UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON PROGRESS

JINDAL STAINLESS LIMITED

May 2019- 2020



Statement of Support:



About Jindal Stainless Limited:

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| Shaping A Stainless World |
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| Jindal Stainless, a part of the $ 15 billion USD, OP Jindal group is the largest integrated manufacturer of stainless steel in India and is ranked as the 8th largest in the world, with a capacity of 1.8 million tons. A leader and a name synonymous with Enterprise, Excellence and Success, the company’s ethos mirrors most characteristics similar to the metal it produces; Akin to stainless steel Jindal Stainless is innovative and versatile in its thought process; strong and unrelenting in its operations. JSL has crafted its success story by fully integrating its operations based on a strategy of both, backward and forward integration, starting from mining, melting, casting, hot rolling to cold rolling and further value additions  |
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| This has been the driving philosophy of the company from its one unit presence in the early 70’s to its present multi- location presence across the globe. An ISO: 14001 compliant, JSL product range includes: Ferro Alloys, Stainless Steel Slabs, Blooms, Hot Rolled Coils, Plates and Cold Rolled Coils/ Sheets, Stainless Steel Strips for Razor Blade Steel and Coin Blanks for mints in India & EU. |
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Jindal Stainless Limited’s philosophy on Corporate Governance envisages the alignment of the highest levels of transparency, accountability and equity, in all facets of its operations and in all its interactions with its stakeholders including shareholders, employees, government and leaders. To run the business effectively, transparently and with due accountability, the company has developed a Code of Conduct to be followed by all representatives for carrying out their duties and responsibilities as per the vision, values and guiding principles.

The code of conduct has been designed by the company in line with the 8 guiding principles:

1. Value Creation
2. Transparency
3. Personal Conduct
4. Learning & development
5. Creativity and Innovation
6. Environment, Safety and Health
7. Responsible Corporate Citizen
8. Confidentiality

To promote:

* Honest, ethical conduct and handling of conflict of interest between personal and professional relationships
* Full, fair, accurate, timely and understandable disclosure in reports and documents and other public communication
* Compliance with applicable governmental laws, rules and regulations
* Prompt internal reporting
* Accountability for adherence to the policy

All Directors and Employees of the Company are expected to read and understand it and uphold these standards in day to day activity. They are also expected to comply with the applicable policies and procedures and ensure that they are adhered to.

Our CSR policy also reinforces the guiding principles and focuses on crucial areas like:

* Addressing key social issues and encouraging all stake holders to get engaged through focused sustainable programs and initiatives
* Support and respect the protection of internationally proclaimed human right norms
* Prohibition of Child Labor
* Freedom of Engagement
* Health and Safety
* Collective Bargaining and Consultation
* Equality of Opportunity
* Harassment and disciplinary practices
* Working Hours
* Compensation
* Supplier selection
* Community involvement
* Environment protection
* HIV/AIDS Workplace
* Natural resource management

Important Policies:

1. Code of Conduct: <http://www.jslstainless.com/PDF/Code-of-Conduct.pdf>
2. Corporate Governance Policy: http://www.jindalstainless.com/images/corporate-governance.pdf
3. Whistle Blower Policy: <http://www.jslstainless.com/PDF/Whistle-Blower-Policy.pdf>
4. CSR Policy: http://www.jindalstainless.com/reportsanddownloads.php
5. EHS Policy: <http://www.jindalstainless.com/ehspolicies.php>
6. Policy on Prevention of Sexual Harassment at workplace
7. HR Policy
8. Education Policy
9. IT Policies
10. Med claim Policies

Principles on Human Rights:

PI: Business should support and respect the protection of internationally proclaimed

 Human Rights; and

P2: Make sure that they are complicit in Human Rights abuse

COMMITMENT:

Jindal Stainless Limited believes in fundamental principles of Human Rights as promoted by International Instruments (UN, ILO) and Constitution of India and commits itself to adhere, protect and promote them in the context of our business operations. Jindal Stainless Limited as a member of the Global Business Initiative (GBI) for Human Rights, has taken on a leadership role to promote the principle of ‘Respect’ the second pillar of the UN Guidelines on the Human Rights ‘Protect Respect and Remedy’ Framework.

