

UNITED NATIONS GLOBAL COMPACT

COMMUNICATION ON PROGRESS

JINDAL STAINLESS LIMITED

May 2020- 2021



Statement of Support:





23rd August 2010

To,
H.E. Ban Ki-Moon
Secretary-General;
United Nations
New York, NY 10017 USA

Dear Mr. Secretary-General,

I am pleased to confirm that **JSL Stainless Ltd. (Part of O.P. Jindal Group, India)** supports the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. JSL Stainless Ltd. will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the Global Compact, and *annually* thereafter according to the Global Compact COP policy.

Yours sincerely,

Mr. Ratan Jindal
Vice Chairman & Managing Director



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About Jindal Stainless Limited:

SHAPING A STAINLESS WORLD

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

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.

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:

- i. **Code of Conduct:** <http://www.jslstainless.com/PDF/Code-of-Conduct.pdf>
- ii. **Corporate Governance Policy:**
<http://www.jindalstainless.com/images/corporate-governance.pdf>
- iii. **Whistle Blower Policy:** <http://www.jslstainless.com/PDF/Whistle-Blower-Policy.pdf>
- iv. **CSR Policy:** <http://www.jindalstainless.com/reportsanddownloads.php>
- v. **EHS Policy:** <http://www.jindalstainless.com/ehspolicies.php>
- vi. **Policy on Prevention of Sexual Harassment at workplace**
- vii. **HR Policy**
- viii. **Education Policy**
- ix. **IT Policies**
- x. **Med claim Policies**

Principles on Human Rights:

P1: 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.

Women Rights - Based on the WEPs, JSL over years has been increasingly engaged in promoting women rights through both in house activities as also in all earnestness has reached out to communities in distress. Some of the initiatives undertaken during the past year, which has particularly impacted women during the 'Work from Home' period, with increase in domestic violence, have been mentioned in the subsequent paragraphs. The major one being 'Project Stain-less Aashiyana'.

International Women's Day was also celebrated in corporate office & Plants in Jajpur & Hisar on 8th March, 2021. 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, 'Choose to Challenge', 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 the UN **Women's** new multigenerational campaign, Generation Equality, which marks the 26th anniversary of the Beijing Declaration and Platform for Action. The O P Jindal Group pledged allegiance to the empowerment principles of UN Women IWD 2021 theme of UN Women aims to call gender inequality and celebrate women's achievements. It seeks to spread awareness about the importance of choice. 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.

'Project Stain-less Aashiyana' - This year's new intervention was 'Project Stain-less Aashiyana', that focuses on providing legal aid, assistance and guidance to women and child victims of Domestic Violence. As many country imposed lockdown to restrict the spread of Covid-19 infection, a new public health crisis has appeared as a negative consequence of lockdown i.e. Domestic Violence. The organization is committed to promote the welfare and upliftment of women across all ages. In view of the same the project on domestic violence was launched in collaboration with 'Woman of Elements

Trust', where a PAN India helpline number is launched that can be used by woman in distress or someone seeking counseling and legal guidance.

Project Udaya - 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 minimize 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. The outreach trainings and awareness sessions were organized on an online mode keeping the Covid situation in focus.

ASMITA, an SHG based women's enterprise specializing in stitching and textile accessories in Jajpur. It was set up with the aim to create 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. Since the onset of Covid-19 Pandemic, ASMITA Centre has helped the communities by distributing masks and other essential

services. The total turnover of the center during the year is Rs.58,06,136/-. They have stitched 1,13,000 two ply cotton masks and 6,753 safety jackets during the financial year.

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 four 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. The team has tied up with 55 retail shops to further expand the sale of the product.

SHG focused livelihood generation: 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 the 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, Dairy farming, Sheep farming, Poultry farming, Mushroom Cultivation, Rice business, Vegetable cultivation, grocery shop, Pulverize grinding unit, Food processing unit, Betel vine etc.

In Jajpur, two Boutique Centers promoted as micro enterprises are made 100% self sustainable this year which is being run by 10 girls from the rural communities.

