child Labour	Jindal Steel has initiated the process to track this data and aims to report in subsequent years
Forces 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 assessment at Question 4 above.

Jindal Steel is currently building the necessary system and internal processes to enable comprehensive risk identification and timely corrective action in future.

Business Responsibility & Sustainability Report (Contd.)

PRINCIPLE 6– Business 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 2024-25	FY 2023-24
From renewable sources (PJ)		
Total electricity consumption (A)	0.0112	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0.0112	0
From non-renewable sources (PJ)		
Total electricity consumption (D)	68.22	51.8
Total fuel consumption (E)	171.28	157.04
Energy consumption through other sources (F)	2.79	6.36
Total energy consumed from non-renewable sources (D+E+F)	242.29	214.58
Total energy consumed (A+B+C+D+E+F)	242.30	214.58
Energy intensity per rupee of revenue from operations (Total energy consumption/ revenue from operations in million) (Gigajoules/₹)	0.00050	0.00043
Energy intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) * (Gigajoule/USD)	0.0103	0.0087
Energy intensity in terms of physical output (Petajoule/MMTCS)	30.28	28.07

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by World Bank for India which is 20.66 (Source: <https://www.imf.org/external/datamapper/PPPEx@WEO/OEMDC>)

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, S U V & Co

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 entity does have sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Specifically, the Jindal Steel Angul facility has been recognised as a designated consumer. The targets set under the PAT scheme have been achieved. The entity achieved the PAT-I cycle target in FY 2024 and the PAT-II cycle target in 2018, receiving 26,460 and 7,798 Energy Saving Certificates, respectively, for these achievements. The entity also has a target for the PAT-VII cycle, which is due in 2024-2025, and the audit for this cycle is expected to be completed by July-August 2025.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in million kilolitres)		
(i) Surface water	22.00	20.37
(ii) Ground Water	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 million kilolitres) (i+ii+iii+iv+v)	22.00	20.37
Total volume of water consumption (in million kilolitres)	22.00	20.37

Parameter	FY 2024-25	FY 2023-24
Water intensity per rupee of revenue from operations (Water consumed/ revenue from operations) (Litres/₹)	0.045	0.041
Water intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) * (Litres/USD)	0.93	0.83
Water intensity in terms of physical output-water consumed per tonne of crude steel production (Million Kilolitres/MMTCS)	2.75	2.66

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by World Bank for India which is 20.66 (Source: <https://www.imf.org/external/datamapper/PPPEx@WEO/OEMDC>)

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, S U V & Co

4. Provide the following details related to water discharged.

Parameter	FY 2024-25	FY 2023-24
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, S U V & Co

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

Yes, the entity has implemented Zero Liquid Discharge (ZLD) mechanisms across key operational locations to ensure sustainable water management and regulatory compliance.

At the Angul site, a dedicated RO-based treatment plant with a capacity of 2 × 250 m³/hr has been commissioned to treat and recycle cooling tower blowdown water, enabling complete reuse and eliminating liquid discharge.

At the Raigarh site, ZLD is achieved through an integrated system comprising: Three effluent recycling units, six sewage treatment plants (STPs), on-site reservoirs for treated water storage and recharge pits and rainwater harvesting structures

These systems collectively enable effective treatment, storage, and reuse of both process effluents and domestic sewage within the premises, ensuring zero discharge of untreated water into the environment. The company's ZLD approach is further supported by its broader water stewardship initiatives, which include rainwater harvesting, groundwater recharge, and continuous monitoring of water quality and consumption.

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	kg/TCS	1.79	1.95
SOx	kg/TCS	3.88	3.70
Particulate matter (PM)	kg/TCS	0.59	0.60
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others	NA	NA	NA

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, S U V & Co

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	million tonnes of CO ₂ equivalent	21.49	18.24
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	million tonnes of CO ₂ equivalent	1.01	1.48
Total Scope 1 and Scope 2 emissions per rupee of revenue from operations (Total Scope 1 and Scope 2 emissions/ Revenue from operations)	kgCO ₂ e/₹	0.046	0.040
Total Scope 1 and Scope 2 emissions per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / revenue from operations from operations adjusted for (PPP)*	kgCO ₂ e/USD	0.95	0.80
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ e/ TCS	2.81	2.58

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by World Bank for India which is 20.66 (Source: <https://www.imf.org/external/datamapper/PPPFX@WEO/OEMDC>)

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, S U V & Co

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

Yes. Jindal Steel has implemented several targeted initiatives aimed at reducing greenhouse gas (GHG) emissions across its operations. These initiatives focus on energy efficiency, renewable energy adoption, and process optimisation. Key measures include:

- Installation of Rooftop Solar Plant: Rooftop solar systems have been installed to generate renewable energy on-site, thereby reducing dependence on grid electricity sourced from fossil fuels. This has contributed directly to lowering Scope 2 emissions.
- Transition to LED Lighting: Conventional High-Pressure Sodium Vapour (HPSV) lamps have been replaced with energy-efficient Light Emitting Diode (LED) fixtures across operational areas. This initiative not only reduces electricity consumption but also contributes to operational cost savings and reduced carbon intensity.
- Installation of Coal Dryer: A coal drying system has been implemented to lower the moisture content in coal before combustion. Drier coal enhances thermal efficiency and leads to improved combustion performance, thereby reducing the quantum of coal required and associated Scope 1 emissions.
- Upgradation of Air Preheater (APH) Tubes: Damaged tubes in the Air Preheater (APH) units have been replaced to enhance heat recovery from flue gases. This improves boiler efficiency and reduces auxiliary power consumption, resulting in overall emission reduction.

