



SUSTAINABILITY REPORT 2017-18

Jindal Stainless (Hisar) Limited



Championing Sustainability:
Stainless Steel





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CHAIRMAN'S MESSAGE



Dear Stakeholders,

It is my great pleasure to present our Annual Sustainability Report for the financial year 2017-2018. Jindal Stainless (Hisar) Limited, the pioneer stainless steel company in India, stands testimony to the metamorphosis of the stainless steel industry. In 2017, India became the second largest producer of stainless steel in the world; a moment of pride for JSHL in knowing that we contributed to the occurrence of this great milestone. Being in the stainless steel industry for nearly five decades, we have set a plethora of trends and best practises in the national & international stainless steel markets

With a vision to improve lives through trustworthy and innovative stainless steel solutions, we aspire to be the world's leading and most trusted stainless steel company. We continually work towards delivering superior value to all our stakeholders; forging reliable relationships with customers, suppliers, employees and all other stakeholders as well. Our world class stainless steel solutions enable us in having longer and deeper rooted relationships with all our stakeholders.

Sustainability is one of the founding principles of our operations at JSHL. With a firm focus on the triple bottom line, we have streamlined

our business decisions to incorporate social, environmental and economic parameters. We have carefully crafted our sustainability management programs to help us meet the triple bottom line challenges that the world faces today. Our sustainability framework includes aspects that are focused on the planet such as energy management, emissions management, water management, waste management; profit such as sustainable revenue generation and distribution; people such as employee management and community development.

Our Sustainability endeavours in 2017- 18 showcase our commitment to building a conscious and responsible business. Committed to protecting the planet, environmental protection will continue to be a prudent part of our operations. We deploy year round initiatives to reduce our environmental footprint at various stages of business development. Currently, we have developed processes to make a phenomenal shift into going paperless across various business functions. In the current year, we have made investments of over ₹ 16.25 Crores in environmental protection initiatives. Our investments have helped us decrease 93,289.62 tons of GHG (Cross Check) emissions. We continually pursue our aim of becoming a zero discharge facility, with an ultimate goal of 100% utilization of all the valuable and recoverable wastes generated from our facility, thus leading to overall economic and operational efficiency. People Management is an integral part of our sustainability agenda. We have created a diverse and inclusive workforce; we continually strive to enrich the lives of our workforce in their journey with us. In line with our vision to be a responsible business, we have developed a work platform that continually supports and empowers women. Spearheading social development, we have developed a robust CSR framework to

improve community livelihoods. Our CSR interventions include activities such as promoting education, enhancing vocational skills, supporting women empowerment & organic farming.

Invigorating business growth, we have set up various development initiatives focused on IT in 2017- 18 Development of Safety Intranet Portal, Digitalization of MRO Receipts, Automation of Customer Complaints, Logistics, Automation of Quality Based Deductions in Raw Material Bills of Domestic Purchases, Supply Chain Digitalization and many more. As our contributions to sustainability grew, our business equally grew, generating profits of 395.70 crores by the end of March 2018.

Our relentless efforts in sustainability helped us earn Golden Peacock Award (Environment Management, 2017), 23 Gold and 7 Silver medals in CCQC, 2017, 1 Excellence and 6 PAR Excellence awards in NCQC, 2017 and Behaviour based Safety Award (Outstanding Initiatives Taken)

We will continue to innovate and grow in our journey to build a sustainable empire by increasing our sustainability performance year on year. Through the 2017-18 sustainability report, we hope to be transparent about our sustainability endeavours to all stakeholders involved. With your continual support, we hope to reach many more landmarks in the sustainability front.

Ratan Jindal
Chairman
JSHL

MD's MESSAGE



Dear Stakeholders,

I am very pleased to present our Sustainability Report for Jindal Stainless (Hisar) Ltd for the financial year 2017-2018. Through this report, we hope to be transparent about our triple bottom line performance, showcasing our responsibility towards “People, Profit & Planet”. Carrying on Jindal Stainless’s five decade legacy, we relentlessly continue to draw inspiration from our founding principles by committing to the common good of the community at large. Since our advent, we have transformed into India’s largest stainless steel producing company.

We aim to be an environmentally responsible business-We aspire to build a robust and resilient environmental management strategy to reduce our environmental impact at every step of our operations. As an ISO 14001:2015 (Environmental Management System) certified company, we have inculcated an environmentally conscious behaviour into operations. Our environmental focus areas revolve around energy management, water management, waste management & emissions management. Energy being one of our biggest focus areas, we have initiated various interventions to reduce energy impact through energy conservation activities, usage

of alternative sources of energy & increasing investments in energy conservation equipment. Being environmental stewards, we continually conduct environmental surveillance monitoring to analyse air quality, water quality & noise monitoring at various locations within our plants.

We will continue to build a profitable business. - Our endeavours to create a profitable business have helped us grow by over 34% since the previous year, reaching net revenue of INR 9259 crore in 2017-18. With a growth in profit after tax (PAT) of 82% & sales volumes increasing by 13% since the previous year, we continually exhibit a year on year growth momentum. Currently, we cater to 1000+ active customers from various segments including Nuclear, Petrochemical, Pharmaceutical, Power, Food & Dairy, Kitchenware, Lift & Elevators, Metro Coaches, Precision Steel, Sugar & Distilleries and many more.

We strive to develop a diverse workforce- We have crafted an effective, ethical and efficient work environment conducive to our talent. Diversity & Inclusion is a paramount aspect of our talent acquisition strategy. In our journey to build a diverse and inclusive workforce, we have been an active member of the United Nations Global Compact. Our employees continue to be the building blocks of our company; “Progress with People” being at the heart of our corporate ethos and human resources policies. We nurture the strongest talent in the industry to meet with all our business challenges.

We are committed to community livelihood development-Corporate Social Responsibility is at the heart of our Sustainable Development Philosophy. Aligned with our vision of

“Improving lives through trustworthy and innovative stainless steel solutions”, we have developed a CSR framework with a firm focus on inclusive development. As a responsible organization, we will always consider sustainability a priority while we reach out to our business goals and targets. We will continue to put conscious sustainability efforts in our pursuit of holistic environmental, social and economic development. Our Sustainability Report 2017-18 further details out our relentless triple bottom line efforts.

Abhyuday Jindal
Managing Director
JSHL

ABOUT JSHL.

With an annual production capacity of approximately 800,000 tons per annum of stainless steel, Jindal Stainless (Hisar) Limited (JSHL) was India's first stainless steel manufacturing plant. The Hisar Plant is a fully integrated stainless steel Plant with both backward and forward integration systems in place. This process entails melting, casting, hot rolling to cold rolling and further value additions. Our product range includes stainless steel slabs and blooms, hot rolled coils, strips, plates and coin blanks, precision strips and cold rolled coils and cater to multitude of industries like construction, automobile, railway, process engineering and consumer durables.

We have our headquarters located in New Delhi, while our state-of-the-art production facility is located in Hisar, Haryana. JSHL is the leader in the global stainless steel strips for razors blades production. We are also the largest producers of coin blanks for the Indian market, though we serve the needs of international client. In addition, our speciality product division develops high end precision and speciality stainless steel requirements for a broad range of domestic and global customers.



VISION.

Improving lives through trustworthy and innovative stain-less solutions

Improving Lives

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

Through Trustworthy

We will strive to be the most trusted and respected organization in the way we conduct ourselves with our employees, suppliers, shareholders, customers and communities and reflect our core of being truly stainless

And Innovative

We will always work towards innovating for better, be it processes, practices, solutions, delivering value added and innovative solutions to the world in our areas of work

Stain-less Solutions

We will strive to provide total solutions to our customers with reliable pre and post sale services and advisory. We will educate communities on properties (strong, versatile, corrosion resistant) and use of stainless steel and encourage downstream industries

MISSION.

- To be a leading stainless steel company in the world.
- Forging reliable relationships with customers, suppliers, employees and all other stakeholders.
- Building strong capabilities driving innovative practices, high quality and competitive solutions.

Leading Stainless Steel Company In The World

We will strive to be amongst the top stainless steel players in the world by increasing our capacity and its utilization resulting in revenue and net profit growth

Reliable Relationships With Customers, Suppliers and All Other Stakeholders

We will build long lasting relationships and uphold our commitment to the highest standards thereby becoming preferred choice for our customers, suppliers and stakeholders

Strong Capabilities

We will build or buy appropriate technology, focus on research & development and develop people capabilities

Innovative Practices

We will evolve best in-class innovative practices (business, manufacturing and people) to help our customers, suppliers, employees, shareholders and communities

High Quality

We will strive to offer stainless steel products and services of the highest quality that is required

Competitive Solutions

We will strive to provide agile, cost competitive and efficient stainless steel solutions to our customers; giving us an edge over our competitors

INITIATIVES IN 2017-2018.

1



DEVELOPMENT OF SAFETY INTRANET PORTAL

2



DIGITALIZATION OF MRO RECEIPTS INSPECTION AND APPROVAL

3



AUTOMATION OF CUSTOMER COMPLAINTS INFORMATION FLOW

4



INBOUND AND OUTBOUND LOGISTICS COPQ SUBMODULE DEVELOPMENT IN SAP

5



AUTOMATION OF QUALITY-BASED DEDUCTIONS IN RAW MATERIAL BILLS OF DOMESTIC PURCHASES

6



SYSTEM-BASED PLANNING/MRP FOR STORE CONTROLLED ITEMS

7



IMPLEMENTATION OF ANNUAL RATE CONTRACTS IN SAP

SUPPLY CHAIN

- Highest ever HRAP production & Dispatch
- Highest ever CRAP production & Dispatch
- 16% Increase in CRAP Saleable production over last year
- 15% Increase in CRAP Thinner dispatches over last year

AWARDS & ACCOLADES

- Golden Peacock Award (Environment Management, 2017)
- 23 Gold & 7 Silver Medals in CCQC, 2017
- 1 Excellence & 6 PAR Excellence Awards in NCQC, 2017
- Behaviour Based Safety Award (outstanding initiatives taken)

ABOUT THIS REPORT.

After a successful release of our first sustainability report in 2017 with disclosures of data of our performance, impacts and achievements across Environment, Economic and Social Aspects, we have now published our second sustainability report for 2018. We continue to focus on providing robust and transparent reporting of our sustainability performance, challenges and achievements to all our stakeholders.

Report boundary

Disclosures for this report under Economic, Environment and Social for our manufacturing facility at Hisar, Haryana and our corporate office in New Delhi has been integrated into the scope of the report. The report entails all the operations we control and have a significant impact on our sustainability targets. However our report does not include the boundary of our subsidiaries which include – JSL ARC, JSL Lifestyle and JSSL.

Report timeline

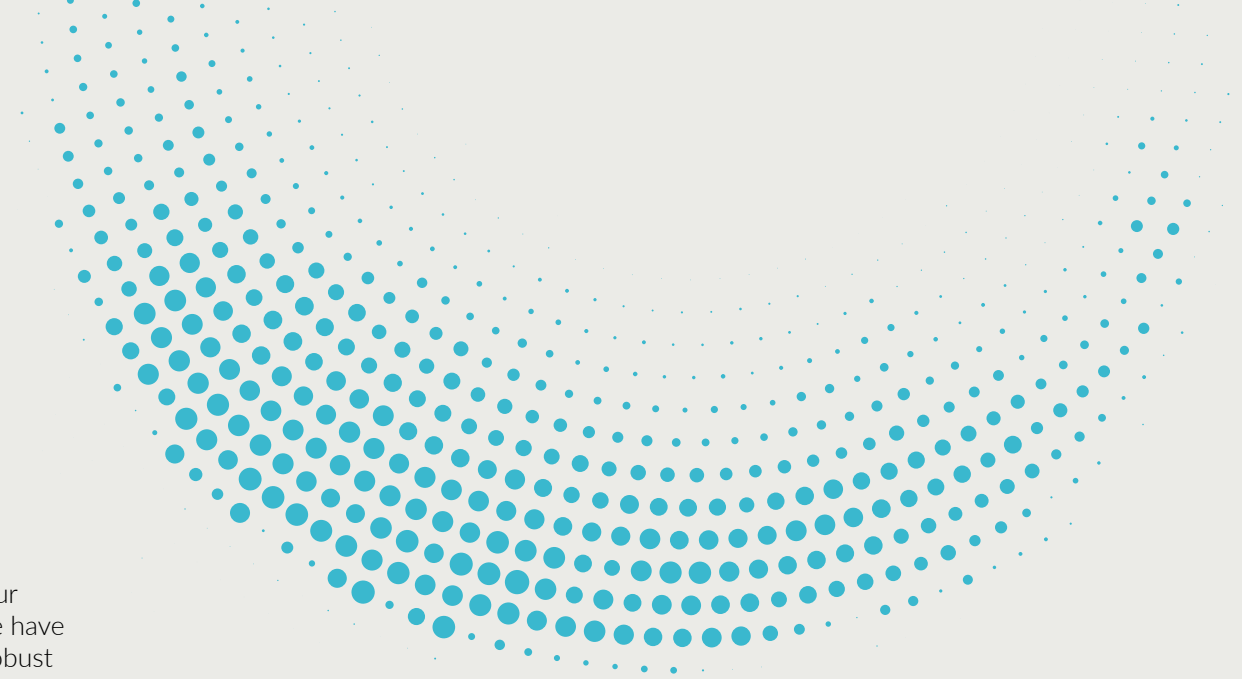
Our report covers data for the reporting period between 1st April 2017 to 31st March 2018. The report is published on an annual basis.

Report content

Our report has been developed with consultation with all our stakeholders, which include internal and external stakeholders. A thorough materiality analysis was conducted to understand sustainability parameter that are important to us which have a significant impact to our business operations.

GRI Application Level

At JSHL, we have developed our second sustainability report using the internationally recognized Global Reporting Initiative (GRI) Standard Guidelines. The report has been developed using the “Core” approach under the GRI Standards.



Contact information



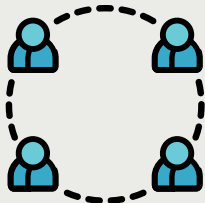
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OUR STAKEHOLDERS.

At JSHL, we engage with stakeholders using various communication platforms and engagement channels to gain in-depth understanding of our stakeholder's expectations. Working together with our sustainability team, we carry out extensive materiality exercise to develop superior sustainability strategy incorporating our stakeholder's priorities. We believe that establishing strong relationship with all our stakeholders invokes transparency and builds trust.

In collaboration with the board members, our sustainability team also reviews the stakeholder map to ensure that it reflects the type of engagement we have with them individually.