Economic Empowerment - JSL launched its Agriculture project across its plant locations i.e Jajpur, Hisar, Pataudi and Nuh. The primary objective to engage in such a project is to enable the farming community to access the markets vis a vis inputs for their produce and production respectively. In Jajpur Odisha, JSL entered into a tripartied MoU with Govt of Odisha and Gram Unnati Foundation to improve the farmer's

income in the nine districts over period of next three years by establishing the forward and backward linkages with Krishi Vigyan Kendra, Odisha Livelihood Mission with the objective of Convergence and reach out to a larger number of farmers etc.

Marching forward in its commitment to augment farmer's incomes, Jindal Stainless Foundation (JSF) signed a Memorandum of Understanding (MoU) with the National Bank for Agriculture and Rural Development (NABARD). The partnership will intensify 'Project Krishi Unnati', an ongoing CSR initiative of Jindal Stainless aimed at doubling farmers' incomes. It is expected to positively impact 4 lakh farmers in two phases, spread over 5 years.

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. 9000 beneficiaries have been served medically.

Jajpur reaches out to the rural population, especially poor women, children and the old in the communities. One static clinic is functional with pharmacist and health workers who are looking after the community health care. Total 2909 patients visited the health care centre and availed the benefit of free of cost treatment and medicine distribution. The pharmacist gave medicines in consultation with the plant doctor. The health team visited homes of the old and elderly patients to enquire the health needs. Health Awareness programs were organized in 16 different villages to generate awareness on health care and prevention of HIV and AIDS, COVID-19, Malaria and lung diseases etc. 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.

Also a project on eye screening health care is initiated to address the problem related to vision among truck drivers and school students.

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.

Under the banner 'Krishi Unnati Initiative', JSL aims to actively engage in the agricultural sector and to actively work towards the betterment of farmers by training and encouraging them and their collectives to become organized and take up entrepreneurial roles, so as to build a cohesive agricultural ecosystem. The focus is on the agricultural extension services by creating awareness of best agricultural practices and dissemination of latest technological advancements, know-how, input linkages, accessing government schemes, and finally, market linkages. JSL ensured income generation of the farmers, despite the Covid-19 challenges by providing them with seeds, fertilizers, fungicides and pesticides at their door steps under strict Covid protocols with all input sanitized. This helped the farmers to ensure timely plantation and take advantage of the short window of opportunity available as also working on markets and backward linkages.

JSL in collaboration with Mudra Foundation, started the initiative of Golden Grass weaving project with the objective of improving the skill sets of the traditional artisans of Antia Village. The initiative started in the year 2018, as the project has entered into its 2nd phase, the focus has now been on tapping the international markets for the sale of the handicrafts. The finished products are shipped to Tokyo, Japan for their final sale. A total of 20 ladies have joined the workshop and are able to make a decent living even during these unprecedented times of Covid19 Pandemic.

Solid Waste Management - JSL in collaboration with Green Dream Foundation has launched Solid waste management project across its major plant locations. It started with Hisar location, with focus on two major initiatives i.e '**Single Use Plastic**' creating awareness among the people especially school children through various means of education & engagement, and '**Project Hisar Heroes**' that focuses on the welfare of

informal waste pickers. Both the initiative have created impact in the communities and can be easily replicable to other geographies. The focus is on the multiple SDGs and improved state of waste management in the city through capacity building and addressing space, safety & sanitation issues

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, the 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 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. 30 children in the age group of 3yrs to 5yrs are enrolled in the Child Friendly and Education Centre at Marutikar village. They are being taught in a joyful environment through playing materials, toys, teaching learning materials. Out of the 30 children 13 children are mainstreamed to the government education system.

Safe drinking water for schools: Seven Water purification systems were installed in seven different villages of Danagadi and Sukinda block in which 5,395 students and teachers are benefitted.

Village library: Functioning in Hudisahi village inside the Trijanga Rehabilitation Colony. 1305 books are available in the village library besides newspapers and periodicals, more than 1000 readers from the rehabilitation colony visits the library to read newspapers, magazines and books. 7,629 readers got benefitted from village library during the year.

Education through Sports: to give an opportunity to the children from rural communities who are good in Football, to hone their craft along with ensuring quality education. Five children were selected and got admitted to Sudeva Football Academy, Delhi, since 2018.