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

Parameter	FY 2024-25	FY 2023-24
Total waste generated		
Plastic waste (A)- metric tonne	85	181
E-Waste (B)- metric tonne	124.42	53.28
Bio-Medical Waste (C)- metric tonne	0.54	0.24
Construction and demolition waste (D)- metric tonne	0	0
Battery Waste (E)- metric tonne	39.82	52.69
Radioactive waste (F)- metric tonne	0	0
Other Hazardous waste. Please specify, if any (G) Oil-soaked cotton waste, damaged insulation material, empty barrel, bio ETP sludge, used oil, grease, coal tar- metric tonne	176,018.69	7238.71
Other Non-hazardous waste generated (H). Please specify, if any. Solid waste, fly ash- metric tonne	9,897,994.74	93,02,514.00
Total (A+B+C+D+E+F+G+H)-million tonnes	10.07	9.31
Waste intensity per rupee of revenue from operations (Tonne/₹)	0.000021	0.000019
Waste intensity per rupee of revenue from operations adjusted for Purchasing Power Parity (PPP) (Total waste generated / revenue from operations adjusted for PPP)* (Tonne/USD)	0.00043	0.00038
Waste intensity in terms of physical output-waste generated/tonne of crude steel (Tonne/TCS)	1.26	1.22
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (metric tonnes)		
Category of waste		
(i) Recycled	4,686,166.92	6,663.39
(i) Re-used	2,517,311.76	55,60,352
(i) Other recovery operations (safely disposed)	0	17,21,437
Total (million tonnes)	7.20	7.29
For each category of waste generated, total waste disposed by nature of disposal method (metric tonnes)		
Category of waste		
(i) Incineration	19.54	10.11
(ii) Landfilling	2,347,475.00	8,73,572.57
(iii) Other disposal operations	22,063.00	11,97,410
Total (million tonnes)	2.37	2.07

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by World Bank for India which is 20.66 (Source: <https://www.imf.org/external/datamapper/PPPFX@WEO/OEMDC>)

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, S U V & Co

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 has adopted integrated solid waste management practices across its operations to ensure maximum utilisation of waste, resource recovery, and minimal environmental impact.

At the Angul facility, Jindal Steel focuses on the efficient reuse of process-generated solid waste. Ash from the power plant and process boilers is collected via a pneumatic conveying system and stored in silos. This ash is utilised in the manufacturing of fly ash-based products such as bricks, paver blocks, kerb stones, retaining walls, and light-weight aggregates. Jindal Steel operates a 1.03 MTPA brick plant and a 0.25 MTPA

Business Responsibility & Sustainability Report (Contd.)

light-weight aggregate facility within the plant premises. Additionally, fly ash is supplied free of cost to nearby brick manufacturing units and used for internal road construction, lowland development, and ash dyke construction. Unutilised ash is disposed to ash ponds through a high-concentration slurry disposal system.

Ash from the Coal Gasification Plant is similarly used for land development and road construction. EAF, LRF, and BOF slags are processed through crushing and magnetic separation and are reused for road making, backfilling, and levelling within the plant. Granulated Blast Furnace (BF) slag is sold to cement manufacturers. Other by-products such as mill scale, rolling mill sludge, DRI sludge, FES dust, and lime dolo fines are reused in the Sinter Plant, enhancing material circularity.

At the Raigarh facility, approximately 80–90% of solid waste and 100% of fly ash is reused. Solid waste is deployed for cement production, fly ash brick making (through a captive plant with a daily capacity of 3 lakh bricks), and in all internal construction activities. Iron-containing waste is converted into BF-grade briquettes and micro-pellets, while coal fines are processed into DRI-grade briquettes. Remaining slag is earmarked for road construction, subject to approvals from NHAI/CSIR. Char, middling, and coal rejects are utilised for power generation, and waste heat from sponge iron units and coke ovens is recovered through Waste Heat Recovery Boilers (WHRBs).

In addition, dust and sludge from ETPs, bag filters, SMS units, and other sources are reused in the Sinter Plant, Extrusion Plant, and Brick Plant. Nearly 95% of blast furnace gas is also reused as fuel in boilers and furnaces. Jindal Steel also manages organic waste through a 300 TPD bio-methanation plant that processes kitchen and biodegradable waste from residential areas. A vermi-composting plant converts organic waste into manure, which is used for gardening and landscaping. Non-biodegradable waste, such as plastic, is managed through a bail-press system for effective disposal.

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.

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.
Our plants are not inside any critical ecologically sensitive zone. Jindal Steel complies with all applicable environment related laws and regulations.			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in FY 2023–24.

Name and brief details of project	EIA Notification Number	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web Links
All clearances have been obtained prior to installation of the plants as per the provision of 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.

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
Jindal Steel consistently upholds a strong commitment to compliance with environmental laws and regulations. The Company maintains a proactive approach, ensuring adherence to the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act, along with all associated rules and guideline				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilo litres): For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area	Nil
(ii) Nature of operations	Nil
(iii) Water withdrawal, consumption and discharge in the following format	No, plant of Jindal Steel is located in water stress area.

Parameter	FY 2024–25	FY2023–24
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	NA	NA
(iv) Seawater/ desalinated water	NA	NA
(v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Water consumed/ turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
ii. To Groundwater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii. To Seawater		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iv. Sent to third-parties		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
v. Others		
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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.

Not Applicable

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ if available)	-	Currently not tracking	Currently not tracking
Total Scope 3 emissions per rupee of turnover	-		
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-		

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.