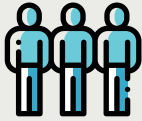
This year, we have identified and prioritized our key stakeholders into five main categories. Prioritization has been done based on two main criteria- influence and impact. The following are the key stakeholders we have identified, type of engagement with each and frequency

Stakeholders	Type of engagement	Why?
 Investors	<ul style="list-style-type: none"> Annual General Meeting – Annual Annual Report including inter alia the consolidated and standalone financial results and the Reports of the Directors and Auditors thereon. - Annual 	We add value to our investors by being a sustainable business. We demonstrate leadership, transparency and commitment towards sustainability.
 Suppliers	<ul style="list-style-type: none"> Vendor Meets – Periodic basis Vendor Satisfaction Surveys – Half yearly Vendor Review Meets - Quarterly 	We recognize our suppliers as our partners and they play a crucial role in delivering high quality products and services. This will further improve my sustainability performance.
 Communities	<ul style="list-style-type: none"> Local Community Meets – Daily Interview with Local NGOs – Need basis Press Releases - Periodic Due Diligence and Need based Assessments - periodic 	We have taken several initiatives to satisfy local needs. Skill development centers were opened to improve their skills and enhance their employability.

Stakeholders

Type of engagement

Why?



Customers

- Conduct customer satisfaction survey – every two years. Eg; Voice of customer.
- One-on-one meetings
- Customer portal

We strive to add value to our customers by providing them with best in class services. We communicate with them to improve the quality of our products and services.



Employees

- Training and skill development
- Global employee engagement programs

We offer equal opportunities to all our employees irrespective of the gender. Personal and career development programs are organized across multiple functions.

HIGHLIGHTS

Customer Satisfaction Study:

At JSHL, we conduct customer satisfaction study every two years. The respondents are selected scientifically from the universe of all domestic customers. In 2017-18, 133 out of 450 active customers were interviewed, spread

across geographies and segments. Based on the Jindal Stainless business model, the focus was on repeat customers to capture long-term views.

Customer Satisfaction score – 3 point scale



Delighted

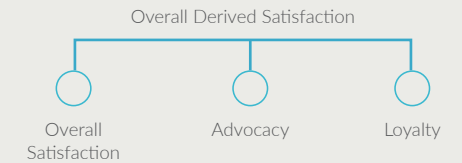


Satisfied



Dissatisfied

Computation of the cumulative score

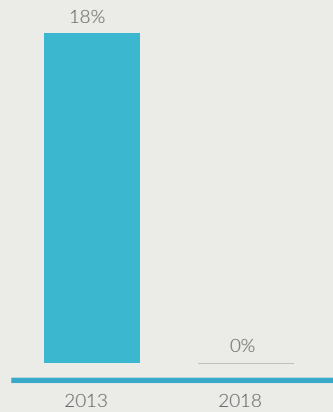


Clubbed under 4 hard factors, there were 25 different attributes that the customers had to rate on a scale of 1-10. Each attribute had a separate weightage attached to it, depending on its importance to customers. Jindal Stainless'

competition was classified into three categories for benchmarking, namely Supplies from China, Supplies from sources other than China, and Supplies from the Salem Plant of SAIL.

Results:

The overall derived satisfaction index stood at 71% with an appreciable improvement compared to previous years

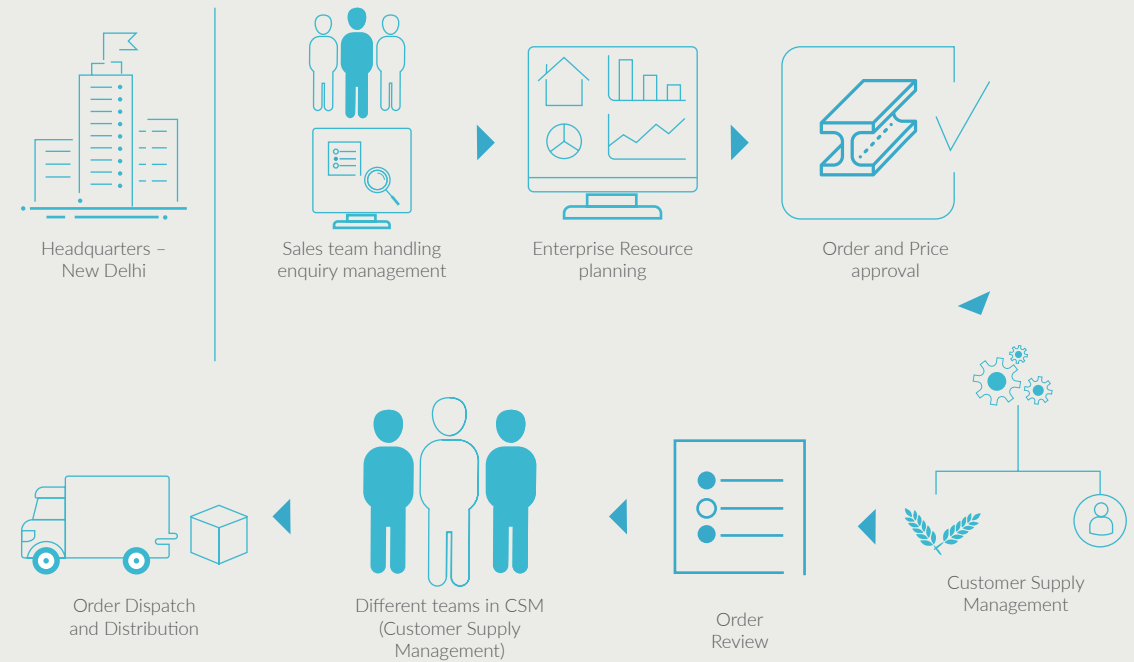


Customer Dissatisfaction

A round wise comparison of customer satisfaction reports from 2013 to 2018 showed that the percentage of dissatisfaction went down from 18% in 2013 to 0% in 2017-18. Although imports from China pose threat to the domestic stainless steel industry, Jindal Stainless fared better than imports from China under

all pillars i.e. Overall satisfaction, Advocacy and Loyalty and eventually the Overall derived satisfaction. Our credibility, test certificates, product performance, and supplies as per the agreed technical conditions were the parameters on which we were highly rated by our customers.

Supply Chain:



Headquartered in New Delhi, the central sales team books the order and feeds in the ERP (Enterprise Resource Planning) system. They hold the responsibility of bringing in leads, managing customer requirements, managing invoice, sales order follow-ups and many more through “Enquiry Management System”. This is followed by “Approval procedure” where date of delivery and pricings are decided. Customer Supply Management holds “Production standard meetings” to ensure if the quality and quantity standards are met.

“Order review” forms the next stage of the process where the sales order is duly checked if it is matching with our production standards, delivery time of products of different grades,

checked for certifications or testing requirements, tolerances etc. In case of any discrepancy between the type of order and our production standards, we do our best to match the two aspects. Our customers are also kept informed about the entire scenario. As soon as the order is released in the system, different teams in customer supply management take care of check stock, production procedures, allocation of stock to order, initiating stock from casting in case of stock shortage. Once all the parameters are met and the release production plan and material is ready, the order is dispatched to customers.

MATERIALITY.

At JSHL, we address all the key issues not just from corporate perspective but mainly from stakeholders viewpoint. We see them as a big step towards achieving our sustainability goal. Detailed materiality workshop was conducted where issues were identified through stakeholder engagement and categorizing those issues according their materiality. The materiality matrix will reflect issues that have high impact on JSHL as well as a high level of stakeholder concern.

Social

- 1 Employment
- 2 Labour Management Relationships
- 3 Occupational Health and Safety
- 4 Training and Education
- 5 Diversity and Equal opportunity
- 6 Non Discrimination
- 7 Human Rights Assessments
- 8 Local Communities
- 9 Supplier Social Assessment
- 10 Customer Health and Safety
- 11 Public Policy
- 12 Compliance
- 13 Grievance Mechanism

Economic

- 1 Economic Performance
- 2 Indirect Economic Impacts
- 3 Local Hiring
- 4 Anti Corruption
- 5 Anti Competitive
- 6 Systemic Risk Management
- 7 Customer Satisfaction

Environment

- 1 Materials
- 2 Energy
- 3 Water
- 4 Biodiversity
- 5 Emissions
- 6 Effluents and Waste
- 7 Environmental Compliance
- 8 Transport



CORPORATE GOVERNANCE.

JSHL recognizes communication as a key element of the overall corporate governance framework and therefore, emphasizes on seamless and efficient flow of relevant communication to all our stakeholders. We believe in channelizing our operations and actions to serve as a fundamental goal of increasing the overall value of our stakeholder for a sustained period of time. As a public limited company, transparency and fair trade is essential. To retain investor's trust and generate sustainable corporate growth, we adopt appropriate disclosure procedures, transparent accounting policies, strong and independent Board practices and highest level of ethical standards. We believe that our operations and actions must serve the underlying goal of enhancing overall stakeholders value creation for a long time.

Our management consists of board of directors that are highly qualified, with realistic approach and expertise. They have the highest authority and are the ultimate decision makers, demonstrating integrity, reliability, ability to proactively resolve any issues that may arise. Keeping abreast of the latest developments in stainless steel industry, fluctuating market conditions, evolving legislations and sustainability, they make self-regulating

judgements on critical issues of potential risks, operational efficiency, strategy and code of conduct. They also give feedbacks on key areas like performance, risk management and business standards.

- Composition of our Board:
- Chairman – [Mr. Ratan Jindal](#)
- Director – [Mrs. Deepika Jindal](#)
- Managing Director – [Mr. Abhyuday Jindal](#)
- Executive Director and Whole Time director – [Mr. Jagmohan Sood](#)
- 5 Independent Directors including 1 female independent director Mrs. Arti Luniya and 3 are Non-executive directors

For the smooth functioning of the management, the board has formed committees for different aspects. They are responsible for JSHL's governance structure, decision making and efficient management of our business. The composition of these committees are formed according to the Companies Act, 2013 and Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI LODR"). The participants are selected by the board members. The discussions in Committee meetings and the recommendations made by various Committees are updated to the board.

Audit

Nomination and Remuneration

Stakeholders Relationship

Risk Management Committee

Corporate Social Responsibility

Sub Committee of Directors

Share Transfer Committee

- Mr. Abhyuday Jindal has been appointed as the Managing Director effective from 26th April. He was earlier on the list of board of directors in the capacity of Non-executive Vice Chairman of the company.
- Mr. Ashok Kumar Gupta has ceased to be the Whole Time Director w.e.f 15th May 2018. Mr. Jagmohan Sood has been appointed as the Whole Time Director w.e.f 15th May 2018.
- Mrs. Arti Luniya has been appointed as an Additional Director (Independent) w.e.f 26th July 2018.

The Committees constituted by the Board play a very important role in the governance structure of the Company. Currently, there are 7 committees of the board namely Audit Committee, Corporate Social Responsibility

Stakeholders Relationship Committee

The Stakeholders Relationship Committee takes care of grievances of shareholders pertaining to transfer of shares, payment of dividend and non receipt of annual report and lays out measures for expeditious and effective investor service. The Company has duly appointed Registrar & Share Transfer Agent (R&T Agent) for servicing the shareholders holding shares in physical or dematerialized form.

The CSR Committee

The Corporate Social Responsibility Committee is formed to promote a culture that supports social responsibilities like strategic philanthropy and community development. The CSR initiatives aim to address both social and environmental issues. It is responsible for formulating and recommending a robust CSR policy that explains the activities to be undertaken by the company.

Nomination and Remuneration Committee

A nomination and Remuneration Committee to oversee Directors has been formed by the board members of JSHL. This committee follows ethical standards and fair governance practices. It takes responsibility for the appointment and remuneration of Directors, in accordance to the Companies Act, 2013 and SEBI's LODR. The appointment is based on the criteria specified by SEBI's LODR. Our board is evaluated regularly for their consistent performance according to the policy framework and performance of individual directors are evaluated by the board under various criteria such as preparation, participation in Board meetings, AGM, personality, conduct and quality of value addition.

We believe that the best human resource is critical to lead and drive JSHL towards success. To make our human resource top notch and to attract and retain talents we have developed a remuneration policy based on the principles of performance, equitableness and competitiveness. Remuneration of our Executive Directors, Key Managerial Personnel and Senior Management Personnel is based on JSHL's financial position, industrial trends and remuneration paid by or competitors. Our Executive Directors are paid a salary that includes fixed pay and variable pay, perquisites and retirement

Committee, Stakeholder Relationship committee, Nomination and Remuneration committee, Risk Management Committee, Share Transfer Committee and Sub-Committee

The Audit Committee

The Audit Committee is responsible for monitoring and optimizing management's financial reporting process while ensuring integrity, credibility and quality of financial reporting. Scrutinizing inter-corporate loans and investments and approval of transactions are also the key responsibilities.

benefits, based on recommendation from Remuneration Committee, Shareholders and board members. Sitting fee is paid as a remuneration for our non-executive directors for attending board meetings periodically.

Our fair governance policy avoids conflict of interests relating to any material transactions associated with the board of directors. We further disclose material related party transactions in our annual report.

The members of our Board and Senior Management comply to comprehensive code of conduct developed by our management. It further covers critical aspects like regulatory and policy compliance, community services, conflict of interests, harassment, diversity, competition and anti-trust and fraudulence.

Apart from our conventional monitoring measures, we have developed an extensive vigil mechanism by formulating "Whistle blower policy". This provides a platform for our Employees, directors and business partners to raise genuine concerns to JSHL. This Policy focuses on unethical activities, malpractice and any kind of misconduct such as abuse of authority, corruption, financial irregularities, fraud, violation of laws, breach of code of conduct and other harmful activities that can affect our company. This policy further makes certain that the whistle-blower is not victimised and has made arrangements for appropriate disciplinary action. Directors, employees and business partners can make disclosure to whistle officer whenever needed.



Sub-Committee of Directors

The Sub-Committee has been delegated with certain powers of the board of directors in accordance with the provisions of the Companies Act; 2013 and the rules framed thereunder. The committee meets from time to time on need base to transact the matters of urgency.

Share Transfer Committee

The Share Transfer Committee approves the transfer/transmission/ split of shares/debentures and completion of other related formalities. The committee recommends the amount of CSR expenditure to be incurred and monitors the CSR policy of the company, from time to time.

Risk Management Committee

The Risk Management committee is inter-alia responsible for overseeing/ implementation/ monitoring of Risk Management Plan and Policy and reviewing risk mitigation strategies.



RISK MANAGEMENT.

Risks Identification:

JSHL is exposed to different types of risks arising from both internal and external environment. The nature and intensity of risks emerging from different phases of our operations differ from one another. These risks can affect JSHL's operations and its ability to create value for stakeholders. Different types of initiatives, policies and strategies are formulated to assess those risks and mitigate them accordingly. Some of the risks include

- Regulatory risks like non-compliance to regulations, non-renewal of leases, regulatory and judicial actions.
- Operational risks like increasing complexity in operations, turnover of talents anticipated labour unrest, water and energy

scarcity, volatility in raw material prices and inability to implement growth strategies and embrace digitalization.

- Market and Financial risks disruption from alternate materials, increasing debt, fluctuations in exchange and interest rates.
- Macroeconomic risks such as changing scenarios in geographies where the plant is present, Excess production capacity, over supply and irregular destocking cycles.
- Environmental risks such increased energy consumption, GHG emissions, Wastewater production and non-compliance to regulations related to Climate Change.

