



**CORPORATE
SUSTAINABILITY
REPORT**

2006-07

Table of Contents

01 Introduction

03	MD's Statement
04	Report scope and profile
05	Performance highlights and future outlook
06	Company Profile
10	Vision and Mission
11	Values
12	Corporate Governance
14	Management Systems
16	Innovation at JSW Steel

17 Stakeholder Engagement

20 Economic Responsibility

22 Environmental Responsibility

27 Social Responsibility

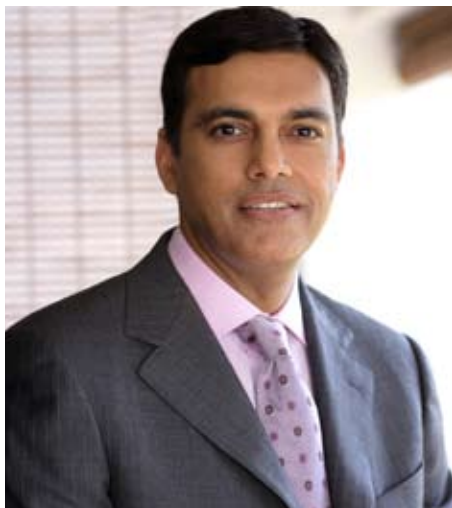
32 Working Towards a Better Society

34 JSW Foundation

37 Our Approach to Reporting

40 GRI Index

From the Desk of Managing Director



“Our integrated management systems have been embraced by our employees and produced dramatic improvement in environmental and social performance.”

I take pleasure in presenting our Third Sustainability Report. It's been a year of significant landmarks for us despite increased competition and structural changes in the Indian Steel Industry. We emerged among the large integrated steel manufacturers in India. While steel remains a priority business for us we are also looking ahead to diversify into Power, Aluminum and Infrastructure.

Poised to attain a position of excellence in the global arena we continue to walk on our path to sustainability with rigor and enthusiasm. We posted net profit to the tune of INR 12,920 million and net sales touched a new high of INR 85,940 million, which is up by 51 percent and 37 percent than last year. Considering the laudable financial performance during the year, the dividend paid was 63 percent more than last year.

The renewed vitality generated by financial success has given us energy to do even better on other two bottom lines. Our integrated management systems have been embraced by our employees and produced dramatic improvement in environmental and social performance. In terms of operational performance on the environmental front, we recycled more than 85 percent solid waste; reused 95 percent of treated wastewater; reduced fuel consumption by 67 percent; reduced GHG emissions by 58 percent and increased recycling of waste by 200 percent, to quote a few.

We are an innovation driven organization and this year we have increased our efforts in the research and development. The R&D spent this year reached INR 40 million and the most significant portion of this amount came from projects which stemmed from the manufacturing units. Some examples of our innovation include; gunniting unit in Corex; process optimization softwares; seven applications filed for national patents; to mention a few.

Our sustainability commitment and engagement efforts have strengthened our relationships with our stakeholders. We have strengthened our engagement with our key stakeholders; customers; suppliers; contractors; regulatory authorities; NGOs and employees. We also reaped the fruits of this engagement in terms of process improvements for better product quality; implementation of responsible supply-chain practices; enhanced employability of the youth from neighboring communities and compliance.

Attracting and retaining talent in the manufacturing sector in India, remained a challenge for us as well. We have focused our efforts in developing skill and knowledge base of our workforce and partnered with management institutes to enhance their employability and motivate them through life long learning initiatives. Our efforts resulted in reducing attrition rate at downstream operations.

I am convinced that sustainability brings significant value to the organization in terms of performance improvement; communication with stakeholders; exploring lesser traveled areas; establishing partnership and of these all, introspection. We as an organization have institutionalized this concept and will embrace sustainability in every decision we make, going forward.

We have made this report informative, comprehensive and easy to read. I hope you find it useful. We are always looking for ways to improve it further, so I would welcome any feedback you may have.

SAJJAN JINDAL
Vice Chairman & Managing Director

Report Scope and Profile

This is our third sustainability report highlighting our sustainability performance for the financial year 2006-07. The report covers data and information related to the upstream works at Toranagallu, downstream works at Vasind and Tarapur and the JSW foundation.