No

3. With respect to the ecologically sensitive areas reported at Question 10 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	Use of Renewable Energy	15 MW rooftop solar power plant has been installed	Reduction in coal-based power consumption
2	Improvement in Resource Utilisation	205 TPH BF gas-fired boiler is being installed to enhance utilisation of blast furnace gas	Reduction in coal-based steam generation
3	Wheel Washing Systems	Two wheel washing systems installed at key vehicle entry and exit points to prevent the spread of dust and particulate matter from raw material handling and transport areas to internal premises and public roads	Effective control and reduction of fugitive dust emissions
4	Ambient Air Quality Monitoring Systems (AQMS)	Three new AQMS units installed to enable continuous and accurate monitoring of ambient air quality	Improved monitoring and control of air quality
5	Fog Cannon System	Procured and installed a fog cannon to support dust suppression during dry and windy conditions	Improved air quality and reduction in fugitive emissions
6	Wind Barriers at Raw Material Handling Area	Wind barriers erected around raw material handling zones to contain dust dispersion and reduce wind-blown emissions	Improved air quality and containment of fugitive emissions
7	Construction of Pucca Roads in Transport Areas	Major transport routes, including within the BF area and Transport Nagar, upgraded to pucca roads to reduce dust generated by vehicular movement	Effective control of fugitive dust emissions during vehicular transit
8	Deepening of Ponds/ Reservoirs	Ponds and reservoirs deepened to enhance water storage capacity during the monsoon season, improving on-site water management	Improved effluent management and increased water reuse
9	Upgraded Rainwater Harvesting Pit	Rainwater harvesting system upgraded for efficient capture and utilisation of rainwater	Enhanced on-site water conservation and effluent reuse

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

Yes, Best practices are outlined in the ITGC (Information Technology General Controls) framework and are diligently followed by Jindal Steel. Within their infrastructure, a Disaster Recovery (DR) system is established to safeguard critical IT applications. Comprehensive policies governing data backup, recovery, and retention are in effect. Routine assessments of backups for all production systems are conducted to verify their reliability and availability. Periodic evaluations are undertaken to assess the potential risk of IT system non-availability, with an appropriate risk rating assigned. Governance structures are established to continuously prioritise and manage these risks.

At Raigarh facility, Jindal Steel have an Onsite Emergency Plan duly approved by the Deputy Director of Industrial Health & Safety, which comprehensively covers all potential disaster scenarios. A dedicated emergency response team equipped with the latest tools and resources is in place, and we regularly participate in joint mock drills with the District Disaster Management Team under the leadership of the District Collector to ensure preparedness and coordination.

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.

Jindal Steel has not identified or disclosed any specific significant adverse environmental impacts arising from its value chain. The company recognises the potential for such impacts due to the inherent nature of the steel industry's reliance on energy-intensive processes, raw material extraction, and extensive logistics. However, due to the recent start of systematic value chain ESG assessment processes, Jindal Steel is still in the process of mapping and evaluating these risks and impacts among its value chain partners

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

Jindal Steel has not yet completed a formal assessment or established systematic tracking for environmental impact assessments among value chain partners. Data is being collected and processes are under development, the company aims to disclose this percentage in subsequent reporting years

PRINCIPLE 7- Business, when Engaging in Influencing Public and Regulatory Policy, Should do so in a Manner that is Responsible and Transparent

Essential Indicator

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

10

1b. 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	Utkal Chamber of Commerce and Industry (UCCI)	State
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	Pellet Manufacturers' Association of India (PMAI)	National
9	Confederation of Captive Power Plants, Odisha (CCPPPO)	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	

Business Responsibility & Sustainability Report (Contd.)

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? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ quarterly / Others – please specify)	Web Link, if available
1	Linking ASP of iron ore with international prices at Central Government	Presentations to government agencies	No	Not regularly reviewed	Not available
2	Relaxation of change of land use in already diverted forest land for mining at Central Government	Presentations to government agencies	No	Not regularly reviewed	Not available
3	Relaxation in payment of upfront payment in auction blocks in case of delay on the part of Government (Central Government)	Presentations to government agencies	No	Not regularly reviewed	Not available
4	Relaxation and waiver of ED charges in power plants at State Government of Odisha	Presentations to government agencies	No	Not regularly reviewed	Not available
5	Exemption from stacking of coal and payment of royalty as per actual coal seam grade data at State Government of Odisha	Presentations to government agencies	No	Not regularly reviewed	Not available
6	Calendar Year for auction of mineral blocks on Pan India and State levels (Central and State Governments)	Presentations to government agencies	No	Not regularly reviewed	Not available
7	Framing of specific policy on PSP at State Government	Presentations to government agencies	No	Not regularly reviewed	Not available
8	Doubling of Angul–Sukinda rail line at East Coast Railways, Bhubaneswar	Presentations to government agencies	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 details of project	SIA Notification No.	Date of notification	Whether conducted by independent 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.

S. No.	Name of 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 ₹)
1	Jindal Steel & Power	Odisha	Angul	434	59%	34,56,82,939/-

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

Jindal Steel has instituted 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. This mechanism primarily addresses Principles

4 (stakeholder interest), 5 (human rights), 6 (environmental responsibility), and 8 (inclusive growth and equitable development).

The mechanism is applicable to external stakeholders—specifically individuals or groups from communities residing in the vicinity of Jindal Steel's operational areas or those directly impacted by its activities. Grievances

from internal stakeholders (e.g., employees) or vendors are addressed through dedicated internal mechanisms.

The grievance redressal process is integrated within the Company's Annual CSR Business Plan and is developed through consultations with community members, local authorities, and civil society representatives. It aims to promote transparency, reduce community disruption, and foster mutual trust.

Key Features of the Grievance Mechanism:

- Regular community meetings to discuss and record concerns
- Mediation through open dialogue and participatory approaches
- Collaboration with local NGOs for documentation and resolution
- Public hearings, workshops, and feedback sessions
- Multi-channel submission options, including verbal and written modes in local languages
- Use of decentralised platforms such as Gram Sabha, Palli Sabha, user committee meetings, and CSR offices for resolution

Grievance Reporting Structure:

A. Grievance Committee

The Grievance Committee is constituted at each location and is chaired by the CSR Head. The committee comprises representatives from key departments, including CSR, Land & Liaison, Environment Management (EMD), Human Resources (HR), and other relevant functions.