Top critical issues facing JSHL:

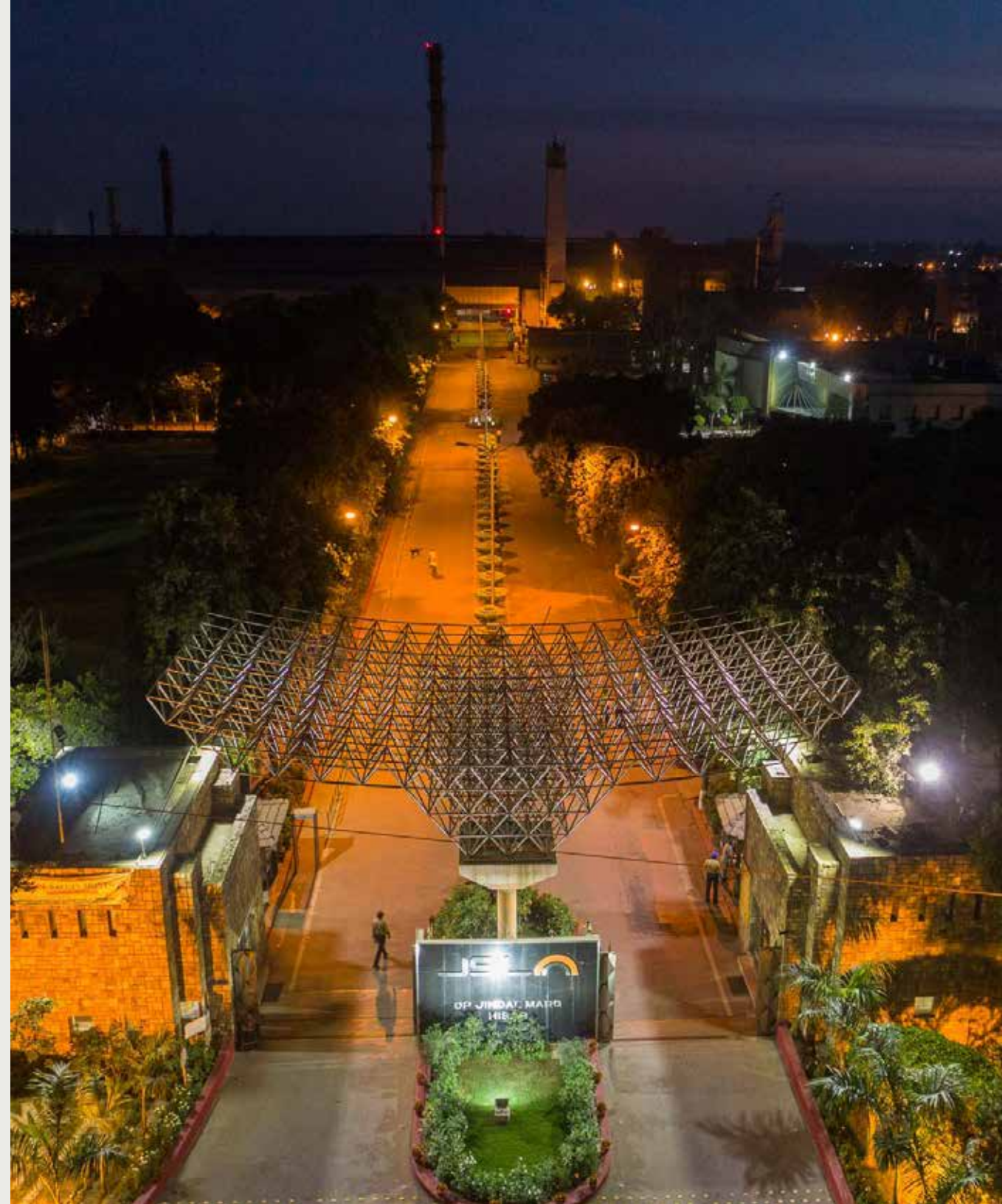
Critical risks that are currently posing threat to our organization includes “Commodity, Competition and Currency risks”. We are exposed to the risk of movement in prices of key raw materials in domestic and international markets. For instance, Nickel which is one of the key ingredients for making stainless steel is subjected to high prices. It constitutes more than 50% of the total cost of the product. Robust financial risk management policies are in place to manage exposure to fluctuations in the prices of the key raw materials used in operations. We have also signed contracts for procurement of materials, most of the transactions are short term fixed price contract and a few transactions are long term fixed price contracts. While we are proud to be the market leader, we borrow foreign currency for our working capital and other financing requirements. Such transactions involve the effect of adverse foreign currency fluctuations, risks related to fluctuations in interest rates on our borrowings. Robust financial risk management policies are put in place to monitor currency risks.

On the other hand, factors like flexible pricing, promotion, upgradation of technologies by peer companies have a significant impact on our organization. For managing competition risks, sound defensive strategy has been developed to retain valuable customers. We are relentlessly working towards expanding our customer base by increasing product awareness and enhancing our brand value and recognition.

Risks occurring throughout different operations are also identified and reviewed frequently to

develop appropriate measures. Composite fibre is evolving as a disruptive material for stainless steel, which is a threat to our company. Stainless steel is nearly 100% recyclable and can meet project requirements without degradation. Furthermore, stainless steel is made of different raw materials such as iron, nickel, chromium, and molybdenum that are always in high demand. While other materials may eventually lose its properties and effectiveness, stainless steel can retain its appearance and characteristics for a lifetime. All of these factors makes it a very cost effective material. With risks and opportunities associated with our triple bottom line, we realize that the stainless steel production is associated with environmental consequences such as high energy consumption & GHG emissions. It becomes our responsibility to satisfy the demand and needs of our customers in a safe and sustainable manner. Accordingly, we have taken numerous steps to make sure that our operation leaves minimal footprint thereby enhancing our environmental performance.

Yet another risk associated to this is the requirement of skilled fabricators. Stainless steel requires specialized welding techniques due to its durability and toughness. We have taken necessary steps to upgrade the skill levels of fabrication companies that we engage with. We have also done collaborations with our strategic partners through which we have conducted around 30 workshops till now. Furthermore, we have also trained over 400 fabricators on stainless steel with an intention to set up training and development centres at our key facilities.



Risk Management Initiatives :



Jindal's Hisar plant is a fully integrated stainless steel plant with a capacity of 800,000 TPA and also world's largest producer of Razor blades and coin blanks that caters to the demand of domestic and international mints. Given the immense opportunities, Jindal will be also able to tap underserved markets. By deeply understanding the opportunities, we carefully lay down our growth strategies, develop robust risk management policies and mechanisms. Our risk management methodology aims at preserving triple bottom-line values by establishing integrated and robust Risk Management Framework for dealing with all potential risks. JSHL has laid down procedures to inform Board members about the risk assessment and minimization procedures. These procedures are periodically reviewed to ensure that executive management controls risk through means of a properly defined framework. The Company has also devised a Risk Management Policy for identification of elements of risks and procedures for reporting the same to the Board. The Committee meeting

is held annually for analysing the past, current and planned strategies and targets. Amongst other responsibilities, the committee manages critical issues having significant impact on JSHL and conducts advisory sessions relating to risk policies. Effectiveness of the policies and strategies are also reviewed regularly.

We make all our key business decisions by applying our risk management strategies in all our business activities. Keeping in mind all the risks involved across all the sectors, we lay out mitigation measures that are effective in the long run. Our robust risk management policy aids in preserving JSHL's economic, environmental and social values from the uncertainties of the business environment. All our employees are made aware of all the risks that can arise in their respective fields through knowledge sharing via intranet, providing training materials and by regularly conducting workshops etc. This will aid our employees to identify, monitor and report any occurrences, progress and status of all risks regularly.

Risk Management Initiatives 2017-18

Standard Operating Procedures

SOPs have also been documented properly for all SBUs (Strategic Business Unit) that is frequently reviewed to integrate changes in line with the evolving market and business needs.

Regular Board meetings

Board meeting are held every quarter to discuss the performance of the organization. Board members discuss the issue pertaining to non-compliance, risks or incidences if any.

Internal Audits

Internal audits are carried out frequently where strengths, weaknesses, actions and opportunities are discussed. Based on those parameters, internal controls and compliance are put in place.

Compliance Certificate

Certificates of compliance with laws applicable to the company are signed by the respective Heads of Department and placed before the board at every meeting.

Risk and Compliance Management

For an effective management of Compliance risks, we conduct risk assessment and define compliance requirements and design effective control measures. We further do company-wide implementation and update the compliance management system regularly.

Mitigating commodity price risks

Various measures are being taken for managing "Nickel Price Risk". It involves maintaining low inventory at the plant, maximizing domestic scrap booking, ordering 3 months of rolling plan for ordering nickel.

Strategic Operations Management

We strive to enhance the quality, effectiveness and efficiency of our business and leverage the diversity of our product portfolio while curbing complexities of operations by bringing a balance between strategic supervision and accountability to stakeholders.

Responsible Advocacy for corporate reputation

We have a robust media engagement platform in place that facilitates effective engagement and responsible advocacy with our stakeholders on concerns pertaining to our products, services and business practices. We further leverage publicly available brand advocacy platforms to disseminate information about our products.

To retain talents and customers

Focusing on training and development interventions to retain talents in the company. We strive to create differentiation by expanding our products pipeline and accelerating our revenue by providing exceptional customer services.

Financial risk management

Effective market monitoring systems, centralization of treasury operations, continuous tracking of "Value at risks" against in-house manufacturing and approved limits are devised to manage financial risks.

Industry Associations

We, at JSHL, look forward to a sustainable business growth, by participating in various industrial forum. We establish cordial relationships with industry leaders and maintain memberships in various industry associations that are of utmost importance to our business. While participating in these workshops and industry association, we interact with the fellow industry participants about solutions to the key issues, exchange information about the current scenario and future development. We believe our membership in such forums as significant to our business and will act as a path to cohesive growth.

By engaging with key market players, we were able to adopt best practices in our business and resolve some of the economic, environmental and social issues. We are also strongly associated with the following industry forums –

- Signed the United Nations (UN), 'CEO Statement of Support on Women Empowerment Principles (WEP)' and JSHL as a member of the UNGC and strong proponent of UNGP
- Member of GBI on human rights, UNGC, UN WEP Leadership group.
- Indian Steel Association.
- CII
- FICCI
- Indian Stainless Steel Development Association.

Stainless Steel Advocacy

Characteristics of the metal:

Stainless is called the 'Magic Metal' due to its ability to withstand corrosion, rust or stain. These core qualities have led to the name 'Stainless Steel'. Moreover, the addition of metals like Nickel, Copper, Molybdenum, Titanium, Aluminum, Nitrogen, Silicon, Sulphur, Niobium and Selenium further improves the characteristics of stainless steel. It has distinguished characteristics like low maintenance, weldability, aesthetic appeal, dexterity, durability, low life cycle cost, good corrosion resistance making it a metal of choice.

Training:

Many of the small fabricators are upgrading themselves from mild steel to stainless steel fabrication without a formal training. Hence, Jindal Stainless initiated stainless steel fabrication training for small fabricators in 2015 and has given basic training to more than 7500 fabricators in more than 60 cities in India. In the FY 2017-18, we have trained 3400 fabricators in 22 Cities. Stainless steel characteristics and benefits are explained to the participants followed by practical demonstration of welding and finishing practices. Welding companies like ESAB, EWAC, Fronius, Modi electrodes, Ador Fontec etc and Finishing companies like 3M, Tyrolit etc together with our MOU partners joined this initiative training these fabricators.



- Working together with Capital Goods Sector Skill Council to develop fabrication modules for training.
- Aims at improving fabrication quality and develop many more stainless steel products.
- Aims at developing skilled manpower for fabrication of different components.
- Two training and display vans showcasing various stainless steel products.
- Various fabrication tools to give hands-on training to the fabricators
- Covered more than 60000 Km in 40 different cities and training to around 1200 fabricators.





ECONOMIC



At JSHL, we relentlessly focus on adding more value to all our stakeholders by adopting best practices in all our business activities. While keeping economic value our top priority, we strive to be the best in the stainless steel market.

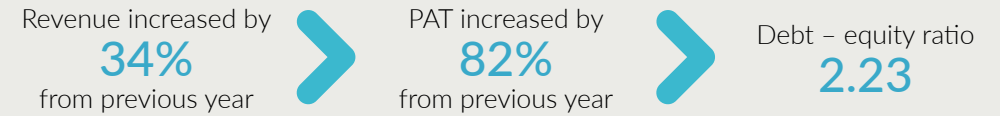
Global steel industry is expected to grow by 0.7% which is driven by favourable economic momentum. The steel demand globally is also expected to reach 1.62 billion in 2019.. Most importantly, the year witnessed the introduction of the landmark GST in the country. Leaving aside the initial short-term disruptions associated with any major structural reform, the benefits of GST over the medium term are indisputable. Furthermore, global crude stainless steel production increased to 154.6 MT in 2018 and which is a 5.8%

increase when compared to July 2017. A rise in demand for steel consumption is expected to grow at 5.7% year on year thereby leading to significant demand for value added steel. Steel producers are expected to gear up to cater to the growing demand. Major demand is expected from the Architecture, Building and Construction (ABC) segment and special steel will witness demand from sectors like power generation, fertilizers and petrochemicals. The growth in JSHL's performance was supported by the growth in Indian economy and resulting demand of stainless steel from various sectors. An array of social and economic initiatives, such as Smart Cities, expansion and modernization of Railways, development of ports, Swachhta Mission, Drinking Water Programs, National Solar Mission, industrial corridors, airport modernization etc. spurred demand.

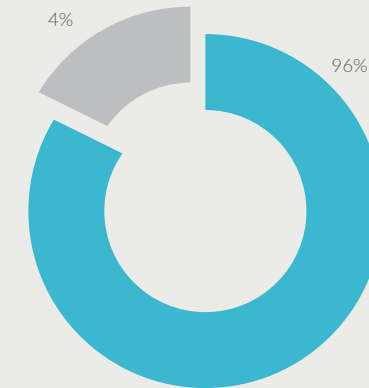
Our economic performance

The Financial year 2017-18 witnessed a very strong financial performance, resulting in significantly improved EBITDA numbers. Productivity and operational efficiency measures have help us achieve higher delivery volumes and considerable cost benefits. Riding on the back of an improved product mix and maximized operational efficiencies, the net annual revenue for JSHL grew by 34% over previous year, reaching Rs 9259 crore in FY 18. The growth in profit after tax (PAT) was to the tune of 82%, up from Rs 218 crore in FY 17 to Rs 396 crore in FY 18. The sales volumes saw a 13% rise, growing to 742,704 MT during FY 18. As per provisions of Section 135 of the

Companies Act, we were required to spend Rs. 244.92 lacs towards CSR initiatives during the FY 2017-18. However, we spent Rs. 250.62 lacs in areas like education, promoting gender equality and women empowerment, community development, skill development health and animal welfare. We follow the applicable minimum wage regulation and pay our employees equally irrespective of gender.