SYSTEM:

The Human Resource, Legal and the CSR departments are actively involved in safeguarding the fundamental principles of Human Rights. The company code of conduct clearly mentions no discrimination during hiring, promotion, training or termination on the grounds of race, color, creed, religion, age, disability, gender, sexual orientation and marital status.

As a step towards our commitment to respect and protect human rights Jindal Stainless Limited conducted its first Human Rights audit on community and environment indicators. This is a first of its kind audit happening in India on Human Rights, JSL has set an example by taking a leadership role by being the first Indian Corporate to do so. The process involved the reviewing of various policies, procedures and processes concerning community and environment that are prone to human right risks and also consider the impact of those policies and procedures on the Community and Environment.

The entire management and business heads cooperated in making the entire process a learning experience and a commitment to work on areas that need improvement. The CSR Team took a leading role in the Human Rights Audit and coordinated with the various departments, facilitated stakeholder engagements to successfully carry out the process.

Jindal Stainless continues to be associated with the CEO Forum on Business and Human Rights, by taking a leadership role and facilitating other Corporates to be a part of the process.

Jindal Stainless Limited will continue to reinforce its initiatives and ideologies on Human Rights. Efforts will be made to further share and sensitize employees about Human Rights.

Over the past few years, a number of consultation and training programs, both external and internal have taken place in order to embed the UNGPs. Efforts are also on to sensitize the MSME and the supply chain on issues relating to Business and Human Rights as articulated in the UNGPs. During the reporting year, Consultations with National governments and peer learning sessions on Business and Human Rights under the aegis of member companies of Global Business Initiative on Human Rights were held at Jakarta, Indonesia and Washington, USA. The practices adopted by several stakeholders were discussed and some adopted.

In addition, Jindal Stainless Limited has been having consultations with Industry associations on the UNGPs and how to create greater awareness on Rights issues. The Corporate Head CSR has been holding awareness programs with Business Schools across locations and held an interesting discourse with the Ethical Trading Institute with a focus on UNGPs. The British High Commission through its prosperity fund has also been engaged in promoting greater awareness on the UNGPs.

Several other initiatives undertaken have been as indicated below:

Women Empowerment Principles - JSL is streamlining the Women Empowerment Principles within the company. JSL has come up with safety guidelines for women, and is encouraging women to apply for Managerial positions. JSL also has a strong Internal Complaints Committee. A policy for prevention of sexual harassment at workplace and guidelines towards safety of women employees is in place.

International Women’s Day was also celebrated in corporate office & Plants in Jajpur & Hisar on 8thMarch, 2020 The O P Jindal Group of companies collaborated with UN Women, United Nation’s entity dedicated to working towards gender equality and women empowerment, on the occasion of International Women’s Day (IWD. The event epitomized this year’s International Women’s Day theme for UN Women, ‘I am Generation Equality: Realizing Women’s Right’, laying focus on advancing women’s leadership in corporate roles and boosting participation in strategy and planning ranks right from inception, irrespective of the business. The theme is aligned with UN Women's new multigenerational campaign, Generation Equality, which marks the 25th anniversary of the Beijing Declaration and Platform for Action.  The O P Jindal Group pledged allegiance to the empowerment principles of UN Women IWD 2020 theme of UN Women reflects the idea that people should have complete access to technology and finance, irrespective of their gender, for them to engage fully in the economy. The event aimed at not only providing the right exposure to the issues and discrepancies faced by women at the management and employee ranks, but also to find a solution.

This year’s new intervention was “Project Udaya” for providing proper knowledge about Menstruation, Good Touch and Bad Touch and Domestic violence, the objective of Project Udaya is to guide girls and women towards new beginnings where they can dream and ‘Rise’! The idea behind the project is to minimise limitations in the life of a girl or a woman so that she can prosper and achieve her dreams. Menstruation is a natural physiological process, however, due to lack of knowledge and stigma it becomes a limitation for girls and women as they are unable to manage their periods in a healthy manner and are also often bound by the superstitions related to the process. Therefore, it is essential to equip them with the right knowledge about the process. Hence, Project Udaya is targeted at providing interventions in schools of Hisar and for the beneficiaries of the Save the Girl Child Program that is already in place in the district.

ASMITA, an SHG based women’s enterprise specializing in stitching and textile accessories in Jajpur. It was set up with the aim to create a model of community-owned enterprise that would enable women in the area to equip themselves with new skills and earn their livelihood. Following the same livelihood model five ASMITA trainees have opened their own shops and others are in the process of setting up their own independent units.