The committee is entrusted with the following responsibilities:

- Investigation of Grievances: Conducting detailed enquiries into the nature and context of grievances raised by community members, ensuring all voices are heard and evaluated fairly.
- Stakeholder Engagement: Liaising with external stakeholders—particularly members of the affected communities—to understand the issue holistically.
- Resolution and Corrective Action: Formulating appropriate, timely, and sustainable corrective measures that align with CSR objectives and stakeholder expectations.

- Monitoring and Tracking: Overseeing the entire resolution cycle, ensuring that actions taken are effective and that grievances are closed in a satisfactory manner.

B. Grievance Manager (CSR)

A dedicated Grievance Manager is appointed at each location to serve as the focal point for receiving and coordinating grievance redressal activities. This individual plays a critical role in the smooth functioning of the mechanism and is responsible for:

- Grievance Intake: Receiving grievances from community members through multiple channels—written, verbal, or digital—and ensuring that all submissions are formally acknowledged.
- Referral to Committee: Escalating each grievance to the Grievance Committee for appropriate evaluation and action, based on the nature and severity of the issue.
- Process Compliance: Ensuring that all steps in the grievance redressal process are followed as per the standard operating procedures, including timelines and documentation requirements.
- Grievance Register Maintenance: Maintaining an up-to-date and confidential grievance register that records details of all complaints received, actions taken, timelines, and current status.
- Trend Analysis and Reporting: Periodically analysing grievance patterns to identify recurring issues, systemic gaps, or areas for process improvement, and sharing insights with the committee for proactive intervention.

C. CSR Field Staff

CSR field staff serve as the frontline interface between Jindal Steel and the local communities, playing an important role in grievance identification and follow-through. Their responsibilities include:

- Grievance Collection: Receiving grievances directly from community members during site visits, community meetings, or other engagement forums, particularly from individuals who may be less familiar with formal complaint channels.
- Reporting and Escalation: Communicating the grievances promptly to the project manager or relevant CSR supervisor to ensure that they are formally recorded and acted upon.

Business Responsibility & Sustainability Report (Contd.)

- Support in Resolution: Assisting in gathering background information, coordinating meetings with stakeholders, and ensuring that the agreed-upon corrective actions are implemented and closed in consultation with the community

Redressal Process:

- Grievance is received via letter, email, or verbal communication
- The CSR team reviews and logs the grievance in the register
- Severity is assessed and the grievance is acknowledged on the same day
- Investigation is carried out through site visits and stakeholder consultation
- Corrective actions are identified and implemented with defined timelines
- Feedback is obtained post-resolution to confirm closure

- In case of dissatisfaction, grievances may be escalated to the Plant Head or Group CSR Head

- All grievances are handled with strict confidentiality

Grievances relating to employment are redirected to the HR function and addressed in accordance with local employment policies.

Monitoring and Reporting:

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

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	7.62%	4%
Directly from within India	78.86%	67%

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.

	FY 2024-25	FY 2023-24
Rural	0.00%	0.00%
Semi-urban	9.20%	8.53%
Urban	0.29%	0.13%
Metropolitan	90.51%	91.34%

Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential indicators above).**
The Last Impact Assessment study was conducted in 2020, and no negative social impacts were found. The next Impact Assessment study has been completed till FY 2024-25. The report is awaited
- 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 ₹)
1	Haryana	Nuh	7,72,000
2	Jharkhand	Ramgarh	10,02,89,110

- Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)**
The Company does not practice preferential procurement policies that focus on suppliers from marginalised or vulnerable groups. Jindal Steel believes in providing equal and fair opportunities for all vendors, including those from marginalised or vulnerable backgrounds. However Company prefers to have business with MSMEs and always provide them equal opportunity
 - From which marginalised /vulnerable groups do you procure?**
Not Applicable
 - What percentage of total procurement (by value) does it constitute?**
Not Applicable
- 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 in the steel and power sectors 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
As the Company has not developed or acquired any intellectual property based on traditional knowledge, there have been no related disputes or adverse orders during the reporting period. Hence, no corrective actions were required or undertaken in this regard		

6. Details of beneficiaries of CSR projects

S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2024-25	% of beneficiaries from vulnerable and marginalised groups
1	Kishori Express: addresses adolescent anaemia control among adolescent girls.	Outcome: 1,16,804 adolescent girls in FY 2024-25 Cum: 8.3 Lakh adolescent girls.	100
2	Vatsalya: Aims to reduce the Infant Mortality Rate and Maternal Mortality Rate.	Outcome: 1,00,220 women and children in FY 2024-25; Cum: 7.5 Lakh Mothers and Children.	100
3	Shubhangi: facilitating girls and women for the maintenance of menstrual hygiene and prevention of RTL.	Outcome: 1,62,038 girls and women in FY 2024-25; Cum: 10 Lakh +Women &Girls; 3,000+ villages	100
4	Swasti Express: Providing physical, mental, and spiritual well-being services to elderly people.	8,991 elderly; 100+ villages in FY 2024-25 Cum: 22,000+ elderly	100
5	HIV/AIDS: Preventing HIV/AIDS infections through intensive counselling and testing services.	1,05,224 individuals screened and counselled Cum: 10,35 lakh community members and truckers	91
6	Chiranjeevi: Extending food and healthcare support for underprivileged malnourished children.	Outcome: 3,784 malnourished children in FY 2024-25 Cum: 1 Lakh + children	100
7	Nutrition Support to TB Patients: Providing nutritional support to TB patient under PMs TB Mukh Bharat Abhiyan	Outcome: 8,500+ TB patients in FY 2024-25 ; Cum: 3,50,000 community members screened and counselled	85
8	Jindal Aarogyam Seva: Facilitating emergency health care services to rural and needy people.	Outcome: 3,465 Poor Patients Cum: 4.2 Lakh People	100
9	Jindal Aarogyam E-Seva: Catering health needs of the local community and outreach health services through O.P. Jindal Hospital, Raigarh.	Outcome: 42,729 community members in FY 2024-25 Cum: 7 Lakh+ members	95

Business Responsibility & Sustainability Report (Contd.)