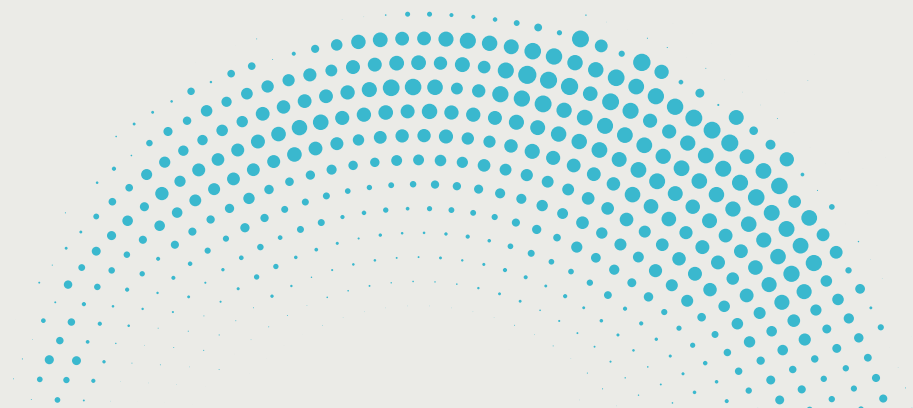


Our economic performance remained positive during the year and we continue to add value to all our stakeholders across aspects of the triple bottom-line. The table below shows the economic value we generated and distributed.



Economic performance

● Economic Value Distributed ● Economic Value Retained



Description	Amount in ₹ crores
Economic Value Generated	
Total income	9580.87
Economic Value Distributed	
Manufacturing, construction and operating expenses	8407.41
Employee wages and benefits	169.93
Interest	395.45
Dividend	
Payments to Government (taxes)	212.38
CSR Investments	2.50

Economic Value Retained | ₹ 395.70 Crores

Climate change and the economy

The key risks relating to climate change for the Indian stainless steel post the Paris Agreement will be the possible “new emissions regulatory” regime India’s Nationally Determined Contribution (NDC) foresees curbing emissions and therefore all the emission intensive industries including the stainless steel sector is expected to adopt low carbon footprint technologies and also be prepared with emergency response plans for the stronger climate change regulations. NDCs from 36 countries already have put forth plans to mitigate emissions from metals and/or iron and stainless steel. We can expect schemes and policies to lower emissions from iron and stainless steel production and foster investment to push the industry to follow a sustainable, low-emissions pathway. Stainless steel industry is yet exposed to another climate change threat

which is the restricted availability of Natural resources. Stainless steel industry depends on natural resources such as iron ore, coal, natural gas and dolomite. Evolving regulations and restrictions on new mining grants for these minerals is expected to become strong in the near future. As the major raw materials for the stainless steel industry comes from mining activities, such restrictions can hinder the supply of these minerals. Furthermore, natural disasters like floods and storms as result of climate change can affect productivity of the mines. While we at JSHL understand and acknowledge these risks, we also aim to reduce our own impact on climate change significantly. We have formulated long term action plans and currently work on these areas. Some of the key initiatives include

Adopting energy efficient technologies

Lay out emergency response plan in case of raw materials shortage

Incorporating robust sustainable policies and practices across the supply chain

Lay out emergency response plan in case of raw materials shortage





ENVIRONMENT

ENVIRONMENTAL MANAGEMENT

Environmental Management is a paramount aspect of our efforts to attain an effective triple bottom line performance. We strive to conduct our business in an environmentally responsible manner. Our environmental management efforts are concentrated on energy efficiency, water efficiency, carbon efficiency, waste efficiency, emission reduction and biodiversity. Our ISO 14001:2015 certification showcases our relentless efforts towards environmental protection. We have strengthened our Environmental Compliance agenda to ensure adherence to all local and national regulations. In 2017-2018, we at JSHL carried out numerous initiatives in line with our environmental management framework.

- Conducted Environmental Surveillance monitoring of aspects such as air quality, water quality and noise monitoring at various locations within the plant.
- Conducted third party audit of Hazardous Waste Management Practises.
- Initiated water conservation and recycling processes, strictly abiding by zero discharge norms.
- Constructed 8000 m³ Earthen Pond as a part of surface water runoff management.
- Installation of high pressure water sprinkling

system at the Wagon Tippler for the control of fugitive emissions arising during unloading process of raw materials.

- Installation and regular operation of water sprinklers at Submerged Arc Furnace Area, Raw Material Handling Area and Slag Handling Area, are being operated regularly.
- Periodic sampling & analysis by third parties for monitoring effluent quality and water reservoir quality.
- Planted saplings to enhance green landscapes not only inside the plant, but also outside the plant.

Our efforts towards environmental management helped us receive the following awards

- Golden Peacock Award (Environment Management, 2017),
- 23 Gold and 7 Silver medals in CCQC, 2017,
- 1 Excellence and 6 PAR Excellence awards in NCQC, 2017
- Behaviour based Safety Award (Outstanding Initiatives Taken)

Energy Management

Being the leader in stainless steel production in India, we at JSHL are cognizant of the energy intense steel sector. We understand that energy management plays a pivotal role in the sustainable development of our company, an important component for us to achieve our triple bottom line. As an ISO 14001:2015 (Environmental Management System), we continually work to achieve optimal energy efficiency in our plant. In order to manage energy within our facility, we constantly monitor our energy performance through energy management systems, records & bills, analyse & review performance, identify gaps in the system and work towards improving energy management practises. Through best practises

and benchmarking, we strive to achieve our energy utilization goals. We conduct periodic audits to understand and

At JSHL, most of our energy consumption lies in manufacturing processes. Energy conservation being one of the fundamental principles of sustainability, we continually work towards developing policies, objectives, goals and targets to understand and manage energy use. Our sustainability agenda is built on the pillars of energy conservation. Through technological and process modifications, we strive to create a robust energy conservation framework.

Energy Conservation Programs

- Conducting energy audits to understand performance through third parties.
- Arresting air leakages and modifying pipe lines to optimize air pressure requirement.
- Using high efficient LED lights instead of Conventional Lights.
- Using waste N₂ gas generated from Oxygen plant to reduce Compressed air requirement.
- Improving thermal insulation of WBF to reduce radiation leakages.
- Improving availability of HT power system in the plant through main supply ring main.
- Installation of energy Efficient Pumps.
- Installation of VFD enabled compressor.

Alternate Sources of Energy Programs

- Using LSHS fuel in DGs.
- Using Solar energy at roof top and sheds.
- Using electric lifters for material shifting to replace lifters using HSD fuel.
- Planning for purchase of energy efficient pumps and compressors in year 2018.
- Using Bio-Diesel green fuel in walking beam furnace.

Investment in Energy Conservation

₹ 158.49 Lakh

Investment in 400kw
Solar Installation

₹ 71 Lakh

Investment in Energy efficient
LED lights

₹ 24 Lakh

spent on energy audits

₹ 46 Lakh

renovation of WBF and
preheating surface



Energy consumption scenario

To better understand our energy consumption scenario, we continually monitor energy consumption patterns. Various forms of energy are consumed for various operations at JSHL. The primary energy forms that are used are electricity, fuel (furnace oil, propane) etc. In 2017-2018, we consumed a total of 52,04,728.69 GJ of energy. While 48 % of energy consumption was from direct energy sources, the rest of the energy consumption was from renewable energy and grid electricity. There was a 7.8 % increase in energy consumed since 2016-2017.

25,13,766.58 GJ

direct energy consumption in
2017-2018 through energy sources
such as Propane, LPG and Diesel.

48%

total energy consumption from
direct sources.



26,90,962.11 GJ

indirect energy consumption in
2017-2018 through energy sources
such as renewable energy and grid
electricity.

52%

total energy consumption from
Indirect sources.



₹ 16.25 cr

contributed to environmental expenditures

7,655 tons CO2e

GHG reductions

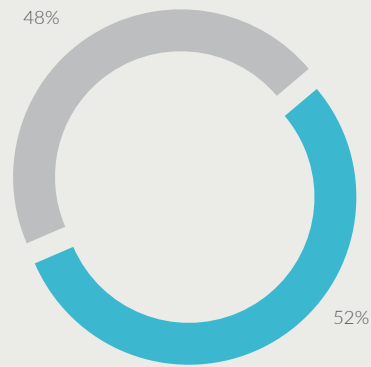
2017-2018 Energy Consumption (GJ)

52,44,485.08

Total Energy Consumption (GJ)

7.46

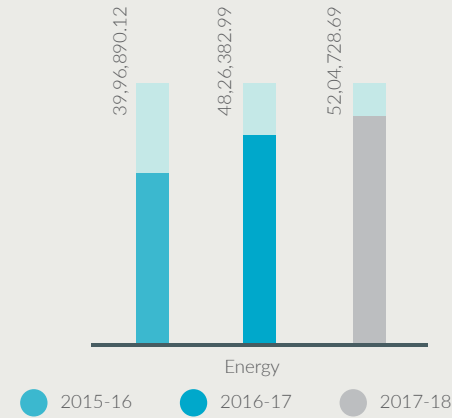
Energy Intensity (GJ/Ton of Crude Steel)



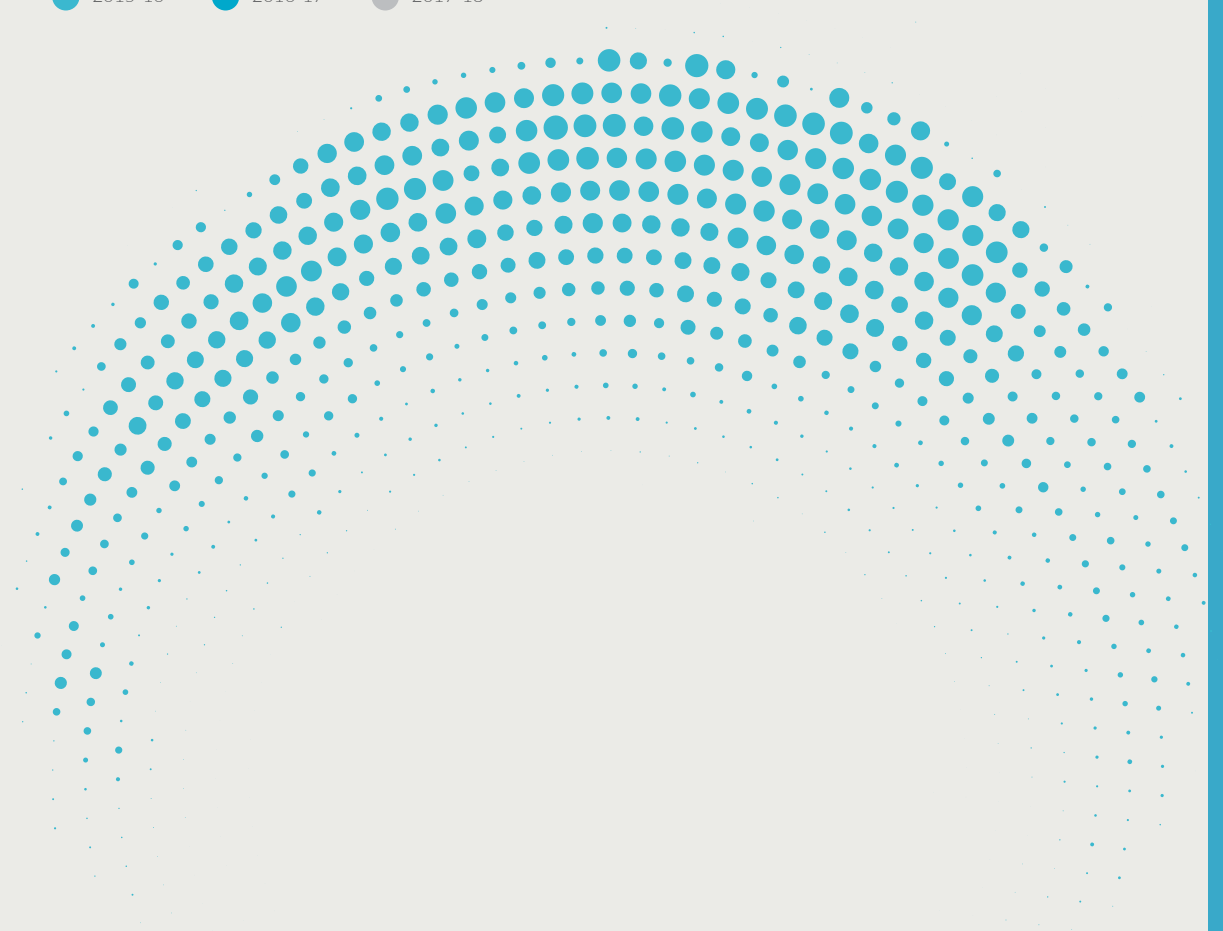
2017-18 Energy Consumption (%)

● Total Indirect Energy ● Total Direct Energy

Trends



Energy Consumption in GJ



Emissions Management

At JSHL, we understand and recognize the impact of climate change on the planet. We also understand the impact of the stainless steel industry on climate change. We have build a strong emission management protocol, actively spearheading a movement to reduce GHG emissions generated from our facilities. Emission management is a challenging task for us, given the inherently energy intensive processes. We strive to reduce and manage our GHG emissions (Scope 1,2 &3) through process improvements that are less energy

intensive. Our GHG emission management strategy includes monitoring, evaluating and understanding year on year GHG performance. We use recognized emission factors and methodologies put forth by the GHG Protocol to compute carbon impact. We evaluate performance through sustainability reviews and energy audits. We work relentlessly to manage carbon impact from our operations as well as our supply chain.

Carbon emissions scenario

Our GHG emission computation for our facility brought forth the following result. In 2017-2018, total GHG emissions were found to be 7,85,219.38 tons of CO₂e, with a total carbon intensity of 1.13 tCO₂e/Ton of Crude Steel. There was an increase in emissions of 5.87 % as compared to 2016-2017.

1,73,937.12 tCO₂e

Scope 1 carbon emissions in 2017-2018.

