

ESG Factsheet FY 2023-24



About the Report

ESG Factsheet 2023-24 (Hereafter “The report”, “it”) provides a comprehensive overview of Jindal Stainless Limited (JSL)’s Environmental, Social, and Governance (ESG) performance across three financial years: FY 2021-22, FY 2022-23, and FY 2023-24. The report encapsulates 53 Key Performance Indicators (KPIs) structured around four strategic themes: Ethics, Labour & Human Rights, Environment, and Sustainable Procurement. It aims to provide stakeholders with transparent insights into the company’s progress and contributions toward sustainable and responsible growth while reaffirming its role as a responsible corporate entity dedicated to creating long-term value for its stakeholders.

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
1	Ethics	Number of reports related to whistle blower procedure	Number of reported cases of business ethics related violations through internal or external whistle blower procedure.	No	0	0	0
2	Ethics	Number of confirmed corruption incidents	1. A confirmed corruption incident is defined as the corruption incident that has been found to be a substantiated violation of the corruption related code of conduct, company policies or law. 2. Incident that is still under investigation during the reporting period is not regarded as a confirmed incident.	No	0	0	0
3	Ethics	Number of confirmed information security incidents	1. A confirmed information security incident is defined as the information security incident that has been found to be a substantiated violation of the information security related code of conduct, company policies or law. It includes unauthorized access to company networks, data or applications, breaches of customer privacy, etc. 2. Incident that is still under investigation during the reporting period is not regarded as a confirmed incident.	No	0	0	0
4	Ethics	Percentage of employees trained on business ethics		%	100	100	100
5	Ethics	Percentage of risky trading partners covered by a due diligence process on corruption or information security	Percentage of your trading partners for which risk is identified that are covered by a due diligence process on corruption and/or information security issues. Trading partners refers to suppliers, clients, and other types of intermediaries company has interactions with.	%	0	0	0
6	Ethics	Percentage of all sites assessed or audited internally on a specific business ethics issue	Consolidated data on the percentage of your sites that have gone through a business ethics related internal audit or risk assessment.	%	100	100	100

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
7	Ethics	Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001		%	0	0	0
8	Labour & Human Rights	Percentage of operational sites for which an employee health and safety risk assessment has been conducted	Percentage of all operational sites for which an employee health & safety risk assessment or a hazard identification and risk assessment has been conducted.	%	100	100	100
9	Labour & Human Rights	Percentage of employees covered by formally-elected employee representatives or collective agreements		%	100	100	100
10	Labour & Human Rights	Percentage of employees who received regular performance and career development reviews		%	100	100	100
11	Labour & Human Rights	Percentage of employees who received skills-related training		%	90.87	91.23	85.37
12	Labour & Human Rights	Percentage of employees trained on diversity, discrimination, and harassment		%	30.86	9.50	9.69
13	Labour & Human Rights	Percentage of operational sites assessed for human rights impact or risks	Percentage of all operational sites that have been subject to human rights reviews or impact assessments to identify important issues and risks to the affected stakeholders.	%	100	100	100
14	Labour & Human Rights	Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC	Coverage shall be calculated for each type of certification provided.	%	100	100	100

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
15	Labour & Human Rights	Number of hours worked	<p>1. Number of hours worked over one reporting year. Hours worked is defined as the sum of all periods spent on direct and ancillary activities to produce goods and services.</p> <p>2. If the number of hours worked cannot be directly calculated, it may be estimated on the basis of normal or standard hours of work, taking into account entitlements to periods of paid leave of absence from work (e.g., paid vacations, paid sick leave, public holidays).</p>	Hours	29136312	25365140	36194131
16	Labour & Human Rights	Number of days lost to work-related injuries, fatalities and ill health	<p>1. This metric applies to direct employees (individuals who have a direct employment relationship with your company).</p> <p>2. work-related injuries and fatalities from work-related accidents/ill health</p>	No	49329.5	47175.5	53159.5
17	Labour & Human Rights	Number of work-related accidents	<p>1. An accident refers to an incident that results in injury or consequent ill health.</p> <p>2. This metric applies to direct employees (individuals who have a direct employment relationship with your company).</p>	No	0	3	3
18	Labour & Human Rights	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	<p>1. Annual total compensation includes salary, bonus, stock awards, option awards, non-equity incentive plan compensation, change in pension value, and nonqualified deferred compensation earnings provided over the course of a year.</p> <p>2. Ratio = annual compensation for the highest compensated individual ÷ Median annual compensation for all employees (excluding the highest-compensated individual)</p> <p>3. This metric applies to direct employees (individuals who have a direct employment relationship with your company).</p>	Ratio	Not Monitored	Not Monitored	53.71