S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2024-25	% of beneficiaries from vulnerable and marginalised groups
10	Drishti: Regular eye check-up and free spectacle distribution to truck drivers and other underprivileged community members.	Outcome: 7,984 community members and truckers in FY 2024-25; Cum: 3.5 lakh+ community members and truckers	100
11	Blood Donation Camp: Ensure the availability of safe and quality blood, honouring "No Death due to No Blood".	Outcome: 1,943 units of blood in FY 2024-25; Cum: 24,000+ units of blood	75
12	Jindal Aarogyam Hospital, Raigarh: Extending state-of-art health care services to the needy, rural and underprivileged people.	Outcome: 94,178 patients treated in FY 2024-25; Cum: 10 Lakh+ people benefitted	85
13	Chilled Water Van/Drinking Water through Tanker: Supplying of safe chilled drinking water in stress period as per community request.	Over 12.5 million community members benefitted.	100
14	Creation & Renovation of DW facilities: Installation and renovation of water sources towards provision of safe & clean drinking water.	10 lakh+ community members	100
15	Community Sanitation, ODF & SWM: Building community awareness for ensuring sustainable sanitation through open defecation-free management.	Outcome: 97,428 community members in FY 2024-25; Cum: Over 12 Lakh community members	100
16	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	Outcome: 210 pre-school children enrolled in FY 2024-25; Cum: 7,500+ children	100
17	Savitri Jindal DAV School: Vernacular-based Odia medium School at Angul for imparting quality education to the first-generation learners	384 children enrolled yearly; Cum: 1,172 first-generation learners educated since inception.	100
18	O. P. Jindal School: Established with state-of-the-art facilities at 5 different locations (Angul, Babril, Patratu, Raigarh, and Taramal), focusing on imparting quality education to children.	11,890 students enrolled in FY 2024-25	75
19	Siksha(Back to school): Increasing school enrolment, reducing dropout rate, and increasing students' attendance.	5,745 Children in FY 2024-25; Cum: 45,000+ children	100
20	After School Learning Classes: Subject-specific coaching on Mathematics, Science, English and career counselling to poor and underprivileged children.	801 students in FY 2024-25; Cum: 5,000+ students	100
21	Community Teachers: deploying of community teachers to reduce the PTR by 25:1 as per SSA norms.	97 Community Teachers deployed in 40 schools in FY 2024-25	80
22	Construction of Interactive Science Centre/STEM: The integration of STEM-based learning and digital interactive panels leading to improved learning outcomes in science and mathematics.	1,725 students in FY 2024-25; Cum: 7,000+ students	90
23	Yashavi: Aims to educate young women and girls from an underprivileged background to become self-reliant with professional & technical courses.	1,274 girls and women in FY 2024-25; Cum: Over 11,000 girls and women	100
24	O.P.J. Scholarship: Scholarship for encouraging meritorious students for their career growth	650 students in FY 2024-25; Cum: 30,650 students	100
25	Anjor: Imparting module-based functional literacy classes to adult rural women	215 women in FY 2024-25; Cum: 5,000+ women	100

S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2024-25	% of beneficiaries from vulnerable and marginalised groups
26	UTKARSH: Imparting online result-oriented coaching and guidance for underprivileged, backward, and differently abled youth aspirants for qualifying different competitive examinations.	432 students received coaching out of which 33 underprivileged students qualified for OAS, ORS, and OPS in FY 2024-25; Cum: Coaching for 500 Youths yearly.	85
27	Education Infrastructure: Streamlining the school's infrastructure and providing teaching and learning materials to schools and Anganwadis	47,235 Students in 180 schools in FY 2024-25; Cum: 5 lakh+ students	100
28	Jindal Asha: Program for the rehabilitation and empowerment of children with special needs and for persons with disabilities	622 children enrolled for special education in FY 2024-25; Cum: Empowered 6,000+ differently abled children with special education.	90
29	OP Jindal University: Imparting quality higher education, recognised as promising private university for research and innovation by IIRF and FWA	1,700+ Students educated yearly	50
30	OP Jindal Global University: Established with state-of-art facilities, ranked as No 1 Private University in QS World Ranking	12,500+ Students Enrolled yearly	50
31	Jindal Bhakti Vedanta Library: Providing library facilities to underprivileged youth for pursuing competitive examinations	500+ Youths in FY 2024-25; Cum: 2,000+ youths	85
32	O. P. Jindal Community College: Imparting vocational skill training to rural underprivileged youths in trades having local and national demand	4,378 students enrolled and trained in FY 2024-25; Cum: So far trained 1,67+ lakh youths in 14 trades and created 3,500+ Trainers and Assessors	95
33	Jindal Lighthouse: empowers and enskill young boys and girls in a participative, inclusive, and expressive manner.	1,121 Youths enrolled and trained in FY 2024-25; Cum: More than 3,000 Youths	90
34	Watershed Development: Focusing on sustainable agriculture production and productivity and enrichment of biodiversity, Integrated Watershed Development Programme.	5,500+ Farming Families	90
35	Eco Club: Inspiring students to become change agent for reducing risks to the environment from contaminants such as hazardous materials and wastes	259 Schools of Angul, benefitting over 129 Lakh Students.	70
36	Farm Mechanisation: Financially supporting small and marginalised farmers with modern agricultural equipment in collaboration with Govt.	1,452 small and marginalised farmers in FY 2024-25; Cum: 6,400+ Small and marginalised farmers benefitted.	100
37	Apiculture: Focusing on quality honey production and other beehive products for overseas and domestic markets besides enhancing the productivity of various crops.	100 women farmers have been benefitted in FY 2024-25.	100
38	Jindal Vet Seva: Operationalising specially designed Mobile Veterinary Ambulances for animal welfare and creating a stronger support system for veterinary care.	Extending support to 2,508 farmers across Odisha and Chhattisgarh, including on-site veterinary services for 44,573 animals	95
39	Sustainable Livelihood: Generating sustainable livelihood options for the local communities that are economically viable, ecologically sound and socially just.	4,372 underprivileged women with Capacity Building Training and Micro Enterprise Support in FY 2024-25; Cum: 30,000+ women	100
40	Sports Infrastructure: Creating sports infrastructure through construction of playgrounds, rural gyms, sports complexes, stadiums, and sports hostel for underprivileged players.	15,000+ players in FY 2024-25; Cum: 30,000+ players	90

Business Responsibility & Sustainability Report (Contd.)