Over the past few years, the ASMITA SHG has received training, mentoring and professional guidance from Earthy Goods Foundation. This is indeed a remarkable journey for the girls so far.Now, ASMITA on its own has been tying up with many renowned export houses such as Fabindia, JP Handlooms, Binayak PPE Manufacturing, JSL,JSHL & Tata Steels and other retail outlets. They have also made uniforms, the manufacturer supply those uniforms to companies like TATA Steel, MESCO steel and Neelanchal Ispat etc. Apart from this the unit has created a potential market on school uniform & Safety Jackets for different vendors.

Jindal Stainless, under its entrepreneurship development initiative, has been providing training to women in SHGs to make sanitary napkins. One such unit is SAHAJ, run by five full time members engaged in production, promotion and sales along with advocacy on menstrual health management among the adolescent and women groups in the periphery of the manufacturing unit.
SAHAJA is in regular demand and on an average 500 packets are being sold to the adolescent girls. Organizing sensitization workshop in 27 villages, creating awareness through 12 Adolescent groups – Meena Mandal and promoting sanitary napkin during health check up camp has been a regular intervention of SAHAJA.

SHG focused livelihood generation: This year Jindal Stainless partnered with Access Development services to enhance the quality of life of 200 ‘Self Help Group’ spread across 27 villages by linking them to livelihood and income generation activities through financial linkages, market access and forming the groups into a unified institution. Women Empowerment through SHG, has been one of the major thrust area of intervention. During March 2019, SAMPARNA JEEVIKA PRODUCER COMPANY LTD, was given the certificate to operate as a producer company by Ministry of Corporate Affairs. The SHG members are engaged in a variety of income generating activities like Phenyl making, Agarbati Making, snacks, Badi, Cycle repairing, Tailoring shop, Boutique, Ladies corner, Goat farming, Fish business, Diary farming, Sheep farming, Poultry farming, Mushroom Cultivation, Rice business, Vegetable cultivation, grocery shop, Pulverize grinding unit, Food processing unit, Betel vine etc.

Medical Services – Regular health checkups are held at the corporate office, Jindal Center to combat lifestyle problems.

A Mobile Health Dispensary project was initiated in Hisar in August 2010 jointly with the N C Jindal Hospital to provide medical services to the poor and marginalized population. This medical team caters to ten villages and visits them twice a month. Diagnosis, treatment and medicines are provided to the rural beneficiaries for Rs 5/- as registration fee. The medical team also creates awareness on different health issues as Preventive Health Care. Patients with chronic problems are referred to NCJH for further treatment. Since the inception of the project, approx. 75000 beneficiaries have been served medically.

Jajpur reaches out to the rural population, especially poor women, children and the old in the communities. Health vans operates across our plant locations and visit target villages on a daily basis. In addition static clinics are established, besides the Jindal Hospital provides high end health care services to the communities in Hisar. Besides attending the static clinic every day, the medical van also moves to two villages with the medical team to conduct mobile health camps in villages every day except Saturdays. The commonly found diseases amongst the people are fever, cold, cough, loose motion, arthritis, APD, UTI, anemia etc. This year a total of 21045 patients visited the mobile and static clinics and 554 dental patients were treated. Also a project on eye screening health care is initiated to address the problem related to vision among truck drivers and school students.

After the successful conduct of the Cancer Awareness, Screening and Detection camps by Roko Cancer Charitable Trust in and around neighboring/ adopted villages at Hisar. This time there were Cancer Awareness Workshops cum Follow-up of suspected patients detected during the project held in 2018-19in and round Hisar. Primary focus area is on creating awareness of Breast and Cervical cancer in women and oral cancer both in men and women.

Business & Human Rights – The Company has been engaged in creating greater awareness amongst various stakeholders on issues relating to rights, especially in the domain of environment and security and has been developing internal grievance mechanism processes. In addition JSL has been constantly engaged with industry associations to engage with the corporate sector on the vertical of Business and Human Rights. This has paid off with the CII taking keen interest to promote the UNGP on Business and Human Rights.

Skill Training-

JSL CSR Skill training project in partnership with the Ministry of Rural Development (MoRD), with the aim of imparting skill training to the unemployed youth of Jammu & Kashmir has come to an end.