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
19	Labour & Human Rights	Average hours of training per employee	<ol style="list-style-type: none"> 1. Training is referred to all types of vocational training and instruction or external education which is paid fully or partly by the company. 2. Average hours of training per employee = total training hours ÷ total number of employees taking part in the training 3. This metric applies to direct employees (individuals who have a direct employment relationship with your company). 	Hours	26.70	23.48	28.93
20	Labour & Human Rights	Percentage of women employed in the whole organization	This metric applies to direct employees (individuals who have a direct employment relationship with your company).	%	2.80	2.89	3.54
21	Labour & Human Rights	Percentage of women at top management level	<ol style="list-style-type: none"> 1. Top management includes all Chief Officers (CEO, CFO, CTO, etc) and all members of mid and top management (directors, VP, team leaders, etc) and excludes members of the board of directors. 2. This metric applies to direct employees (individuals who have a direct employment relationship with your company). 	%	0	2.22	2.24
22	Labour & Human Rights	Percentage of women within the organization's board	<ol style="list-style-type: none"> 1. The organization board refers to the management or supervisory body of a company, including independent and advisory boards. It does not include positions in mid-management and top executive positions. 2. This metric applies to direct employees (individuals who have a direct employment relationship with your company). 	%	25.00	30.00	25.00

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
23	Labour & Human Rights	Average unadjusted gender pay gap	<p>1. Difference between the average gross hourly earnings of employees identifying as male and of employees identifying as women as a percentage of the average gross hourly earnings of employees identifying as male .</p> <p>2. As opposed to the adjusted gender pay gap, the unadjusted gender pay gap does not factor in any differences in pay due to varying years of experience, position titles, contract types, or roles, among others.</p> <p>3. his metric applies to direct employees (individuals who have a direct employment relationship with your company).</p> <p>4. Average unadjusted gender pay gap = [average pay of men - average pay of women] ÷ average pay of men x 100</p> <p>5. This metric applies to direct employees (individuals who have a direct employment relationship with your company).</p>	Ratio	We pay equally irrespective of gender, same is visible in our campus hire policy as well		
24	Labour & Human Rights	Percentage of employees from a minority and/or vulnerable group in the whole organization	<p>1. Minority groups here refer to a wide range of characteristics such as ethnicity, religion, disability, or gender identity.</p> <p>2. Vulnerable groups are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden. For example, children and youth, the elderly, people with disabilities, or refugees.</p> <p>3. This metric applies to direct employees (individuals who have a direct employment relationship with your company).</p>	%	0	0	0

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
25	Labour & Human Rights	Percentage of employees from a minority and/or vulnerable group at top management level	<p>1. Minority groups here refer to a wide range of characteristics such as ethnicity, religion, disability, or gender identity.</p> <p>2. Vulnerable groups are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden. For example, children and youth, the elderly, people with disabilities, or refugees.</p> <p>3. This metric applies to direct employees (individuals who have a direct employment relationship with your company).</p>	%	0	0	0
26	Labour & Human Rights	Percentage of direct employees covered by a living wage benchmarking analysis	Direct employees refer to individuals who are in employment relationships with the company according to national law or practice.	%	Not Applicable	Not Applicable	Not Applicable
27	Labour & Human Rights	Percentage of direct employees paid below living wage	Percentage of direct employees that are paid below a pre-identified living wage ("Living Wage") level according to the results of the living wage benchmarking analysis.	%	Not Applicable	Not Applicable	Not Applicable
28	Labour & Human Rights	Percentage of all employees paid below living wage, including direct employees and non-employee workers	<p>1. Direct Employees are individuals who have a direct employment relationship with your company.</p> <p>2. Non-employee workers include individual contractors supplying labor to the company and workers provided by employment placement agencies. Examples of non-employee workers include:</p> <p>Individual contractors and self-employed workers Temporary agency workers</p>	%	Not Applicable	Not Applicable	Not Applicable