S. No.	CSR Project	No. of persons benefitted from CSR Projects during FY 2024-25	% of beneficiaries from vulnerable and marginalised groups
41	Football / OPJ Football Academy: Enhance training and coaching for football players	6,799 players in FY 2024-25 Cum: 20,198 players	100
42	Hockey: Promoting hockey at the grass root level at Tensa, Sundergarh and Barbil	172 players in FY 2024-25 Cum: 5,000 players	100
43	Kabaddi: Promoting and developing the game of Kabaddi as a global game	80 players trained in FY 2024-25 Cum: 9,016 players	100
45	Archery: Promoting sports talent among rural youth and facilitating for traditional sports in rural areas. Supporting coaching, nutrition and sports kits.	50 female players in FY 2024-25	100
46	Wushu/ Kick Boxing / Marti al Art: Training & nutrition support for promoting Wushu, Kick boxing, martial art and other, traditional sports at Barbil and Kasia.	591 players, Cum: 2000+ players	100
47	Para-Athlete : Empowering para-athletes through specialised coaching and nutrition, enhancing their performance and overall well-being	50 special children from Odisha, Chhattisgarh, and Jharkhand in FY 2024-25	100
48	Art & Culture: Extending material support to various social events and functions to promote local festivals; and providing financial support for organising cultural functions in villages.	10,241 community members in FY 2024-25. Cum: 1,17,199 rural artisans	90
49	Rural Infrastructure: Creating basic critical infrastructure like BT & Concrete Roads, Culverts, Ponds renovation, community bathroom boundary walls, RCC guard wall, convention halls, toilets, rural houses, drain, crematoriums, etc. for sustainable and equitable growth.	1,85,807 community members in FY 2024-25 Cum: 12 + million People	85
50	SNEH: <ul style="list-style-type: none"> 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 	Outcome (FY 24-25): 48.85 Lakh+ underprivileged have been provided with hot cooked food and dry rations; Cum: 10 million+ hot cooked meals provided across Odisha, CG, UP, Delhi, Bihar, Jharkhand.	100
51	Aashiana: Providing financial assistance to poor and homeless people in building houses for their families.	449 Needy people in FY 2024-25 Cum: 1,100 people	100
52	Jindal Prayas- Centre of Excellence: Provides state-of-art facilities for holistic care and nourishment for abandoned and impoverished children	150 Children yearly	100
53	Jindal SHEOWS Elderly Care and Wellness Center: Centre-based nourishment, clothing, physical, spiritual, mental health, and rehabilitation facilities for elderly persons	500 + elderly yearly	100
54	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.	1,100 Elderly	100
55	Birhor Tribe Development: Providing livelihood, health care, education, food & nutrition, and other support services to the Birhor tribal community.	55 People Families yearly	100
56	Poor Girl Marriage Support: Supporting rural and underprivileged girls in managing their marriage expenses and financial crunch during post-marriage.	53 underprivileged girls in FY 2024-25	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 implemented a comprehensive customer redressal policy that applies uniformly across all grades and sizes of Structural, plates, TMT re-bars, Rounds, Rails and Semis in its steel plants in Raigarh, Angul, Patratu and subsidiary Nalwa Steel and Power Plant.

Customers have multiples avenues to report complaints including email, phone, customer service cell, fax or post to the original sales booking office where the order was placed. Upon receipt of a complaint, the respective sales officer ensures that it is promptly documented in the Company's designated format within 24 hours using the Customer Support Portal accessible at <https://customersupport.jindalsteel.com8443/QCM/>.

Complaints must be lodged within 30 days after the material receipt at the customer's designated

location. The period may be extended up to 2 months by Regional Managers on a case to case basis. Complaints received between 4 months require approval from the SBU HEAD, while those beyond 4 months require approval from Chief Marketing Officer (Sales & Marketing).

Upon lodging a complaint, material inspection is promptly conducted within 3 days at the branch where the complaint originated, ensuring timely assessment and resolution.

These structured procedures underscore Jindal Steel's dedication in addressing customer grievance and enhancing customer satisfaction across its product range.

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 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cybersecurity	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	-
Others-Quality of Products	295	0	-	302	0	-

4. Details of instances of product recalls on accounts of safety issues.

	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

Business Responsibility & Sustainability Report (Contd.)

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 established a comprehensive Information Security Policy to address cyber security and data privacy risks. The policy outlines Jindal Steel's commitment to protecting the confidentiality, integrity, availability, and privacy of its information assets. It serves as a guiding framework for managing information security risks across the organisation and applies to all employees, contractors, and third-party stakeholders who interact with Jindal Steel's data and systems.

The policy is aligned with recognised information security management standards and is supported by detailed procedures, codes of practice, and guidelines. The policy forms part of Jindal Steel's broader Information Security Management System (ISMS) and is regularly reviewed to adapt to evolving threats and compliance requirements.

Web-link to the policy : <https://d2lptvt2jjg6f.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 customer)

0

c. Impact, if any, of the data breaches

Nil

Leadership Indicators

1. Channels / platforms where information on products and services of the Company can be accessed.

<https://www.jindalpanther.com>

<https://www.jindalpower.com>

<https://jsplstructurals.com>

2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

Jindal Steel has developed a robust strategy to ensure customers are well-informed and educated about the safe and responsible use of its products. A key element of this strategy is the use of QR codes, which provide easy access to crucial product information. Additionally, Jindal Steel organises events such as Architect and Engineer meets, participates in industry conferences, and hosts customer visits to its manufacturing facilities to give direct insight into product safety and production practices.

