



JINDAL STAINLESS LIMITED

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Title	Diversity, Equity & Inclusion Policy
Effective Date	29.01.2025
Approved by	Board of Directors
Last revision Date	-

1. Objective

To Foster a diverse and equitable work environment that embodies Jindal Stainless Limited's core values thereby ensuring a safe and inclusive space for all employees to contribute their best, free from discrimination, harassment, physical, psychological & verbal abuse.

2. Scope and applicability

The Diversity, Equity, and Inclusion Policy ('DEI Policy') applies to all employees of Jindal Stainless Limited and/or Group entities (hereinafter, referred to as 'Company/JSL/We/Our') encompassing all permanent, temporary, contractual and probationary employees.

3. Definitions

- **Diversity:** The richness of backgrounds, experiences, and perspectives within a workforce.
- **Equity:** Ensuring fairness and providing everyone with equal access to opportunities, resources, and advancement.
- **Inclusion:** Fostering a culture where everyone feels valued, respected, and has a sense of belonging.

4. Core Values

Our commitment to DEI aligns seamlessly with our core values of:

- **Integrity:** We conduct ourselves with honesty, fairness, and respect in all interactions, fostering trust and open communication. This ensures a transparent and unbiased approach to all initiatives.
- **Respect for Individual:** We value the unique contributions of every employee, regardless of background. This forms the foundation for building a truly inclusive workplace.
- **Meritocracy:** We recognize and reward achievements based on merit and contribution. This philosophy extends to the Reward & Recognition programs.
- **Dynamic Thinking:** We embrace diverse perspectives within the workforce to foster dynamic thinking.
- **Creativity and Innovation:** We believe that new ideas and approaches lead to success. A diverse and inclusive environment cultivates creativity and innovation, which are essential for achieving our goals.
- **Social Responsibility:** We are environmentally and socially responsible, ensuring a thriving future for our company and the communities we touch.

5. Guidelines

The Company takes a range of actions and improvements to support the DEI principles:

- **Recruitment and Selection:** JSL implement fair and unbiased practices that attract and select a diverse pool of qualified candidates for all positions irrespective of gender, race, religion and nationality. JSL value employee referrals and encourage the recommendation of talented individuals from all walks of life.
- **Learning and Development:** JSL provides ongoing opportunities for all employees to develop their skills and knowledge, focusing on topics like unconscious bias and cultural competency. The Company invest in professional growth through training programs, mentorship opportunities, and knowledge-sharing initiatives.

- **Compensation and Benefits:** The Company ensure fair and equitable compensation and benefits practices that are free from discrimination based on any protected characteristic.
- **Performance Management:** JSL conduct performance evaluations based on objective criteria and promote opportunities for advancement based on merit and contribution.
- **Reward and Recognition (R&R):** JSL recognize and reward employees at all levels who contribute to a diverse and thriving workplace. This recognition and reward is based on merit and can take various forms, such as public acknowledgment, nominations for awards, or professional development opportunities.
- **Workplace Culture:** JSL cultivates a culture of respect and inclusion through open communication, prompt and effective addressing of discrimination and harassment complaints, and celebration of diversity. We have established clear channels for employees to voice their concerns and ensure a safe and inclusive work environment.
- **Empowering Responsible Citizens:** JSL fosters a spirit of social responsibility by encouraging employees to participate in CSR initiatives that promote diversity and inclusion within our communities. This allows employees to contribute to building a more equitable and representative society,
- **Cultivating Inclusive Communication:** Company recognize the power of language in shaping a respectful and inclusive work environment. JSL empowers employees to become Inclusive by promoting the use of respectful and unbiased language in all forms of communication, including emails, meetings, presentations, and everyday conversations.
- **Partnerships & Collaborations:** We seek partners who share our commitment to creating a positive and sustainable impact. Through open communication and a collaborative spirit, we can work together to advance shared values of diversity, equity, and inclusion within our supply chain by aligning our best practices.

6. Grievance Reporting Channel –

All the concerned employees may register their grievances/complaints related to discrimination, harassment, physical, psychological & verbal abuse at (whistleblower@jindalstainless.com). However, the mechanism for handling grievance shall be aligned with the Company's stakeholder grievance policy based on the principles of legitimacy, accessibility, predictability, equitability, and transparency.

7. Accountability and Review –

The Policy will be periodically reviewed and updated as required. Any amendments to the Policy would be undertaken with the approval of the Board of Directors.