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
29	Labour & Human Rights	Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	<p>The average wage gap can be calculated as follows:</p> <p>Use the pre-defined living wage level from the living wage benchmark, subtract it from the average wage of direct employees paid below the living wage.</p> <p>The percentage then, is calculated using the average wage gap (see above) against the pre-defined living wage level from the living wage benchmark.</p>	%	Not Applicable	Not Applicable	Not Applicable
30	Environment	Percentage of employees trained on specific environmental issues	<p>1. Percentage of employees who have attended any internal or external training on a specific environmental issue.</p> <p>2. The training must be focused on a specific environmental issue relevant to your company's operations, such as energy and greenhouse gas emissions, water, air pollution, or waste.</p>	%	9.72	9.57	10.94
31	Environment	Percentage of operational sites assessed on specific environmental risks	<p>1. Percentage of operational sites assessed on a specific environmental issue.</p> <p>2. The risk assessment must be focused on a specific environmental issue relevant to your company operations, such as energy and greenhouse gas emissions, water, air pollution, waste.</p>	%	100	100	100
32	Environment	Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001	<p>Please separate the % value according to different certifications.</p> <p>E.g. for ISO 14001 , ISO 50001 separately.</p>	%	100	100	100
33	Environment	Percentage of total energy consumption from renewable sources	<p>Renewable energy is understood as energy derived from natural sources that are replenished at a higher rate than they are consumed. This includes the above mentioned sources and excludes oil, coal, and fossil natural gas.</p>	%	0.01	0.40	0.57

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
34	Environment	Percentage of total waste from company operations diverted from landfills	<p>1. Percentage of total waste produced from operations that are diverted from landfills, i.e. directed towards recycling or other material valorization processes.</p> <p>2. Material valorization methods can include reuse, upcycling, composting, methanisation.</p>	%	100%	100%	100%
35	Environment	Total gross Scope 1 GHG emissions		TCO2e	2816979	2548227	2992334
36	Environment	Total gross Scope 2 GHG emissions (market or location-based)		TCO2e	684949	735756	787141
37	Environment	Total gross Scope 3 GHG emissions		TCO2e	Not Disclosed	2781558	3345443
38	Environment	Total gross Scope 3 Downstream GHG emissions	<p>Scope 3 downstream emissions includes all indirect GHG emissions related to sold goods and services. Scope 3 Downstream emissions include the following categories (as defined by GHG Protocol):</p> <p>downstream transportation and distribution processing of sold products use of sold products end-of-life treatment of sold products downstream leased assets franchises investments</p>	TCO2e	Not Disclosed	2144492	2433995

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
39	Environment	Total gross Scope 3 Upstream GHG emissions	<p>Scope 3 upstream emissions include all indirect GHG emissions related to purchased or acquired goods and services. Scope 3 Upstream emissions include the following categories (as defined by GHG Protocol):</p> <ul style="list-style-type: none"> purchased goods and services capital goods fuel and energy related activities (not included in scope 1 or 2) upstream transportation and distribution waste generated in operations business travel employee commuting upstream leased assets 	TCO2e	Not Disclosed	637066	911449
40	Environment	Total energy consumption	Energy consumption includes fuels before combustion and the amount of purchased energy inputs which include electricity, heat, steam and cooling for use by operations.	GJ	32571116	30275547	35143709
41	Environment	Total renewable energy consumption		GJ	2919	12743	200194
42	Environment	Total water consumption	Water Consumption = Water Withdrawal - Water Discharge	Million cubic meters	11.69	11.68	12.77
43	Environment	Total amount of water recycled and reused	<ol style="list-style-type: none"> 1. Water and wastewater (treated or untreated) that has been used more than once before being discharged from the undertaking's boundary, so that water demand is reduced. 2. This may be in the same process (recycled), or used in a different process within the same facility or another of the undertaking's facilities (reused). 	Million cubic meters	0.45	0.72	0.84