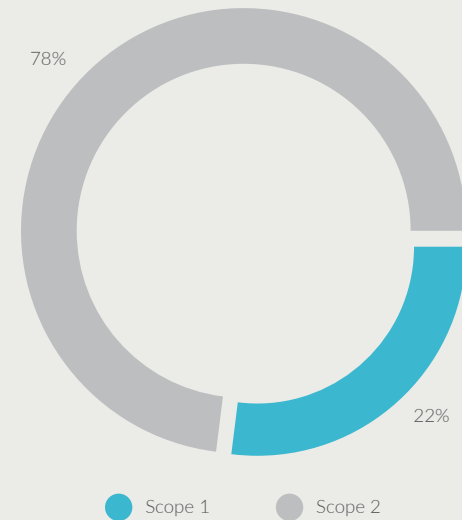
6,11,282.26 tCO₂e

Scope 2 carbon emissions in 2017-2018

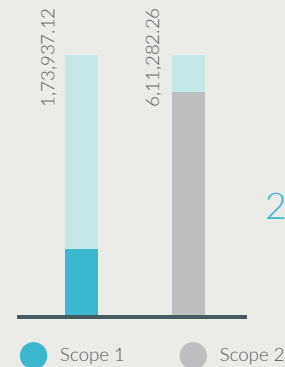


1.13 tCO₂e/Ton of Crude Steel Production

Carbon intensity



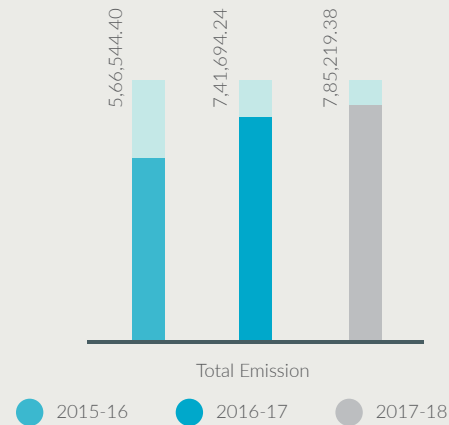
2017-2018 GHG Emissions (%)



2017-18 GHG Emission in TCO₂e

Trends

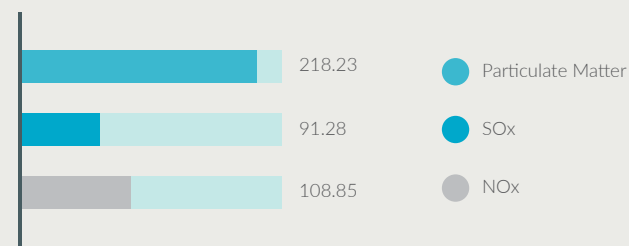
GHG Emission in TCO2e



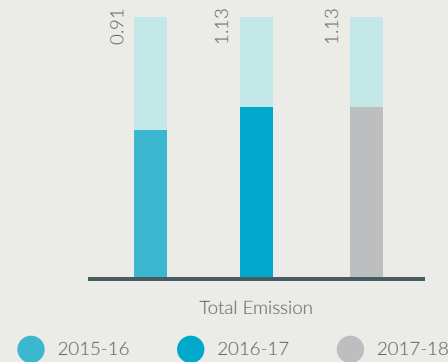
Other Emissions

We go beyond compliance in developing a robust ambient air emission management strategy. We are aligned with all the local, state level and national level legislations in relation to air quality standards. Through technological advancements and project improvements and

Air Emission Tons/year



GHG Intensity in tCO2e/Ton of Crude Steel Production



a strong emission monitoring & control program, we reduce our impact on air quality. In 2017-2018, a total of 108.85 Tons/year for Nox, 91.28 Tons/year for Sox and 218.23 Tons/year for particulate matter was recorded.

Waste Management

At JSHL, we understand that waste management primary to our business operations. In general, the stainless steel industry produces huge amounts of wastes during processing and in various manufacturing steps. We have developed an efficient and effective waste management agenda integrated with our sustainability targets. We continually develop and undertake innovative measures revolving around the three R's- Reduce, Reuse and Recycle to minimize waste impact. Our ultimate goal is the 100% utilization of all the valuable and recoverable wastes generated from our facility, thus leading to overall economic and operational efficiency. Imbibing such measures in our sustainability

plan helps us reduce waste disposal costs, as well as impact due to environmental pollution. Our waste management system includes waste segregation, management, treatment and disposal. We recycle or upcycle wastes whenever feasible. We monitor, analyze and audit our waste performance to ensure compliance with regulatory requirements. Our wastes are segregated and handed over to authorized waste dealers as under the State Pollution Control Board, or recognized government agencies for disposal. However, for sustainable waste management, we strive to reuse or reprocess most of the wastes generated from our facilities.

Waste Management scenario

In 2017-2018, a total of 2,36,679 Tons wastes was generated from JSHL. This include 20,407.61 Tons of hazardous waste and 2,16,270.98 Tons non hazardous waste.

Type of waste disposed	Method of disposal	Quantity in tons
Hazardous wastes		
Used Oil	Chanelized to PCB Authorized Recyclers	95.92
CRM Neutralized Cake from Acid Regenerating Plant (ARP)	SAF (Metal Recovery Plant)	20,299
Waste & Scrap of Battery	Chanelized to PCB Authorized Recyclers	12.69
Non Hazardous wastes		
SMS Slag (EAF + AOD)	All SMS slag is processed to recover the valuable metal via SAF	1,95,341
Bag Filter Dust from SMS (EAF + AOD)	All bag filter dust from SMS is processed to recover the valuable metal via SAF	20,929.98

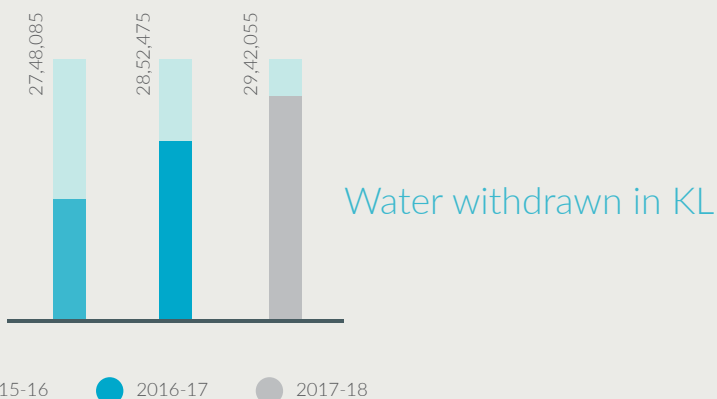
Water Management

Valuing sustainable water management, we are conscious of the role that water plays in our manufacturing operations. The stainless steel industry is a water intensive industry, yet, it provides maximal scope for water reuse and recycling, especially considering the prevalent worldwide water scarcity situation. At JSHL, most of the water used is for processes such as cooling, stainless steel making, descaling, dust scrubbing and various others. We take our responsibilities towards water management seriously, continually monitoring systems and evaluating best water management practices to fulfill our goal of becoming a sustainable business.

The major source of the water utilized at JSHL is canal water. Our never-ending dedication to conserve water has led us to develop stringent water utilization and control systems. We have put in various water conservation initiatives focused on “reducing” & “recycling” water consumption in various processes. Operating in an ethical manner, we are compliant with all regulatory requirements. Our operations have not caused any harm to nearby water bodies or reservoirs through either withdrawal or disposal. We have turned into a Zero Discharge facility, reusing all the water generated from our ETP and STP.

Water Management scenario

In 2017-2018, we prided our self in recycling 14.83 % of the water consumed. In 2017-2018, we consumed a total of 2,942,055.70 KL of water from canal, with a water intensity of *1.46m3/tons (Average of process water intensity). There was a 3 % increase in water consumption since 2016-2017.



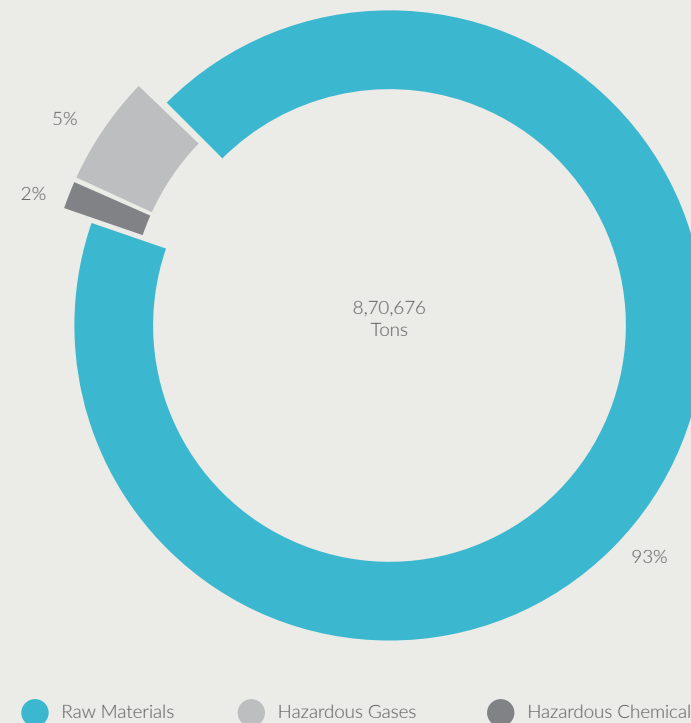
Materials Management

Material Management is extremely crucial to the stainless steel sector. At JSHL, we use a variety of process materials including raw materials, oils and lubricants, packaging material and various other hazardous and non-hazardous material.

We strive to consume minimal resources and at the same time, maximize productivity by developing a sturdy material recycling agenda.

Materials Management scenario

In 2017-2018, we consumed a total of 8,70,676 tons of materials. 93 % of this comprised of raw materials. We further recycled tons of hazardous chemicals. There was a decrease in material consumption by 9 %.





PEOPLE

PEOPLE MANAGEMENT.

At JSHL, one of the strategic objectives of our people management strategy is to create an effective and efficient work environment conducive to our talent. Being on the brink of digital transformation, we work continually to become one of the most innovative stainless-steel manufacturers in the world. Our robust talent management framework comprises of driven and talented employees with a motto to build a stronger, successful company and a better world. Employee management is an integral part of our efforts to fulfil the “People” pillar of our triple bottom line. We aspire to build an inspiring working environment attuned to diverse workspaces with talents that can help us meet the challenges of the growing and competitive stainless-steel market.

Our workforce is one of our strongest assets; we are conscious of the efforts our employees have put in to help us achieve our goals and targets. Hence, we put our employees first, building a work environment that promotes

employee as well as company growth in a simultaneous manner. Firmly believing in fostering a collaborative work environment to promote sustained high performance in our organization, we continually work to create excellent work conditions and environment. With an aim to not only transform and build employee capabilities but also improve their lives, we provide them with an ample amount of benefits, training, & developmental opportunities. Our employee engagement initiatives help employees become independent and creative; assisting them in climbing their career ladder and reach their full potential. Our employee management strategy is guided by our vision, values and principles as upheld by our Human Resources Policy Handbook. We operate our business with a vision to provide ourselves with the best talent available and world class support systems to ensure agility and responsiveness of the workforce. We continually practice ethical workplace behavior in accordance with our internal code of conduct.



2515

employees as on 31st March
2018

Attracting and Retaining Talent

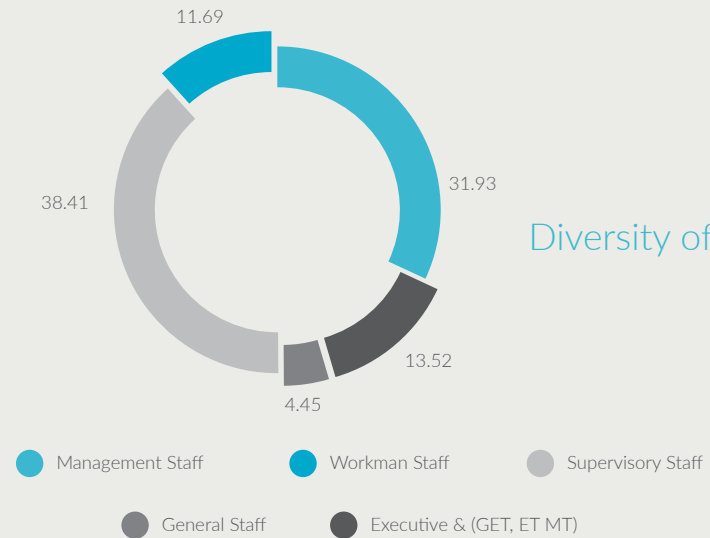
We foster a unique and diverse mix of professionals with various backgrounds. Attracting and retaining the best talent in the industry is one of the major focus areas of JSHL's employee management strategy. Considering that we operate in a technology driven sector, we strive to hire people with the right attitude, professional background, skill sets and competencies to maximize employee and organizational productivity. Our Human Resources efforts ensure that we source, select, train and deploy the right kind of talent based on job requirements. We continue to hire Graduate Engineer Trainees and Management Trainees from top institutes across India.

To strengthen our employee attraction and retention agenda, we have built a productive, ethical and safe work environment; and treat all employees with respect and dignity. We believe that the best strategy to retain our talent is by providing them with a plethora of opportunities to improve their skillsets. We have created various avenues and portals for knowledge sharing, training and skill development and made them accessible to employees. In order to appreciate the efforts, put in by our employees, we go beyond just statutory benefits in the

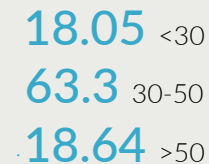
benefits package that we offer. Our continuous efforts to attract and retain talent have helped us in achieving a significant milestone as an organization; becoming a "Great Place to Work Certified" organization for the second year in a row. This is a validation of all our efforts as an organization to continually support our employees in their career and personal growth.

Believing in being transparent about our operations to our employees, we have provided them a "Balanced Score Card" portal, to help them gain answers about the most primal questions about our business and provide clarity about their role in the organization. We carry out the BSC at various levels in our management processes. The BSC is aligned with our daily activities and functions, allowing us to successfully reach our business goals.

Abiding by our vision to "Hire Right", we have automated our talent acquisition process by harnessing the power of digitization, we have also standardized our processes across all locations in order to provide the same experience to all new employees irrespective of where they join.