JSL CSR has initiated a new project in Rohad this year in consortium with partners like Xyneto, UNDP, IKEA, Indian Development Foundation and Lok Bharti Education Society. The project aims at creating skill training and employment opportunities for girls in stainless steel application including cutting, welding, polishing, packing, as well as on quality control and quality assurance. A total of 60 girls are working in the work floor where there was no single woman. This has been well appreciated by international bodies like the UN and other Indian institutions.

Jindal Stainless Foundation and Government Polytechnic, Jajpur a Government technical institution under the administrative control of the Directorate of Technical Education, Odisha & the Skill Development and Technical Education, (SD&TE) Department, Govt. of Odisha initiated the Stainless Steel Fabrication course with the objective to impart high end training on “Stainless Steel Welding” to the poor meritorious students of the Government Polytechnic pursuing of Diploma Courses in Mechanical/ Metallurgy/Electrical Branch (Final year) for enhancement of their technical skill to join different steel plants/ organizations after completion. It is an ongoing project; so far 40 students have completed their certification. This kind of collaboration on SS fabrication is unique in Odisha and government applauded the initiative. Besides, the government ITI of Jajpur is contacted discussed regarding SS fabrication in the institute in future.

Mission Education project - Initiatives have benefitted over 9000 children through different approaches like formal, OP Jindal School and Vidya Devi Jindal School and non formal, remedial and education through sports programs.

In Hisar and Jajpur, JSL has installed Computer Aided Learning Station with support of Hole-in-the-wall Education Ltd. Children and teachers access these learning stations to enhance their learning related to academic.

In Hisar, Pre Nursery and Computer classes are held at OP Jindal Vikas Kendras. In Jajpur, Bridge Course Education Centers are running in four villages to create an environment of education in the villages. These courses impart computer literacy to the poor students in two high schools and also bridge the digital divide by offering exciting and effective education and learning experiences through innovative technologies to the underserved groups. The learning Centres are being given a new look with topical paintings being carried out on class room walls and adding other components of joyful learning.

 A project to mainstream Deaf people into the community through specialized vocational programs leading to gainful employment is started. In which they will learn basic Indian Sign Language Course, Basic English Literacy Value Education & Personality development will be imparted for all classes based on their level. Thereby developing in the student’s capability and self-responsibility. It would also help students to live with a positive attitude towards life and reduces stress.

In Jajpur, JSL is focusing on Early Childhood Care and Education in the Anganwadi Centres by enabling access to quality learning and development opportunities for children. This year Digital equalizer program entered into its final phase of withdrawing from the 10 Government Schools by transferring the knowledge and technology to the schools in order to enable them sustain independently in future .

 In collaboration with Buddye4Study, ‘Student to Scholar Programme’: A total of 423 students were identified as scholars under the PRERENA scholarship and PRE , POST Matric scholarship schemes for miniority students. The total scholarship amount disbursed to 423 students is Rs. 16,24,129/-. Also 1669 scholarship applications submitted for various scholarship and assistance provided to more than 4500 students.

As a Responsible Corporate citizen, Jindal Stainless Limited donated relief material to flood-ravaged Odisha. We donated relief material, Tarpaulin and bamboos in order to support the restoration efforts by the community and medical assistance services were extended to ten new locations for aiding relief and rehabilitation measures in the flood-hit state.

OUTCOME:

* There have been no human rights violations noticed against Jindal Stainless Limited during the reporting period.
* The Human Rights audit has been helpful in highlighting the good practices being implemented in JSL and also areas which need improvement. The commitment from the top management of the company has ensured that relevant steps will be taken to work on them.

Principles on Labour:

P3: Business should uphold the freedom of association and the effective recognition of the right to collective bargaining;

COMMITMENT:

We believe in the rightful propagation of rights of our employees and thus broadly, in compliance with the law of the country, bestow and acknowledge freedom of association and the right to collective bargaining to our employees.

SYSTEM & ACTIONS:

Jindal Stainless Limited believes in the freedom of association and the right to collective bargaining. We have a registered trade union having seven office bearers and have a cordial relation with the union. Fair and transparent process is followed while arriving to decisions.

Suggestion boxes are kept at all the key locations in the plant and all are encouraged to put their suggestions and complaints to address the employee’s needs. The industrial relations cell headed by the Associate Vice President has been established to address these issues. Constructive dialogue is encouraged between the management and the union to take care of the interest of the employees.