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
44	Environment	Total weight of air pollutants	<p>Air pollutants refer to any direct or indirect emission of pollutants into the air (both indoor and outdoor). Air pollutants include:</p> <p>SOx (sulphur oxides) NOx (nitrogen oxides) CO (carbon monoxide) PM (particulate matter) Heavy metals POPs (persistent organic pollutants) VOCs (volatile organic compounds) ODS (ozone-depleting substances) NH3 (ammonia) other (hazardous) chemicals regulated by REACH and CLP including their compounds (e.g. SVHC, chlorine, fluorine, bromine, iodine, asbestos, cyanides, other CMRs, PBTs, EDCs)</p>	MT	4113	4917	6168
45	Environment	Total weight of hazardous waste	Sum total of hazardous waste generated, recycled, reused, recovered, transported, exported, imported, and treated by the company operations in tons	MT	56295	67582	75298
46	Environment	Total weight of non-hazardous waste	Total non-hazardous waste emitted by the company operations, independently of the treatment or disposal method used.	MT	1601517	1561002	1509321
47	Environment	Total weight of waste recovered	<p>1. Total weight of waste (hazardous and non-hazardous) that is subject to recovery treatment at the end of its life.</p> <p>2. Waste for recovery is waste that undergoes one of the following treatments: reusing, recycling, composting, and other recovery operations.</p> <p>3. Waste that is not sorted on site but which would benefit from recovery through the treatment of ordinary industrial waste (OIW) by the municipality cannot be included in the quantity of waste recovered.</p>	MT	1777700	1628582	1657811

S.N.	Pillar	Key Performance Indicators (KPIs)	Definition	UOM	FY 2021-22	FY 2022-23	FY 2023-24
48	Sustainable Procurement	Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct		%	0	0	100
49	Sustainable Procurement	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements		%	0	100	100
50	Sustainable Procurement	Percentage of targeted suppliers that have gone through a CSR assessment (e.g. questionnaire)		%	0	0	0
51	Sustainable Procurement	Percentage of targeted suppliers that have gone through a CSR on-site audit		%	0	0	0
52	Sustainable Procurement	Percentage of buyers across all locations who have received training on sustainable procurement		%	100	100	100
53	Sustainable Procurement	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building		%	0	0	0



INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Jindal stainless Limited on its ESG Factsheet for the FY 2021-22, FY 2022-23 & FY 2023-24

The Board of Directors,

Jindal Stainless Limited,
Jindal Centre
12, Bhikaji Cama Place,
New Delhi - 110066, India

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as SGS India) was contracted by Jindal stainless Limited (the 'Company') to conduct an independent verification of its ESG factsheet data pertaining to the reporting period i.e. 1st April 2021 to 31st March 2024. SGS India has conducted Reasonable level Assurance for the reporting period of 1st April 2023 to 31st March 2024 and Limited level assurance for the reporting period of 1st April 2021 to 31st March 2023. This assurance engagement was conducted in accordance with the "International Standard on Assurance Engagements (ISAE) 3000 (revised)".

Intended Users of this Assurance Statement

This Assurance Statement is provided with the intention of informing all Jindal stainless Limited's Stakeholders.

Responsibilities

The information in the ESG factsheet and its presentation are the responsibility of the management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, calculation, and statements within the defined scope of verification, aiming to inform the Management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific purpose, and it is not intended for use in interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope. The Company holds the responsibility for preparing and ensuring the fair representation of the verification scope.