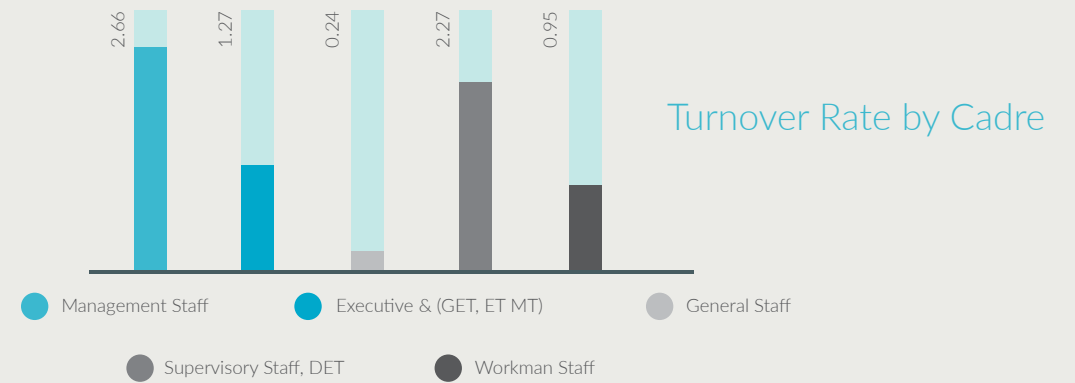
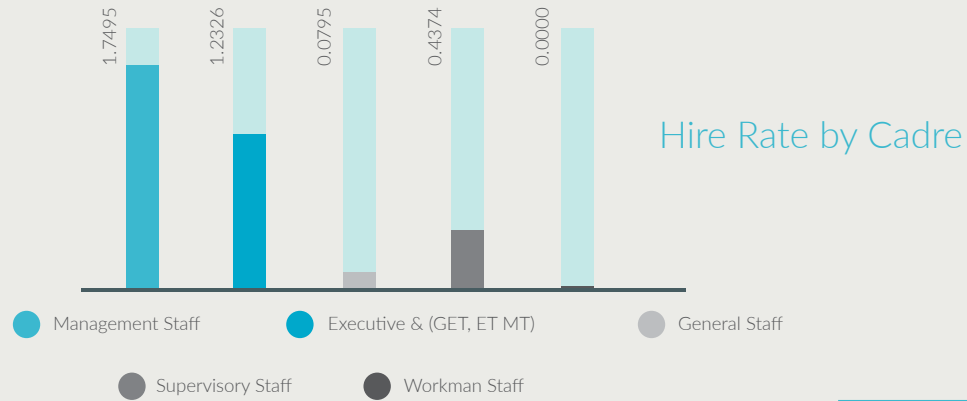
Employees by Age(%)



Employees by Gender (%)

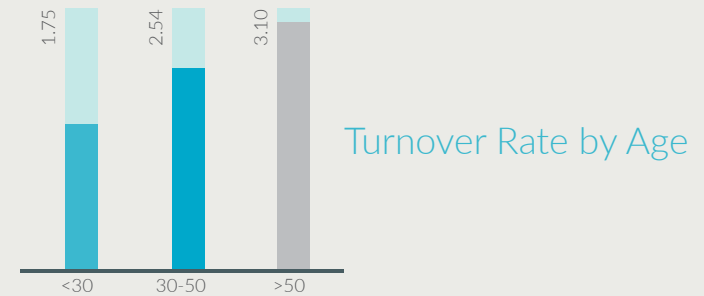
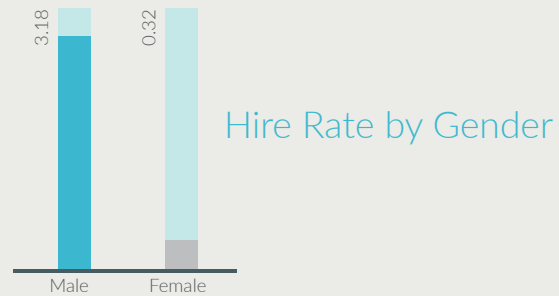
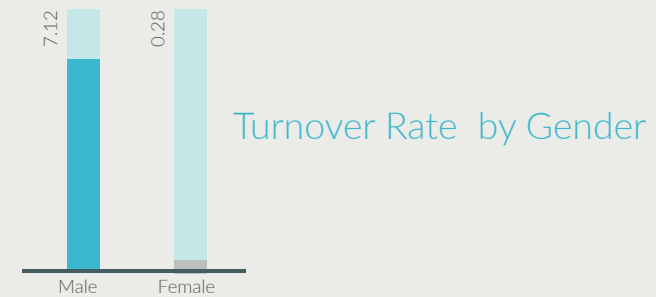


Hires and Turnover Dashboard 2017-2018



186 Total Turnover
7.39% Turnover Rate

88 Total Hires
3.49% Hire Rate



Diversity and Inclusion

At JSHL, we work relentlessly in developing a diverse and inclusive workforce, giving equal opportunities to all individuals. We see diversity and inclusion as a necessity to achieve success and have embedded strategies to achieve the same into our employee engagement, talent acquisition & development framework. Also our HR policy incorporates diversity and inclusion as a major component. Diversity affects not only our employee management agenda, but also our corporate image. We strictly abide by statutory norms and regulations in providing equal opportunities for employment. Although, most of the manufacturing industries have a bias of predominantly employing men on the

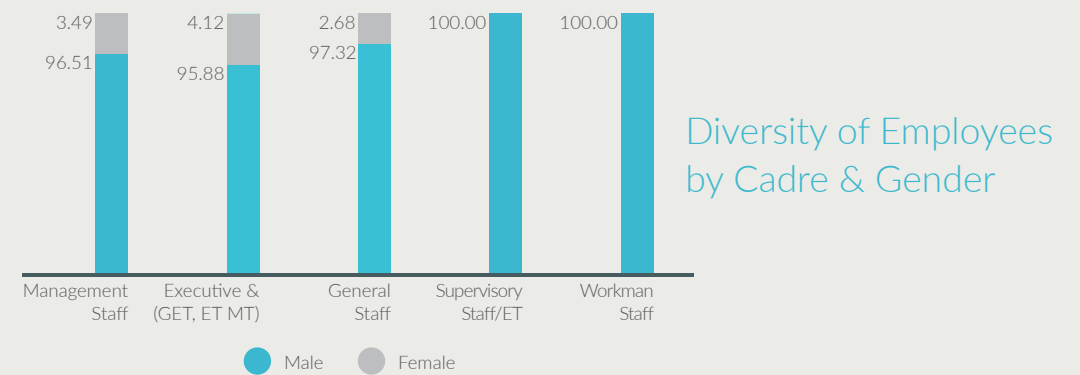
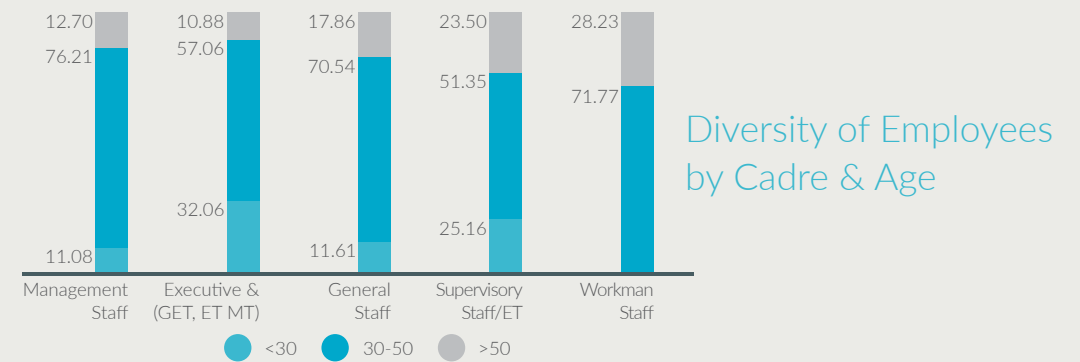
work front, we at JSHL, give equal opportunities to women, both at plant level as well as at the corporate level. We work relentlessly to bring about change by offering equal opportunities to women, especially in case of senior level positions such as managerial positions; thus, focusing on women empowerment. Aligned with this, our Chairperson has signed the "CEO Statement of Support on Women Empowerment Principles (WEP)". In our journey to build a diverse and inclusive workforce, we have been an active member of the United Nations Global Compact, committed to abiding by the ten principles.

Promoting Gender Equality and Empowering Women



Our venture to build a responsible business aligned with our Vision Statement of "Improving lives through trustworthy and innovative stainless-steel solutions, we have built an empire that promotes gender equality and women empowerment. Our Chairperson Statement of Support on Women Empowerment shows our commitment to improve the lives of women. Upon signing this agreement, we have consciously increased women representation in our workforce, a major change in an industry that's predominantly composed of men. Our Chairman, Mr. Ratan Jindal has been an active part in encouraging women to join our workforce, by providing a platform that promotes, supports and provides equal opportunities to women. We will continue to incorporate Women Empowerment Principles into our business strategy. To further support women, we have come up with safety guidelines for women. We have set up a dedicated Internal Complaints Committee and a policy for prevention of sexual harassment at workplace focused on protecting women.

Diversity Dashboard 2017-2018



Diversity of Governance Bodies	Board of Directors	Audit Committee	Nomination & Remuneration Committee	Stakeholder Committee	CSR
Male	6	3	4	3	2
Female	2	1			1

Diversity of Governance Bodies

Ethics and Human Rights

We are committed to protecting the human rights of our employees and operating our business in an ethical and effective manner. We have built a business compliant with all laws and regulations, maintaining the highest standards of ethics and human rights.

Safeguarding the human rights of our employees and providing equal opportunities to all we do not differentiate between individuals on the basis of religion, race, caste, sex, place of birth, descent, sexual orientation, gender identity, disability or age. Equal opportunities are provided to all at all points of time in relation to aspects such as salaries, promotions, hiring etc. Our robust human resources policy, Code of conduct and whistle-blower policy ensure smooth and ethical business operations, safeguarding employees at all times. All human rights requirement are communicated to employees during employee orientation sessions. We extend human rights and ethical

behavior requirements to our supply chain too, by making it a part of our contracts and business dealings.

We do not support, nor endorse child labor, or forced and compulsory labor, having strict policies against all of these. We have created a robust informal grievance management framework through our "Open Door Policy", wherein employees can directly contact concerned departments or unit heads to raise any concerns or grievances they might have. Our whistle-blower policy is another tool through which employees can effectively submit their concerns. We have initiated an Internal Complaints Committee to uphold the safety of women at the workplace. In 2017-2018, there were no incidents of human rights violations or grievances that were reported. Also, we provide a minimum of 21 days notice to employees in case of any major operational changes.

Category	Total no of hours devoted to employee training on human rights	Total no of employees trained on human rights
Unit	Hours	Number
Management Staff	12,242.40	1428
Executive & (GET,ET, MT)	3616.16	685
General Staff	215.92	52
Supervisory Staff	9058	2061
Workman Staff	1363.04	503

Human Rights Training

Employee Benefits

As a major part of our employee attraction and retention strategy and to further strengthen our relationship with employees, we invest in their wellbeing through a plethora of benefits as mentioned below

- Hospitalisation benefit
- Personal Accident Insurance
- Pension Scheme
- Employee Deposit Linked Insurance Scheme
- Executive Health Check up
- Maternity Leave
- Mobile Handset Reimbursement
- Educational Assistance
- Relocation and Resettlement Allowance
- Performance Linked Bonus
- Subsidised canteen
- Education Assistance for Employee ward

a. Total number of employees that were entitled to parental leave.	All employees
b. Total number of employees that took parental leave.	8
c. Total number of employees that returned to work in the reporting period after parental leave ended.	5
d. Total number of employees that returned to work after parental leave ended that werestill employed 12 months after their return to work.	5
Return to work Rate	63%
Retention Rate	63%

Parental Leave 2017-2018

Employee Engagement

Employees are considered as a valuable asset at JSHL, and we continually strive to develop robust employee engagement strategies catering to their various requirements. We believe that strategic employee engagement plans lead to higher employee satisfaction, increasing productivity & employee efficiency, thus improving organizational efficiency. We are committed to contribute to organizational success using employee engagement as a strategic tool. Our employee engagement mechanisms have helped us create a highly motivated workforce.

In line with our efforts to improve employee

satisfaction, we have formulated formal and informal methods of employee engagement. We periodically review employee satisfaction through engagement surveys, diagnostics, exit interviews, NJIP etc., thus helping us gather insight on business aspects that are paramount to our employees. To garner further insights, we take feedback from new employees after one month and three months of their joining dates. We analyze data conducted from such reviews on a quarterly as well as annual basis. Required interventions are then planned and executed to further improve employee engagement framework.



Employee Training and Performance Management

Being one of the fastest growing sectors in the world, we at JSHL continually work towards educating our employees by developing a strong training and development framework to cater to various learning requirements. Our incessant endeavor to groom and upskill our employees has helped us create various learning and development avenues for their overall development. We regularly track, review and upscale our training agenda as per industry and employee requirements in order to provide effective and relevant training content.

At JSHL, we have developed a four-point scale framework to assist reporting managers and supervisors in identifying gaps in the employee skill base. The results and gaps obtained from this are used to modify and update training programs. Training programs offered include behavioral, technical and operational excellence programs conducted by professional expertise in various fields. Further upgrading our training agenda, we send employees for specialized training programs at premier institutes- IIM Calcutta, Indore, Lucknow, Hyderabad and IIT Kanpur. Through such exposure, we not only boost their confidence, but also provide them opportunities to climb up their career ladder and gain competitive career opportunities.

To analyze, monitor and evaluate employee skills, we conduct reviews during and after training sessions. Employees who score less than 60% in such evaluations are made to go through further trainings. 100% of our employees undergo performance reviews. We continue to provide multi-skill trainings to our workforce to increase their productivity. In FY 2017-2018, 6893 training man days were undertaken to train 1975 employees.

One of our flagship programs is our “DISHA Scheme” through which we provide the right career guidance, necessary skills and knowledge to employees to get them job ready. Through this scheme, we endeavor to build on employee interest levels, skills, humility and aptitude, thus preparing them for opportunities within the company as well as outside the company. Specialized training programs are provided to new joiners, to ensure they have the required knowledge levels, expertise and skills to smoothen their transition into the company.

Employee Category	Total Hours of Training		Average hours of training - Male	
	Male	Female	Male	Female
Management Staff	27,525	100	50	25
Executive & (GET,ET, MT)	18,357	102	67	51
General Staff	1660	-	26	-
Supervisory Staff	29,677	-	31	-
Workman Staff	2557	-	9	-

Training at Hisar

Employee Category	Total Hours of Training		Average hours of training - Male	
	Male	Female	Male	Female
Management Staff	350	104	77	22.91
Executive & (GET,ET, MT)	78	42	65	35
General Staff	15	7	68	31.82
Supervisory Staff	37	8	82	17.78
Workman Staff	0	0	0	0

Training at Corporate Office

Skill Development Program	Change Management and Work Life Balance
Effective use of IT	Creativity and Innovation
SAP	Reach your potential
First Aid Training	Managerial Effectiveness
On the Job Training	Winning Strategy For Good Health
Metallurgical Testing & Defects	Session on Posh
NABL Testing	Dealing With Emergencies
Multi Skill Developmet	Uncovering The Leader In You
On line data analytics course	Art of Giving & Receiving Feedback
Cross Unit Exposure	Creative Thinking Leading To Innovative Mind

Top Training Programs

Digitizing HR Processes

In FY 2017-2018, we at JSHL rolled out various HR initiatives with a prime focus on digitization. To institutionalize processes and optimize system efficiency, we have digitized a major portion of our HR processes and systems. The digitized systems have helped us to improve user experience, hasten resolution of issues and increase

transparency of systems. Through the HR digitization programs, we strive to increase collaboration among employees through increased accessibility and harnessing the power of cloud-based servers. The initiatives have also helped in streamlining HR decision making through data driven decisions.

Awards and Recognition

We, at JSHL, have made dedicated efforts to create avenues for skill development and knowledge sharing for all our employees. It helped us in achieving an extraordinary milestone of bagging “Great Place to Work” award for the second consecutive year.

In our endeavor to up-skill our people, we made rigorous efforts towards organizing training and excellence programs. Several employees were sent to specialized training programs at top institutes like IIMs and IITs to prepare them for competitive career opportunities and challenges in life outside work.

Such organizational efforts have helped us earn many prestigious awards in FY 2017-2018

- Golden Peacock Award (Environment Management, 2017)
- 23 Gold & 7 Silver Medals in CCQC, 2017
- 1 Excellence & 6 PAR
- Excellence Awards in NCQC, 2017
- Behaviour Based Safety Award for (Outstanding Initiatives Taken)



OCCUPATIONAL HEALTH AND SAFETY.