In addition to the mechanisms put in place to address grievances, JSL promotes an open culture of communication, wherein an employee can walk up to a senior official in the company to share his/her complaints. This culture has been promoted by the founder of company late Mr. OP Jindal right from the beginning and continues to be practiced.

OUTCOME:

No cases of union-busting or wrongful termination of employees for union activity have been reported till date.

P4: the elimination of all forms of forced and compulsory labour;

COMMITMENT:

At Jindal Stainless Limited we firmly believe in complying with all statutory provisions related to the labour rules. We condemn and are strongly against forced or compulsory labour as unethical and thus support no form of it.

SYSTEM & ACTIONS:

Regular monitoring internally by the HR department at the plant locations and external third party audits on TPM, ISO, Quality Circle, OHSAS through certification bodies such as TUV are conducted on a regular basis.

OUTCOME:

Both Internal and External audits conducted during the reporting period did not have any findings of unfair labour conditions.

P5: the effective abolition of child labor and

COMMITMENT:

JSL strongly believes in the abolition of child labor and we comply with national and international norms for it.

SYSTEM & ACTIONS:

The minimum age of employment in JSL is 18 years of age and this is strictly followed by the Human Resource department while recruiting and verified with documents for proof of age.

At the plant level the HR department, plant in charge, supervisors conduct surprise on site visits to ensure non engagement of child labor in the plant location.

The Jindal Stainless Foundation carries out programs on education encourage and mainstream out of school children and school drop outs, which also discourages child labor.

OUTCOME:

No instances of child labor have been found in the reporting period.

P6: the elimination of discrimination in respect of employment and occupation

COMMITMENT:

Jindal Stainless Limited’s vision is based on inspiring and unleashing creative potential. In this direction we treat all employees in all aspects of employment solely on the basis of their ability.

SYSTEM & ACTIONS:

The company code of conduct clearly mentions no discrimination during hiring, promotion, training or termination on the grounds of race, color, creed, religion, age, disability, gender, sexual orientation and marital status. There is no discrimination in the hiring, promotion, training or termination of people on the basis of the factors mentioned above.

 The HR practices of Jindal Stainless look at developing a winning Employee Value Proposition. The existing structured systems and processes support the practices and ensure that our people grow in equal acceleration to the company’s expanding canvas. Jindal Stainless philosophy is to attract the right talent by creating an employee value proposition. Jindal Stainless offers employee value proposition in terms of supportive work climate, opportunity for learning, rewards, and ethical practices.

Jindal Stainless is an equal opportunity employer and does not differentiate on the basis of gender, caste, creed, nationality and religion. Jindal Stainless follows a policy of no discrimination in its hiring, and retention program infact for us diversity is an asset broadening peoples horizons and improving team work and problem solving skills. The only thing we value is merit, which plays a vital role in our hiring and retention program.

Effective employee communication, sharing of performance and best practices and periodic dialogue with people is enabled through monthly, quarterly and annual departmental meetings, management open forums, VC&MD open houses, J-Connect-Intranet, Knowledge Centre, hr click, Jindal Stainless Pariwar, Jindal Stainless Bulletin etc. Jindal Stainless On-boarding program- Parichay & NJIP are focused on continual improvement through employee and manager feedback.

OUTCOME:

* No reported instances of discriminatory behavior within the business.

Principles on Environment:

P7: Businesses should support a precautionary approach to environmental challenges

COMMITMENT:

JSL is committed to meeting the requirements of relevant legislation in the countries and regions in which it operates, to the efficient use of natural resources and energy, and to reducing continuously the environmental impact of its operations and products through the adoption of sustainable practices.

To satisfy our requirements under Environment, we require that our suppliers adopt suitable and robust management practices for environmental protection. Suppliers who have management systems accredited to ISO 14001 or equivalent will be deemed to satisfy this requirement.

JSL has undertaken numerous initiatives to implement the agenda on Environment, Health and Safety. One such initiative is the company’s ‘Quality, Environment, Occupational Health and Safety’ Policy, a key highlight of which is to instill among its workforce, the motto of reduce, reuse and recycle, using a combination of innovative technologies and tools within the operating plants of JSL. The policy has been further implemented using the Environment management system (EMS) and the OHSAS, which has helped in making the Jajpur plant a zero discharge unit.