Throughout the customer lifecycle, Jindal Steel maintains consistent and targeted communication through various channels, including press releases, regular engagements, its company website, blogs, social media campaigns, and video content, supported by rich audio-visual materials aimed at educating consumers and the community. Jindal Steel also conducts product awareness sessions and ensures its technical team visits customer sites to collect feedback, which is essential for product enhancement and innovation.

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

Jindal Steel has established comprehensive mechanisms to inform consumers about any potential disruptions or discontinuations of essential services. These measures include adherence to mutually agreed Technical Delivery Conditions (TDC) with customers, ensuring

transparency and traceability through Mill Test certificates accompanying all finished products. Should disruptions or discontinuations occur, Jindal Steel promptly communicates updates via revised TDCs and introduces new internal grades if product modifications are necessary. The Sales and Marketing teams, in collaboration with Quality Control and Customer Relationship Management teams, maintain regular communication with customers to provide timely updates on any actual or potential disruptions in products, services, or the supply chain. Information is swiftly disseminated through Jindal Steel's official website and a dedicated customer helpline, while social media channels serve as proactive platforms for ensuring prompt notification of any risks. This multi-channel communication approach ensures that Jindal Steel customers remain well informed and are equipped to manage 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)

Jindal Steel provides product information that goes beyond the requirements mandated by local laws, demonstrating its commitment to transparency and customer engagement. In addition to statutory labelling, Jindal Steel includes detailed information on product specifications, dimensions, and quality standards. Customers are also provided with test certificates at the time of sale, which include key details on chemical composition and mechanical properties. This information is further reinforced through product brochures that offer comprehensive technical data to support end-use clarity.

To monitor and enhance customer satisfaction, Jindal Steel conducts monthly consumer satisfaction surveys, particularly focusing on its Key Accounts. Structured feedback is obtained from major customers, which is then analysed and reviewed at the management level to identify improvement areas. Additionally, informal feedback and suggestions received through the Sales and Customer Care teams are continuously monitored and addressed to ensure ongoing customer satisfaction and service excellence.

Independent Practitioner's Reasonable Assurance Report on Identified Sustainability Information in Jindal Steel Limited's Integrated Annual Report, Which Includes the Business Responsibility and Sustainability Report

To the Board of Directors of Jindal Steel Limited

We have undertaken to perform a reasonable assurance engagement for Jindal Steel Limited (the "Company" or "JSL") vide our Engagement Letter dated 23.06.2025 in respect of the agreed Sustainability Information referred in "Identified Sustainability Information" paragraph below (the "Identified Sustainability Information") in accordance with the Criteria stated in the "Criteria" paragraph below. The Identified Sustainability Information is included in the:

Business Responsibility and Sustainability Report ("BRSR") section in the "Integrated Report and Annual Accounts 2024-25" (the "Integrated Annual Report") of the Company for the financial year ended March 31, 2025, pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India ("SEBI") (Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"). The Reporting Boundary for BRSR is as disclosed under Question No. 13 of Section A of the BRSR.

This engagement was conducted by a team comprising assurance practitioners and experts.

Identified Sustainability Information

The Identified Sustainability Information for the financial year ended March 31, 2025, is summarized in Appendix 1 to this report.

Our reasonable assurance engagement was only with respect to the Identified Sustainability Information included in the Integrated Annual Report of the Company for the financial year ended March 31, 2025.

Criteria

The Criteria used by the Company to prepare the Identified Sustainability Information is as under:

- For the information summarised in "BRSR Core indicators" in Appendix 1 to this report, the criteria used is the "BRSR Core", which is a subset of the BRSR, consisting of a set of Key Performance Indicators ("KPIs")/ metrics under nine Environmental, Social and Governance ("ESG") attributes, as per the format of BRSR core specified in Annexure 17A read with the format of BRSR and the Guidance Note given in Annexure 16 and 17, respectively, of SEBI Master Circular for 'compliance with provisions of SEBI LORD Regulations, 2025 by listed entities' dated November 11, 2024 and SEBI Circular on the 'Industry Standards on Reporting of BRSR Core' dated December 20, 2024 (collectively referred to as the "SEBI Circulars").



Management's Responsibilities

The Company's management is responsible for determining the Reporting Boundary of the Identified Sustainability Information and for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulation including the SEBI Circulars, GRI Standards, GHG Protocol and WSA Sustainability Indicators related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, and content preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation, and maintenance of internal control relevant to the preparation of Integrated Annual Report, which includes the BRSR, and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and SEBI Circulars in relation to the BRSR Core, GRI Standards, GHG Protocol and WSA Sustainability Indicators and internally defined criteria by Management of Company in relation to Identified Sustainability Information.

Inherent Limitations in Preparing the Identified Sustainability Information

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. In addition, Greenhouse Gas ("GHG") quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India ("ICAI") which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviours.

SUV & Co. Chartered Accountants (the "Firm") applies Standard on Quality Control 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Practitioner's Responsibilities

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix I, based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements" (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.



These Standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information listed in Appendix I is prepared, in all material respects, in accordance with the Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error and responding to the assessed risks as necessary in the circumstances and evaluating the overall presentation of the Identified Sustainability Information.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures referred above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures.
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
- Made enquiries of Company's Management, including those responsible for Sustainability, Environmental Social Governance ('ESG'), Human Resources (HR), etc., and those with responsibility for managing the Company's Integrated Annual Report, which includes the BRSR.
- Obtained an understanding and performed an evaluation of the design of the key systems, processes, and controls for managing, recording and reporting on the Identified Sustainability Information, including at the sites and corporate office visited. This did not include testing of the operating effectiveness of the management systems and controls.
- Based on above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing, and extent of further procedures.
- Checked the consolidation for various sites and corporate office under the reporting boundary (as mentioned in the Integrated Annual Report, which includes BRSR) for ensuring the completeness of data being reported.
- Performed substantive testing on a sample basis of the Identified Sustainability Information within the reporting boundary to verify that data had been appropriately measured with underlying documents recorded, collated, and reported. This included assessing records and performing testing, including recalculation of sample data to establish an assurance trail.
- Assessed the level of adherence to the BRSR Core, GRI Standards, GHG Protocol, WSA Sustainability Indicators and internally defined criteria by the Management, followed by the Company in preparing the Integrated Annual Report, which includes the BRSR.
- Where applicable for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited standalone financial statements of the Company for the year ended March 31, 2025 and the underlying books and records.
- Evaluated the reasonableness and appropriateness of significant estimates and judgments made by the Management in the preparation of the Identified Sustainable Information.
- Obtained written representations from the Company's Management.

Exclusions

Our reasonable assurance scope excludes the following and, therefore, we do not express an opinion on the same:



- Operations of the Company other than the Identified Sustainability Information listed in Appendix 1 to this report.
- Aspects of the Integrated Annual Report and data/ information (qualitative or quantitative) included in the Integrated Annual Report other than the Identified Sustainability Information.
- Data and information outside the defined reporting period, i.e., the financial year ended March 31, 2025.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company and testing or assessing any forward-looking assertions and/or data.

Opinion


Based on the procedures performed and the evidence obtained, the Company's Identified Sustainability Information summarized in Appendix 1 to this report and included in the Integrated Annual Report, for the financial year ended March 31, 2025, are prepared, in all material respects, in accordance with the "Criteria" section of our report.

Restriction on Use

Our obligations in respect of this report are entirely separate from, and our responsibility and liability is in no way changed by, any other role we may have (or may have had) as auditors of the Company or otherwise. Nothing in this report, nor anything said or done in the course of or in connection with the services that are subject of this report, will extend any duty of care we may have in our capacity as auditors of the Company.

This report has been issued at the request of the Board of Directors of the Company to whom it is addressed, solely to enable them to comply with the requirements of the Sebi Circulars and LODR Regulations, on reporting Company's sustainability performance and activities, and for publishing the same in the Company's Integrated Annual Report, which will be published on the Company's website. Our report should not be used for any other purpose or by any person other than the addressees of our report. SUV & Co. Chartered Accountants does not accept or assume any liability or any duty of care for any other purpose to any person other than the Company.

For SUV & Co
Chartered Accountants
FRN: 029077N



Vikas Kumar Tiwari
Partner

Membership Number: 531947
UDIN: 25531947BMKYSS8315
Date: 06.08.2025
Place: New Delhi



Appendix 1

Identified Sustainability Information

BRSR Core Indicators (for Jindal Steel Limited on a Standalone basis)

S.N.	Principle Indicator and Reference*	Attribute	Parameter (Key Performance Indicators)
1.	Principle 6 — E7	Green-house gas (GHG) footprint	<p>1.Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)</p> <p>2.Total Scope 2 emissions (Break-up of the GHG (CO₂e) into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)</p> <p>3.GHG Emission Intensity (Scope 1 +2)</p>
2.	Principle 6 — E3 Principle 6 — E4	Water footprint	<p>1. Total water consumption</p> <p>2. Water consumption intensity</p> <p>3. Water Discharge by destination and levels of treatment</p>
3.	Principle 6 — E1	Energy Footprint	<p>1. Total Energy Consumed</p> <p>2. % of energy consumed from renewable sources</p> <p>3. Energy intensity</p>



S.N.	Principle and Indicator Reference*	Attribute	Parameter
4.	Principle 6 — E9	Embracing circularity-details related to waste management by the entity	<p>1. a)Plastic waste (A)</p> <p>b)E-waste (B)</p> <p>c)Bio-medical waste (C)</p> <p>d)Construction and demolition waste (D)</p> <p>e)Battery waste (E)</p> <p>f)Radioactive waste (F)</p> <p>g)Other Hazardous waste. Please specify if any. (G)</p> <p>h)Other Non-hazardous waste generated (H) Please specify, if any (Break-up by composition i.e., by material relevant to sector)</p> <p>i) Total waste generated ((A+ B + C +D+E+F+G+H)</p> <p>2.Waste intensity</p> <p>3. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations.</p> <p>4. For each category of waste generated, total waste disposed by nature of disposal method.</p>
5.	Principle 3 – E-1 (c) Principal 3- E-11	Enhancing Employee Wellbeing and Safety	<p>1. Spending on measures towards well-being of employees and workers- cost incurred as a % of total revenue of the company</p> <p>2. Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's constructions sites.)</p>



S.N.	Principle Indicator and Reference*	Attribute	Parameter
6.	Principle 5 — E3 (b) Principle 5 — E7	Enabling Gender in Diversity Business	<ol style="list-style-type: none"> 1. Gross wages paid to females as a % of wages paid. 2. Complaints on POSH
7.	Principle 8 — E4 Principle 8 — E5	Enabling Inclusive Development	<ol style="list-style-type: none"> 1. Input material sourced from following sources as % of total purchases-Directly sourced from MSMEs/ small producers and from within India. 2. Job creation in smaller towns- wages paid to people employed in smaller towns (permanent or non- permanent /on contract) as % of total wage cost
8.	Principle 9 - E7 Principal 1 - E8	Fairness in Engaging With Customers and Suppliers	<ol style="list-style-type: none"> 1. Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9.	Principle 1— E9	Open-ness of business	<ol style="list-style-type: none"> 1. Concentration of purchases & sales done with trading houses, dealers, and related parties. 2. Loans and advances & investments with related parties

*'E' denotes essential indicator