As a Responsible Corporate citizen, Jindal Stainless Limited has also contributed over Rs. 7 crores in the PM CARES fund, CM Relief funds and to other development organizations engaged in providing food and shelter to communities in distress during the first nationwide lockdown. Such support only strengthens our resolve of providing succor to the people at large. People the first 'P' of the triple bottom line in the CSR approach toward integrated development of the Nation state.

Therefore, the effort will be to continue supporting the affected and ensuring that all investment made reaches the target population as per existing guidelines of the present dispensation. For we believe it is not in just numbers and amount invested that counts but in actual reach and contributing in the overall effort in combating the present challenge.

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.

Aligning CSR Projects to UN Sustainable Development Goals (SDGs)

JSL intervention are included under SDGs, 1, 2, 3, 4, 6, 11 and 17, besides some other SDGs, where the process of M & E is underway. Poverty Alleviation is addressed through interventions of providing food for the poor and the migrant workers, especially during the Covid crisis. This has been mapped under the Indicator of 1. 5. 1. Similarly SDG 2 has been addressed through farmers' intervention projects in partnership with Gram Unnati Foundation (GUF) and Claro Energy and both activities have been mapped under the SDG 1 indicators 2.3.1 and 2.3.2. SDG 3, which deals with integrated health care has been adequately addressed through partners like Roko Cancer, besides other projects around health interventions through the Indicator 3.4.1 and so on. On the Education indicators 4. 1 and 4. 5. 1 where ITES education and providing quality education to the differently abled, especially Hearing Impaired is being imparted through our partner NDS and the data is well captured. UN SDG 6 i.e. Clean drinking water is also directly linked with health SDG 3. This project is being implemented by partners Piramal Foundation and Swajal. It is also important to note that menstrual hygiene project with Sachi Saheli is a component of WASH project and is included under the same SDG. The Environment impact and sustainable cities linked to SDG 11 have benefitted communities in a positive manner as recorded under the Indicators 11. 7. 1 and 11. 2. 3. The partnership for developing parks rests with Prabhaav Foundation and through their intervention the local self government wants to take the project to other locations in the State of Haryana and the partnerships listed above adequately lend toward SDG 17.

Hence JSL understand the importance to bring all projects under the Sustainable Development Goals and map the outcomes through the prism of the UN 171 indicators. It is in such alignment that the way forward based on data can help in accomplishment of a select pathway of growth and development.

Efforts to mitigate COVID

Jindal Stainless Limited through its Foundation initiated action to combat 'Enemy COVID-19' even before the formal letter was issued by the Ministry of Corporate Affairs with regards to the 'Clarification on investing CSR funds for COVID-19'. The foundation started work by supporting migrant and daily wage workers in Delhi/NCR and the communication of 23rd March 2020 helped to expand the scope of response in mitigating some of the problems of marginalized sections of society during the 'Lockdown phase'.

The initial planning started and stages planned on the phases perceived and all this was based on assessed needs to combat the problems. JSL offered food, medical, and sanitation supplies to migrant and daily wage workers during the lockdown period, and also to families in several places, including Delhi-NCR and our neighbouring communities in our plant locations- Hisar (Haryana) and Jajpur (Odisha). Additionally, we provided food to affected communities through community kitchens run both by the Delhi Government and NGOs. We also arranged for buses to ferry migrant workers to their homes in other parts of Uttar Pradesh

Affirmative action pointers by Jindal Stainless

Oxygen related supplies - Production of Liquid Medical Oxygen (LMO), a life-saving drug to protect patients affected with the Covid virus, has become a mission statement of Jindal Stainless.

Since the onset of pandemic in 2020, Jindal Stainless, Hisar, has been consistently supplying LMO of ~8 MT per day to all medical facilities in and around the plant. Nearly 2170 MT of LMO has been supplied in a year till date to various hospitals, including Jindal Institute of Medical Sciences at Hisar, Maharaja Agrasen Medical Education & Scientific College at Hisar, Government Hospital at Sirsa, Maharishi Markandeshwar Trust at Ambala, and Medanta, Fortis, and Singhania hospitals at Gurugram, Delhi.

Over 40 MT of LMO is being dispatched on a daily basis from JSL's Jajpur facility to meet the increasing demand LMO in Odisha, Andhra Pradesh, and other states as required.