SYSTEM & ACTIONS:

Environmental management is one of the topmost priorities of strategy and planning at JSL. Driven by an integrated ‘quality, environmental, occupational health and safety policy, Jindal Stainless is now marching towards benchmarking its processes of quality, safety, health and environment. Internally the EHS team regularly monitors and ensures the implementation of the management systems to ensure minimum impact on the environment of the activities. The state of the art green compliance test laboratory ensures that the manufacturing process meets the green standard norms.

Thrust has been laid towards enhancing resource efficiency in operations, especially for key resources such as energy and water. Additionally the philosophy of the 3-R (reduce, reuse, and recycle) is being implemented for all types of wastes towards prevention of pollution.

All operations adhere to stringent ‘Green Compliances’ and processes, certified as per international environmental standards edging towards the concept of stainless-green.

The Company’s plants comply with all norms set up by the competent authorities for a clean and better environment. The company undertakes regular checks/inspections including certification for the maintenance of the environment. The company has adequate effluent treatment plants to control pollution.

Solar lights being distributed to the community at Jajpur. The locals are being sensitized toward energy conservation through the use of solar lights.Solar Water irrigation pumps are also being installed in Jajpur & Hissar.

In both the locations to promote the water lifting technology in the area of agriculture sector, installation of the Solar Water pumps that will lift the water through electricity generated by Solar panels.

In addition promotion of low cost stoves, which use less fuel and have a direct impact on health of individuals was done.

OUTCOME:

By implementing the environment management system we have succeeded in reducing ecological footprints at our facilities through the right handling of water and energy consumption, emissions, waste, awareness and engagement of our employees and major suppliers.

P8: undertake initiatives to promote greater environmental responsibility, and

P9: encourage the development and diffusion of environmentally friendly technologies

COMMITMENT:

Jindal Stainless Limited being a manufacturing company is cognizant of the use of natural resources the environmental concerns related to it in terms of air, water and land pollution due to its action. We are conscious about our environmental footprints and conduct of our business in an environmentally sustainable manner. Therefore we have separate environment department at the plant locations to look into the issue and also to reduce our carbon footprints and save energy in economically sustainable way.

SYSTEM & ACTIONS:

Jindal Stainless Limited has adopted the Global Compact Principles relevant to environment. We are committed to go beyond legal compliances and actions to ensure the implementation.

The company is committed to purchasing and using environmentally friendly technologies like recovery type coke oven plant, waste heat recovery boilers reduce emission, conserve water and are energy efficient.

State of the art ‘Centre for Environmental Excellence”, with sophisticated and well equipped Environmental Laboratory and R&D has been set-up. Efficient use of resources is being practiced through effective management practices, technological measures and employee engagement process to make them environmentally aware and technically competent. The operations are dependent on the use of natural resources and have consequently incorporated energy management into its ISO 9001, Quality Management Systems (QMS) and Total Productive Maintenance (TPM) initiatives.

As a corporate also individual environment awareness and awareness is promoted in the Company. Soft copies of reports and documents are promoted as compared to hard copies, official travel is clubbed for different people travelling to one location to save fuel and reduce pollution. At the Corporate office video and audio conferencing is promoted to save on air travel and reduce carbon foot prints. Employees are encouraged to complete their work within office hours to save and conserve energy.

OUTCOME:

With the various initiatives being taken at the Corporate level and the individual level there is growing awareness and reduction of ecological footprints

Principles on Anti - Corruption:

P10: Business should work against corruption in all its forms, including extortion and bribery.

COMMITMENT:

Jindal Stainless Limited requires its employees to adhere to high ethical standards in business conduct and comply with laws and regulations, as well as with company policies, practices and procedures. Ethical behavior in the areas of business conduct is of utmost priority to the company.

The company is committed to developing a culture where it is safe for all employees and business partners to raise concerns about the unethical or improper activity, malpractice and any event of misconduct.

The guiding principles of JSL ensure that business is conducted with honesty and integrity and in accordance with the moral, ethical and legal standards of the country. The Company has been engaged in various consultations on Siemen’s Anti Corruption project, which is being undertaken by Global Compact Network India.

SYSTEM & ACTIONS:

Any irregularities detected or suspected or fraud shall be taken up in line with the enforcement process of the whistleblower policy.

OUTCOME:

In the reporting period no instances of bribery or anti-corruption was witnessed nor was any such case investigated at Jindal Stainless Limited.