At JSHL, we are cognizant of the paramount importance of Occupational Health and Safety to our business. We continue to meet global benchmarks and best practices in relation to safety, being certified with OSHAS 18001. In order to develop a safe occupational environment, we have constituted dedicated committees and sub-committees for aspects such as safety, health and environment. The committees comprise of representatives both from the workers end and management end. The committees participate in periodic meetings to discuss occupational health and safety issues that are the most crucial to the running of the business. At present, we have a total of six safety sub committees and in every department, departmental safety committee that operate within our organization. Additionally, we have deployed an Apex level safety committee that constitutes of the Head of Departments as well as nominated sectional heads. The Apex Level Safety Committees meet on a quarterly basis to discuss occupational health and safety performance, gaps in the system and interventions to be put in place.

We have developed a system to continually monitor and evaluate safety performance in various areas within our premises. In case of any major/minor accidents, or near misses, the

cases are thoroughly looked into as per internal guidelines, JSHL controlled format and CAPA. We have actively digitized our safety systems to increase efficiency in performance through the development of Safety Management Portal. The cloud based safety systems enable employees and workers to report safety incidences in an easy manner through "Behavioral Observation". The systems also help us manage, track, monitor and evaluate safety performance, all on one portal. This enables us to make data driven decisions to improve occupational safety. In the reporting period, we empower our employees to stop, council and advice unsafe practices observed by individuals. Such observations have to be immediately reported to superiors to ensure further action. In line with this, we conduct near miss campaigns to promote reporting of near misses in various locations within our campus.

Ensuring safe working conditions is a core value for us. We believe that all injuries and occupational illnesses, as well as safety and environmental incidents, are preventable. JSHL is committed to ensuring zero harm to its employees, contractors and the communities in which it operates. In an Endeavour to achieve Vision "zero incident" in Health, Environment & Safety, To in grain safe behavior among

employees a Concept of Behavior based training is implemented . Total 99 percentage of employees were covered in BBS campaign. Average 8 hr/ person / year safety training were imparted on various topics of EHS. 406 EHS audits were carried out by Safety officers as per guidelines of BIS 14489 for identification of unsafe acts & conditions and legal compliance. Due to digitization identification of observations and Near miss increased drastically to 10788. In night shift , NDO are deployed to monitor the safety activity. In Fy 17-18, 77 mock drills were carried out , 710 EHS kaizen were implemented, 547 EHS training were imparted by safety officers.

Risk assessment has been conducted through various methodologies and techniques by External Third party auditor for Process Safety Management, safety gap Evaluation, Hazard operability study of all critical areas, E -Hazop, Fire safety Audit, Lock out Tag Out, Hazard identification and risk assessment, Lightning protection survey, Electrical Audit and safety survey to identify, analyze and assess safety risk. Review of Behavior based safety implementation was done by external agencies. To reduce risks from occupational diseases, we conduct medical health check up all employees in line with statutory requirements as per Punjab Factories Rule 70 N. For those

engaged in hazardous operations, medical examinations are carried out on a half yearly basis and in other areas as per the associated health hazard in a periodic manner. We conduct eye test of all operators, drivers and periodic Spirometry and Audiometry tests on workers operating in dust prone areas and high decibel areas. We have Occupational Health Center complying requirement of Punjab Factories Rule 70-O (Factories Act Section 41- c and 112). We conduct pre-employment as well as periodic medical tests to check the overall health and fitness of our existing and newly joined employees. We have developed a wellness calendar to raise awareness on healthy actions that can be taken to improve health and well being of employees. Further strengthening our employee health management framework, we conduct regular camps and awareness sessions on a monthly basis to coach employees on various aspects related to physical and mental health.

Other Safety Initiatives Implemented in FY 2017-2018

- Standardization of design of fencing/guard of machines has been done in accordance with Indian Standard
- Regular display of safety theme and safety awareness boards at conspicuous locations.
- Testing of structural portion of EOT cranes conducted, The cranes those were not passed in relevant test were removed from service as resultant in replacement of 10 Crane Structure those were found negative camber.
- Installation of Fall arresting system Over Shed roof to work over roof safely.
- Implementation of Safety Shift Briefing program at 35 Locations in all the shifts to discuss safety issues.
- Organized 15 EHS awareness campaigns like Fire safety month, Road Safety Month, LOTO awareness etc.
- Digitization of on line portal & Work Permit system through SAP made Operational Review of Disaster management Plan in accordance with statutory requirement, subsequently on site mock drill was conducted in presence of government officials.
- Installation of Infrared Guarding on Slitting Line, and guarding of machineries as per IS norm commenced.
- To work at Height and in Hazardous Job, employees health check up, Trade test and Safety training made mandatory before deployment at Job.
- Usage of Reflective jackets has been made mandatory like other PPE.
- Safety Presentation to visitors entering inside the plant area has been started at entry gate and Provision to use of Safety Kit for visitors made mandatory like(Steel Toe Cap/ Safety shoe, safety Helmet, Ear Plug, Googles etc.)
- Strengthening of Fire fighting installations and emergency management plan.
- Corporate Recognition Award 2018 for outstanding initiatives taken in "Implementation of Behavior- Based- Safety(BBS)", presented at NITIE-POWAI MUMBAI organized by FORUM OF BEHAVIOURAL SAFETY

248 members in Health and Safety Committee

14.92 % Management members

42.74% Non Management members

42.34 % Contractors

41,868 training hours on safety, on topics such as fire prevention and protection,

safety at work place, safe material handling, emergency preparedness, PPE, Safety

Induction, Accident Prevention, Behaviour Based Safety etc.

Employee safety performance

Health and Safety Performance Parameter	Number of incidents
Near Misses	3254 (Whole plant)
First aid cases	7

Contract workers safety performance

Health and Safety Performance Parameter	Number of incidents
Injury Rate	0.71
Occupational diseases rate	0
Lost Day Rate	17.41
Absentee Rate (AR)	0.85
Work related fatalities	0
Minor	5
First aid cases	36

**None of the female workers were injured during the reporting period*

Health and Safety Statistics 2017-2018

FY 2017-2018

Type of safety related training	Training Hours	
	Male	Female
Fire Prevention and Protection	1602	
Safety At work place & height work	1774	
Safe Material Handling	1618	
Emergency Preparedness	1218	
First-Aid Awareness		
Personal Propective Equipment	1406	
Safety Induction	1178	
Safety While Gas Cutting & Welding	1414	
Safe Working Practices & Construction Safety	1608	
Accident Prevention	1252	
Behavioural Based Safety	15176	
General Safety Awareness & Work Permit System	1972	
Chemical Safety	616	
Safe Operation of EOT Cranes	660	
External Faculty	8920	
GRAND TOTAL	41868	

Traning 2017-2018





COMMUNITIES



CSR HEAD's MESSAGE



Dear Stakeholders,
We greatly appreciate your continued interest in Jindal Stainless (Hisar) Limited, a function of Jindal Stainless Foundation. The JSHL foundation is a registered society under the Registrar of Societies, established with the aim of implementing various social and environmental initiatives through a plethora of direct and indirect measures. Our CSR interventions are carried out by our experienced team of CSR professionals through collaborations with National and International Civic Societies, NGO's and Governmental Agencies.

At Jindal, we have streamlined our CSR framework with an aim of mainstreaming communities at the bottom of the pyramid.

We continually work towards our CSR aim with a philosophy to address key social developmental issues. Our sustainability focused interventions help us in achieving our goal of improving lives through trustworthy and innovative stainless solutions. In 2017-2018, our CSR interventions were focused on Promoting Education and Enhancing Vocational Skills, Ensuring Environmental Sustainability & Ecological Balance, Promoting Gender Equality and Empowering Women, Promoting Preventive Healthcare & Rural Development Programs.

Agricultural interventions have been a prime focus of Jindal's CSR initiatives since our advent. Water harvesting and Environmental

Initiatives were found to be the core focus areas based on the surveys. Based on this, a follow up scoping survey was conducted focused exclusively on agricultural aspects- understanding crop types, soil types, problem areas etc. Currently, we are working relentlessly to put in place agricultural & water improvement interventions in Jajpur, Khurda and Cuttack. In Navranpur, we spoke to farmers and farmer organizations to understand strategies that could be put in place to enhance agricultural productivity and improve livelihoods.

Through our agricultural interventions, we hope to enter a domain that is not directly connected with stainless steel. Our long term vision is to collaborate with farmers to boost organic farming practises; helping farmers to stray away from the resource consuming, conventional multiple cropping practises. In line with this, we have trained farmers around our operational areas on major aspects related to organic farming, supporting them in entering organic farming markets. We educate farmers about climate resilient crops & best sustainable agricultural practises to follow to maximize their produce. Through collaborations and partnerships with foundations such as Gram Unnati foundation, we hope to break the nexus of the challenging agriculture sector, to reach out to farmers and help in community development.

Environmental Development being a key focus area of Jindal's CSR agenda, our environmental interventions are focused on provision of drinking water to rural communities. This is done in collaboration with local panchayats through the creation of water kiosks where the TDS is beyond 500mg/L. Women Empowerment is yet another major focus area in Jindal's CSR framework. Through our "Asmita"

Program, we support skill development & women entrepreneurship. We encourage women to take up basic and advanced courses in skill development to maximize the outcome of the program. Under the "Asmita" program, our women have made high end products (handicrafts, home linen, textiles & golden grass bags) that have found place in national and international markets. 75% to 80% of the revenues made from these products go back to the women.

Promoting sports among rural communities, we have partnered with Sudeva Organization in working towards its 2030 World Cup Vision. Sudeva Organization provides football training to potential players from rural communities. Selected players are provided with opportunities to participate in the World Cup and other major football associations. Currently, 5 football camps have been conducted in Orissa.

Going forward, we will continually work towards resolving community issues; improving our year on year CSR performance. Through effective CSR management, we hope to contribute to a sustainable society through our business activities.

Rajiv Williams
Corporate Head – CSR
Jindal Stainless Limited Group

COMMUNITIES.

At JSHL, we understand that our business can either directly or indirectly effect the lives of communities around our operational areas. In line with this, we have developed a robust corporate social responsibility framework, comprising of interventions to improve community livelihoods. We spearhead various sustainable community development initiatives to promote inclusive growth.

Our approach to Corporate Social Responsibility is embedded in our existent vision to “Improve lives through trustworthy and innovative stainless solutions”. Through the Jindal Stainless Foundation, we have initiated a plethora of social development activities around our corporate offices, plant locations and factories.

We continually work to empower communities by developing focused CSR efforts to fulfill their requirements. We gain an understanding of social issues through detailed scoping and research exercises.

We work relentlessly in promoting volunteering programs, thus giving a chance to our stakeholders- employees, communities and other individuals in the supply chain to connect. To further invigorate CSR activity growth, we have collaborated with National and International CSR initiatives, stressing upon the significance of participatory approaches in relation to Program Development and Design.

Aim

Mainstreaming communities at the bottom of the pyramid

Philosophy

To address key social developmental issues and encourage all stakeholders to get engaged through Focused Sustainable Interventions with the aim of achieving the overall vision of JSHL of improving lives through trustworthy and innovative stainless solutions

Objectives

- To work towards Social advancement of all stakeholders to include i.e. communities and their families
- To work with farming communities toward doubling their income through technology based solutions and promoting climate adaptation practices
- Empower Rural Youth and Women through skill enhancement and promoting entrepreneurship
- Provide basic amenities to rural communities living around our areas of operations i.e. Primary Health, Basic Education etc
- To work towards Environmental Protection
- To provide an enabling environment and promote best practices
- To ensure a proper reporting structure

Promoting Education and Enhancing Vocational Skills



Developing Skills through O. P. Jindal Vikas Kendra – ‘Unnati’

Initiative

Concentrating on skill development of women in the vicinity, we have started to run a skill development initiative at the O.P Jindal Vikas Kendra.

Locations

- Shiv Colony Village,
- Satrod Kalan Village,
- Nalwa Village.

Summary

- The program is designed to equip women with skills required to improve livelihoods, also supporting economic development, financial self dependence and women entrepreneurship.
- The training focuses on areas of stitching, tailoring, embroidery, handicraft making and sewing machine maintenance.
- Basic and advanced levels of training provided, each lasting over 6 months.
- Outreach of 135 students who were trained and certified through JSF in 2017-2018

Developing Skills through Stainless Skill Training Institute - Prerna

Initiative

Imparting knowledge and skills to women in the areas of Dress Designing & Fashion Technology beauty culture.

Locations

Areas within the vicinity of plant locations.

Summary

- The program is designed to promote skill development, empower women and make them financially self reliant . The training focuses on areas of Dress Designing and Beauty Culture.
- Basic and advanced levels of training provided, each lasting over 6 months.
- 167 students were trained at the center.



Providing Access to Training through Satellite Centers

Initiative

A pilot project to support the ex-students of SSTI to train residents in respective villages.

Locations

- Rawalwas Khurd ,
- Mayard,
- Bara Quarter

Summary

- *The program is designed to support the ex-students of SSTI in their efforts to pass on their knowledge and skills to fellow residents in respective villages. The training helps women in becoming independent, giving them an opportunity to pass on the knowledge to others.*
- *Through this initiative, rural women and girls are given access to training services to hone their skills.*
- *Beauty salon training and stitching training provided in Rawalwas Khurd and Mayard , with an outreach of 21 students.*
- *Initiative continued in Bara Quarter in Hisar, with an outreach of 10 students.*



Empowering the Differently Abled through “Deaf School Empowerment Project” - Nai Disha

Initiative

Educating and Developing life skills among deaf students through collaboration with Noida Deaf Society.

Locations

Hisar

Summary

- *The program is designed to empower, educate and develop life skills among deaf students. Various classroom sessions are conducted, focused on subjects such as Indian Sign Language, English Communication Skill Level 1, Value Education and Computer Education.*
- *The education programs are provided for students enrolled in the Welfare Center for Hearing and Speech Impairment- Hisar.*
- *Outreach of 122 students from nursery to 8th standard.*

Ensuring Environment Sustainability and Ecological Balance

Harnessing the power of Renewable Energy through Solar Water Pump Project

Initiative

Investing in a sustainable future through the use of renewable energy in agriculture.

Locations

- Umra
- Sultanpur

Summary

- The program utilizes renewable energy (solar water pumps) to upgrade the water lifting technologies used in the agricultural sector. This was done in partnership with Claro Energy Pvt. Ltd.
- Solar water pumps were installed in the farms of 2 farmers from the Villages of Umra and Sultanpur.
- The 5HP power solar pumps have the capacity to irrigate around 44 acres of agricultural land.
- Savings of up to INR 1,00,000/ due to utilization of the solar pumps.
- Reduced environmental impact.

Promoting Gender Equality and Empowering Women

Save the Girl Child Initiative

Initiative

Workshops and Trainings organized for young girls and women of various communities to promote and empower women.

Locations

Hisar

Summary

- The initiative is done in partnership with the Institute of Social Services. Workshops and Trainings were organized to empower and enrich the lives of young girls and women in various areas, educating them on various aspects related to gender equality, health, sanitation, education etc.
- Training were conducted to raise awareness on topics of paramount importance like save the girl child, women and health, adolescent girls and personal hygiene, women and education and responsible behaviour.
- The initiative saw an outreach of 25 individuals in each of the sessions.