Assurance Standard

SGS India has conducted Reasonable level Assurance for the reporting period of 1st April 2023 to 31st March 2024 and Limited level assurance for the reporting period of 1st April 2021 to 31st March 2023. This Assurance engagement is conducted in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable/ Limited level of assurance'. The procedures performed in a limited assurance engagement are designed to support expectations regarding the direction of trends, relationships and ratios rather than to identify misstatements with the level of precision expected in a reasonable assurance engagement.

Statement of Independence and Competence

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from Jindal stainless Limited, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

Scope of Assurance

The assurance process involved assessing the quality, accuracy, and reliability of ESG factsheet data for the period April 1, 2021, to March 31, 2024. The reporting scope and boundaries include 2 offices, 1 Mine, 3 manufacturing sites and 4 stockyards spread across the different states of India.

The boundary covered the following sample locations for the assessment:

- Jindal stainless limited, Jajpur plant, Odisha
- Jindal stainless limited, Hisar plant, Haryana
- Jindal Stainless Centre, Corporate Office, Gurgaon

Assurance Methodology

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the ESG factsheet and assessed the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the ESG Factsheet KPIs.
- Assessing the data reporting process at Site as well as Plant level and aggregation process of data at the Head Office level
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the ESG Factsheet KPIs.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in “Findings and Conclusion.”
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company’s statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

SGS India verified data on a sample basis; the responsibility for the authenticity of data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

Findings and Conclusions

ESG Factsheet data for Reporting period 1st April 2023 to 31st March 2024:

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its ESG factsheet (As per Annexure A) is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the reporting criteria.

ESG Factsheet data for Reporting period 1st April 2021 to 31st March 2023:

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the information presented by the Company in its ESG factsheet (As per Annexure A) is not prepared, in all material respects, in accordance with the reporting criteria.

For and on behalf of SGS India Private Limited



Ashwini K. Mavinkurve,

Technical reviewer
Head – ESG & Sustainability Services, SGS India
Pune, India
6th January, 2024



Abhijit M. Joshi

Lead Verifier – ESG & Sustainability Services, SGS
India
Pune, India

Team Members: Blessy Sen

Annexure A

SGS India verified the following ESG KPIs given in the Table below:

Ethics	<ul style="list-style-type: none"> • Number of reports related to whistleblower procedure • Number of confirmed corruption incidents • Number of confirmed information security incidents • Percentage of employees trained on business ethics • Percentage of all sites assessed or audited internally on a specific business ethics issue
Labour & Human Rights	<ul style="list-style-type: none"> • Percentage of operational sites for which an employee health and safety risk assessment has been conducted • Percentage of employees covered by formally-elected employee representatives or collective agreements • Percentage of employees who received regular performance and career development reviews • Percentage of employees who received skills-related training • Percentage of employees trained on diversity, discrimination, and harassment • Percentage of operational sites assessed for human rights impact or risks • Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC • Number of hours worked • Number of days lost to work-related injuries, fatalities and ill health • Number of work-related accidents • Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees • Average hours of training per employee • Percentage of women employed in the whole organization • Percentage of women at top management level • Percentage of women within the organization's board • Average unadjusted gender pay gap
Environment	<ul style="list-style-type: none"> • Percentage of employees trained on specific environmental issues • Percentage of operational sites assessed on specific environmental risks • Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001 • Percentage of total energy consumption from renewable sources • Percentage of total waste from company operations diverted from landfills • Total gross Scope 1 GHG emissions • Total gross Scope 2 GHG emissions (market or location based) • Total gross Scope 3 GHG emissions • Total gross Scope 3 Downstream GHG emissions • Total gross Scope 3 Upstream GHG emissions • Total energy consumption • Total renewable energy consumption • Total water consumption • Total amount of water recycled and reused • Total weight of air pollutants • Total weight of hazardous waste • Total weight of non-hazardous waste • Total weight of waste recovered
Sustainable Procurement	<ul style="list-style-type: none"> • Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct • Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements • Percentage of buyers across all locations who have received training on sustainable procurement

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