Over and above this, oxygen is also being directed to oxygen gas cylinder fillers as per government directives.

Other Preparedness

To support the government's relentless efforts, Jindal Stainless has undertaken the following measures:

1. Dedication of a 125-bed Isolation Ward and two Negative Pressure Isolation Rooms for COVID-19 patients in **Jindal Institute of Medical Sciences, the 580-bedded multi super-specialty hospital in Hisar, Haryana**. The hospital earmarked a dedicated Flu Screening Unit with Isolation Rooms for timely detection of the disease, and started free telephonic consultation for OPD patients a month ago. The latter was done to check the spread of Covid and to manage social distancing within the hospital premises. With an armamentarium of 150 ICU beds, 60 Ventilators, 250 Monitors, 300 Syringe Pumps, the hospital is fully prepared to partake any medical exigency arising from Covid-19.
2. Vaccination drives for eligible employees have already been carried out at various office locations of Jindal Stainless. The Company has decided to bear the total cost of the vaccination shots for its entire workforce to ensure safety and well-being of its people. Under this initiative over 35,000 employees, contractual workers, retainers, and their immediate family members will be benefitted across the country.
3. Jindal Stainless, through its CSR partner linkages, has created a network for immediate relief and support in other peripheral locations where the company is not present through its offices.
4. Provision of rations and food to migrant and daily wage workers through a PPP model with the Delhi government in Delhi NCR.

5. Partnering with the local Municipal Corporations in both Hisar, Haryana and Jajpur, Odisha, for the following initiatives:
 - a. Awareness creation in the community about the importance of social distancing
 - b. Distribution of sanitisers and masks in colonies
 - c. Sanitisation of the roads and public spaces in the city using our Fire Tenders
 - d. Distribution of rations and cooked food packets

We are also in the process of institutionalising a sales channel to support local farmers by connecting them to potential buyers in neighbouring cities.

Our **on-ground teams** are working tirelessly to ensure the safety of our people and strict adherence to the defined Standard Operating Procedures, through the following measures:

1. A core cross-functional team has been formulated at the locations of Hisar, Jajpur, and Delhi NCR to oversee complete hygiene activities and awareness campaigns for prevention of Covid 19.
2. Task Forces have been setup for implementation of the guidelines and procedures, and Audit Teams have been defined for regular monitoring.
3. Our Occupational Health Centres (OHCs) have been equipped to carry out 1st level of screening and take necessary action and quarantine in case of symptomatic patients.
4. Isolation wards have been created at plant locations for potential carriers of the virus.
5. Proper sanitisation of tactile infrastructure like staff buses, colonies, canteens, washrooms etc and social distancing in all collaborative spaces is being ensured.
6. Bio-metric system for recording of attendance has been replaced by no-touch RFID cards.

7. Physical meetings have been replaced with video conferences and no visitors are allowed in our premises.
8. At Hisar, we have bridged access to essentials like ATMs and cooking gas from our LPG distribution unit in Hisar, for our workers' families

All our initiatives are over and above the work from home facility provided to our employees wherever possible, with full pay. This crisis has bolstered our resolve towards nation-building and we will continue to be at the forefront whenever the country needs us.

Food Security

The global food system is expected to feed a world population of 9.8 billion. However, it is under threat from all sides. The system that produces and delivers food from farm to consumer is responsible for 19-29% of greenhouse gas emissions. The system is also threatened by the impacts of climate change, as higher temperatures, extreme weather, drought, and sea level rise take their toll on harvests. Transforming food systems to address these risks will require collaboration across the food value chain. To work towards this, JSL in collaboration with GramUnnati has initiated the 'Krishi Unnati Project' across its plant locations to create a set of climate resilient solutions that can be implemented on the farms and at the policy making level. JSL through its implementing partner has also strengthened its ties with the various stakeholders including the State Governments and their respective agriculture & allied activities department, NABARD, Agri Input Corporations etc. The Indian Metrological Department is assisting in collecting relevant weather related data to ensure that the farmers are better prepared in terms of their crop planning, input use, finances and various market modalities. This association will therefore help create large-scale systems that will enable farmers to access high quality inputs such as better seeds and other agriculture-related technologies.

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 in fact 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.