Promoting Preventive Healthcare

Promoting a Culture of Preventive Healthcare

Initiative

Creating consciousness among communities about HIV /AIDS through “ Bujho, Jaano, Samjho” campaign.

Locations

Hisar

Summary

- The “Bujho. Jaano. Samjho”, is a HIV and AIDS specific intervention done in partnership with Modicare Foundation. The intervention program was implemented to coach the identified volunteers as master trainers and to raise consciousness among communities about various aspects of HIV/AIDS through awareness camps, trainings and sessions.
- The intervention helped in establishing linkages with existing service providers of nearby areas.
- Counselling and referral services were provided to the target population.
- Individuals were sensitized on aspects of HIV/AIDS through one on one as well as group sessions.
- 16 master trainers identified from HRD, CRD, JIPL, CSR, farmers’ community, youth clubs and various other NGO’s.
- The intervention saw an outreach of 2252 people.
- Additionally, health camps were also conducted at various locations, with an outreach of 1115 participants.



Promoting Healthcare through Mobile Health Dispensary-SEWA

Initiative

Catering to medical requirements of communities through collaboration with N.C.Jindal Hospital.

Locations

Hisar

Summary

- The Mobile Health Dispensary Project caters to the medical requirements of the communities around our operational sites. The project covers 10 villages; medical services being rendered twice a month. Nominal registration fees of INR 10/- per beneficiary were charged for the program. Medical services offered include diagnosis, treatment and provision of medicines.
- 7345 patients benefited from this program; 235 site visits were conducted by the mobile unit.
- Awareness sessions were conducted to sensitize rural communities on diseases such as Asthma, Respiratory Disease, Prevention and Early Detection of Cancer, Water Borne Diseases etc.
- 1937 individuals were a part of such awareness sessions conducted in stitching centres located in Adarsh Colony, Shiv Colony, Surya Nagar & Satrod Kalan.

Rural Development Programs

Promoting and Preserving Art and Culture of Theatre with a Cause – “Save the Girl Child”.

Initiative

Promoting art and culture through “Theatre on Bike” Initiative with a theme focused on “Save the Girl Child”.

Locations

20 cities of Northern India

Summary

The program was initiated by Jindal Stainless Foundation , Hisar, in partnership with Abhinaya Rang Manch, with a vision to promote art and culture through “Theatre on Bike” initiative. Harnessing the power of Theatre, communities were sensitized on aspects related to female foeticide and the need to save the girl child.



Improving farmer livelihoods through Agriculture Development Project

Initiative

Improving and Increasing farmer incomes through improved farming techniques.

Locations

Hisar

Summary

- *The program was initiated in partnership with the Gram Unnati Foundation. The initiative helps in increasing the income levels of farmers by raising awareness on efficient farming techniques, practising improved farming practises and using effective market linkages.*
- *In depth scoping and need based exercises were conducted to finalize the villages for the interventions.*
- *Stakeholders (at the Sarpanch level and farmer level) across 36 villages were interacted with to understand regional requirements.*
- *25 villages in Hisar were finalized for the intervention.*
- *Information on soil, water, topography, farming system, crop patterns etc. were collected to create region specific interventions to ensure maximum positive outcome.*

Stories from our Interventions

Hole in the Wall & Smart Classes

“The Hole in the Wall” and “Smart Classes” interventions showcase our efforts in providing computer learning centres and creating virtual learning platforms at schools. These interventions were a great success at the Defence Public School. The Hole in the Wall program enabled students to have access to computers, forming an excellent platform for self learning. Through “Smart Classes”, students could learn about various subjects

on digital platforms through graphical & visual representations, thus helping them retain knowledge and learn subjects in an effective and speedy manner. Around 350 students have access to such digital platforms, thus enhancing their overall educational experience. The program has not only helped students increase their learning capacity but has also increased retention rates in the school.



Skill Training- Tailoring & Beauty Culture

Our Stainless Skill Training Institute at Hisar offers 6 month basic and advanced courses in Dress Designing & Fashion Technology and Beauty Culture. Individuals enrolling in the skill training centre belong to nearby communities residing in the urban as well as rural areas.. In case of Dress Designing, various training programs are offered including dress designing basics, advanced training, garment tailoring, fancy suits tailoring, etc. Graduates from the tailoring institute often either set up their own boutiques, or work at the centre themselves,

thus providing an excellent livelihood opportunity, most of them earning an annual income of up to INR 50,000. In case of the beauty culture, training programs offered include basic and advanced skin and hair treatments, comprising of both theoretical and practical sessions. Graduates from the beauty culture centre often set up their own parlor at their homes, forming an excellent livelihood improvement opportunity for them.



Empowering the Differently Abled

At JSF, we support the Noida Deaf Society to conduct training at Welfare Centre for Hearing & Speech Impairment – Hisar (WCHSI) through the provision of trained professionals to help provide quality education to the students. The school has a strength of 126 students. Students are trained on various aspects of sign languages

through visual communications. Various subjects including computer education, English grammar etc. are taught through sign languages and visual mediums to increase learning abilities of students. Currently, the school has 13 teachers, 2 of them under the Nodia Deaf Society.



Supporting Government Schools through provision of potable water

In our venture to provide easy access to clean drinking for students, we have entered into a two year partnership with Piramal in order to provide a Sarvajal RO Unit at the Government Senior Secondary School at Chirod and Durjanpur villages. We conducted a thorough feasibility and needs assessment at the school to understand the type of intervention that needed to be placed. Before our intervention, TDS levels of drinking water provided in the

school were on an upper limit, almost 700-1200 mg/L, rendering it unsafe for drinking. After placing the RO systems, TDS levels came down to potable levels; 90-120 mg/L. The Automated Reverse Osmosis system operates in safe conditions. It is integrated with an online monitoring system to analyse effectiveness in performance. Wastewater generated from the RO system is used for gardening purposes within the school campus.

GRI INDEX

Disclosure	Description	Disclosure Level	Page No.	Comments
102-1	Name of the organization	Complete	8	
102-2	Activities, brands, products, and services	Complete	8	
102-3	Location of headquarters	Complete	8	
102-4	Location of operations	Complete	8	
102-5	Ownership and legal form	Complete		Private company
102-6	Markets served	Complete	8	
102-7	Scale of the organization	Complete	34, 40, 60	
102-8	Information on employees and other workers	Complete		
102-9	Supply chain	Complete	21	
102-10	Significant changes to the organization and its supply chain	Complete	21	No such changes
102-11	Precautionary Principle or approach	Complete	29 - 33	
102-12	External initiatives	Complete	29 - 33	
102-13	Membership of associations	Complete	34	
102-14	Statement from senior decision-maker	Complete	4 - 7	
102-15	Key impacts, risks, and opportunities	Complete	29 -33	

Disclosure	Description	Disclosure Level	Page No.	Comments
102-16	Values, principles, standards, and norms of behaviour	Complete	26 - 68	
102-17	Mechanisms for advice and concerns about ethics	Complete	26 - 68	
102-18	Governance structure	Complete	24 - 30	
102-21	Consulting stakeholders on economic, environmental, and social topics	Complete	22 - 23	
102-22	Composition of the highest governance body and its committees	Complete	24 - 30	
102-40	List of stakeholder groups	Complete	16 - 18	
102-41	Collective bargaining agreements	Complete		There are no employee unions.
102-42	Identifying and selecting stakeholders	Complete	16 - 18	
102-43	Approach to stakeholder engagement	Complete	16 - 18	
102-44	Key topics and concerns raised	Complete	22 -23	
102-45	Entities included in the consolidated financial statements	Complete	40 -42	
102-46	Defining report content and topic Boundaries	Complete	14	
102-47	List of material topics	Complete	14	
102-48	Restatements of information	Complete	14	No such restatements
102-49	Changes in reporting	Complete	14	GRI Standards Reporting is followed in 2017-2018

Disclosure	Description	Disclosure Level	Page No.	Comments
102-50	Reporting period	Complete	14	2017 - 2018
102-53	Contact point for questions regarding the report	Complete	14	
102-54	Claims of reporting in accordance with the GRI Standards	Complete	14	
102-55	GRI content index	Complete	102 - 111	
202	MANAGEMENT APPROACH			
103-1	Explanation of the material topic and its Boundary	Complete		Explained in the content under each material topic.
103-2	The management approach and its components	Complete		Explained in the content under each material topic.
103-3	Evaluation of the management approach	Complete		Explained in the content under each material topic.
201	ECONOMIC PERFORMANCE			
103	Management Approach for Economic Performance	Complete		
201 - 1	Direct economic value generated and distributed	Complete	40 - 42	
201 - 3	Defined benefit plan obligations and other retirement plans	Complete	40 - 42	
201 - 4	Financial assistance received from government	Complete		No such financial assistance received.
202	MARKET PRESENCE			
202 - 1	Ratios of standard entry level wage by gender compared to local minimum wage	Complete		Equal pay to men and women as per regulations.
203	INDIRECT ECONOMIC IMPACTS			
203 - 1	Infrastructure investments and services supported	Complete	86 - 101	

Disclosure	Description	Disclosure Level	Page No.	Comments
203 - 2	Significant indirect economic impacts	Complete	86 - 101	
205	ANTI-CORRUPTION			
205 - 1	Operations assessed for risks related to corruption	Complete		All operations are assessed for risks due to corruption as part of our code of conduct.
205 - 2	Communication and training about anti-corruption policies	Complete		Anti-Corruption training provided to all employees during orientation sessions.
205 - 3	Confirmed incidents of corruption and actions taken	Complete		No such incidents.
301	MATERIALS			
301-1	Materials used by weight or volume	Complete		
301-2	Recycled input materials used	Complete	57	
302	ENERGY			
103	Management Approach for Energy	Complete		
302-1	Energy consumption within the organization	Complete	47 - 53	
302-3	Energy intensity	Complete	47 - 53	
302-4	Reduction of energy consumption	Complete	47 - 53	
303	WATER			
103	Management Approach for Water	Complete		
303-1	Water withdrawal by source	Complete	56	
303-2	Water sources significantly affected by withdrawal of water	Complete	56	No water sources are affected by our operations.

Disclosure	Description	Disclosure Level	Page No.	Comments
303-3	Water recycled and reused	Complete	56	
304	BIODIVERSITY			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Complete		None of our sites are in the proximity of biodiversity rich areas.
304-2	Significant impacts of activities, products, and services on biodiversity	Complete		No negative impacts
304-3	Habitats protected or restored	Complete		No such activities
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Complete		No species are affected by our operations.
305	EMISSIONS			
103	Management Approach for Emissions	Complete		
305-1	Direct (Scope 1) GHG emissions	Complete	52 - 54	
305-2	Energy indirect (Scope 2) GHG emissions	Complete	52 - 54	
305-4	GHG Intensity	Complete	52 - 54	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Complete	52 - 54	
306	EFFLUENTS & WASTE			
103	Management Approach for Effluents & Waste	Complete		
306-1	Water discharge by quality and destination	Complete	55	Zero Discharge Facility

Disclosure	Description	Disclosure Level	Page No.	Comments
306-2	Waste by type and disposal method	Complete	55	
401	EMPLOYMENT			
401-1	New employee hires and employee turnover	Complete	61 - 65	
401-2	Benefits provided to full time employees that are not provided to temporary or part-time employees	Complete	69	
401-3	Parental leave	Complete	69	
402	LABOR/MANAGEMENT RELATIONS			
402-1	Minimum notice periods regarding operational changes	Complete		Minimum notice period as per regulations provided to all employees.
403	OCCUPATIONAL HEALTH AND SAFETY			
103	Management Approach for Operational Health & Safety	Complete		
403-1	Workers representation in formal joint management-worker health and safety committees	Complete	76 - 80	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Complete	76 - 80	
403-3	Workers with high incidence or high risk of diseases related to their occupation	Complete	76 - 80	None of our workers have the high risk of occupational diseases.

Disclosure	Description	Disclosure Level	Page No.	Comments
403-4	Health and safety topics covered in formal agreements with trade unions	Complete	76 - 80	
404	TRAINING AND EDUCATION			
103	Management Approach for Training	Complete		
404-1	Average hours of training per year per employee	Complete	71 - 73	
404-2	Programs for upgrading employee skills and transition assistance programs	Complete	71 - 73	
404-3	Percentage of employees receiving regular performance and career development reviews	Complete	71 - 73	100% of our employees undergo appraisals and performance reviews.
405	DIVERSITY			
405-1	Diversity of governance bodies and employees	Complete	66 - 67	
405-2	Ratio of basic salary and remuneration of women to men	Complete	66 - 67	Equal Pay to Men and Women
406	NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken	Complete	68	No such incidents
407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable		
408	CHILD LABOUR			
408-1	Operations and suppliers at significant risk for incidents of child labor	Reported		No such operations

Disclosure	Description	Disclosure Level	Page No.	Comments
409	FORCED OR COMPULSORY LABOUR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Reported		No such operations
410	SECURITY PRACTICES			
410-1	Security personnel trained in human rights policies or procedures	Reported		Communication on human rights is provided to all security personnel.
411	RIGHTS OF INDIGENOUS PEOPLES			
411-1	Incidents of violations involving rights of indigenous peoples	Reported		No such incidences.
412	HUMAN RIGHTS ASSESSMENT			
412-1	Operations that have been subject to human rights reviews or impact assessments	Reported	68	All our operations are under human rights scrutiny.
412-2	Employee training on human rights policies or procedures	Reported	68	Communication on human rights is provided to all employees during orientation sessions & through policies.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Reported	68	All our investment agreements have human rights clauses.

Disclosure	Description	Disclosure Level	Page No.	Comments
413	LOCAL COMMUNITIES			
103	Management Approach for Local Communities	Complete		
413-1	Operations with local community engagement, impact assessments, and development programs	Reported	84 - 101	
413-2	Operations with significant actual and potential negative impacts on local communities	Reported	84 - 101	No such operations.
414	SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria	Reported	21	All our suppliers are screened using social criteria.
414-2	Negative social impacts in the supply chain and actions taken	Reported	21	No such impacts.
416	CUSTOMER HEALTH AND SAFETY			
416-1	Assessment of the health and safety impacts of product and service categories	Reported	19 - 20	As a stainless steel producer, all our products are designed to ensure the safety of our customers.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Reported	19 - 20	No such incidents.
417	MARKETING AND LABELING			
417-1	Requirements for product and service information and labeling	Reported	8 - 11, 34	Products are labelled based on type, quality and composition
417-2	Incidents of non-compliance concerning product and service information and labeling	Reported	8 - 11, 34	No such incidents.

Disclosure	Description	Disclosure Level	Page No.	Comments
417-3	Incidents of non-compliance concerning marketing communications	Reported	8 - 11, 34	No such incidents.
418	CUSTOMER PRIVACY			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Reported		No such complaints.
419	SOCIOECONOMIC COMPLIANCE			
419-1	Non-compliance with laws and regulations in the social and economic area	Reported		No such incidents.