While developing the report we referred to the ten principles of GRI of which stakeholder inclusiveness, materiality, sustainability context and relevance were given high priority. We have also referred to reports of our peers globally. To identify our sustainability challenges and issues, we engaged with various stakeholders, both internal and external; performed external media search and carried out various brainstorming sessions within the team. We also involved heads of manufacturing locations for greater credibility of information and data presented in the report. The selected content of the report was externally verified by Ernst & Young.

JSW steel is proposing a system for the 21st century which will contribute to the promotion of countermeasures against global warming, focus on combined heat and power generation, while fulfilling the role of a responsible citizen.

We have developed this report as per the requirements of Application level A+ of the Third Generation Global Reporting Initiative (GRI) Sustainability Reporting Guidelines - G3.

We look forward to your feedback to this report and hope to hear from you at- suresh.iyer@jsw.in



Performance Highlights and Future Outlook

Performance Highlights

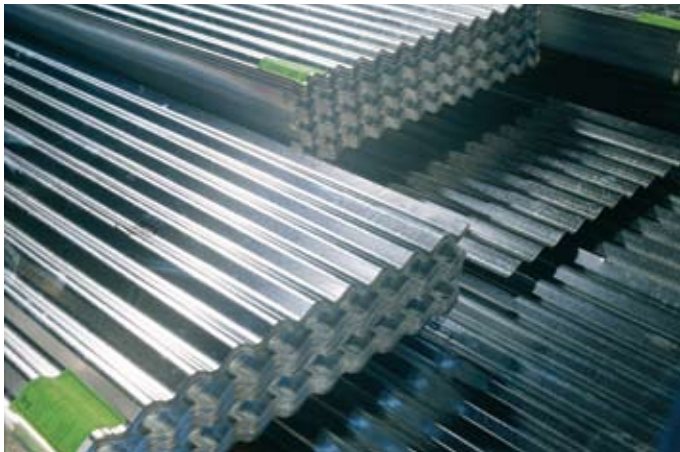
- Market capitalization at INR 80,920 million with a growth of 70 percent in 2006-07
- 26 percent growth in saleable steel and 53.7 percent growth in export earnings
- Signed MoU with Government of Jharkhand & West Bengal for green field steel plants in both the states
- Achieved gunniting of the Corex melter-gasifier including dome, a first in the global steel industry.
- Lowest water consumption per tonne of steel at 3.5 m³ (of fresh water)
- Planted more than 1 million trees in and around our steel plants.
- Commissioned drinking water supply scheme with an investment of INR. 60 million reaching out 40,000 people across 15 villages .

Future Outlook

We are planning to expand rapidly in Indian territory in the near future to establish ourselves as the lowest cost steel producer serving markets across the globe. We have signed an MoU (Memorandum of Understanding) with the Government of Jharkhand for a green field steel plant worth INR 350,000 million. The plant is likely to be located near Hesalong in Saraileka Kharsawan and is expected to commence operations by 2010. Capitalizing on the vast resources available in the state the capacity is foreseen at 10 million tones.

We have signed another MoU (Memorandum of Understanding) with Government of West Bengal for a green field 10 MTPA steel plant at Salboni, West Bengal over a period of 12 years. The unit will be set up in a phased manner with an investment of INR 350,000 million.

We are in the process of installing a 4019 m³ blast furnace which is expected to be the largest in the Indian steel industry when commissioned. A major focus in the coming year would be beneficiation of iron ore.



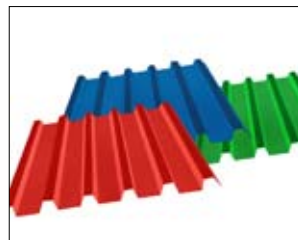
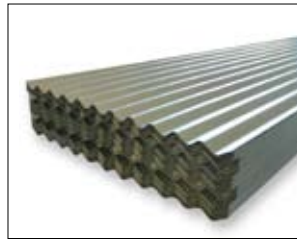
Company Profile



Corporate Name	JSW Steel Limited
Corporate Office	Jindal Mansion, 5-A, G. Deshmukh Marg, Mumbai - 400 026, India Phone : +91 22 2351 3000 Fax : +91 22 2352 6400 Email :corporate@jsw.in
CEO	Dr. B.N. Singh
Number of Shareholders	562636
Stock Exchanges listed	Bombay Stock Exchange Limited National Stock Exchange Limited
Number of Employees	4747
Capital Employed (2006-07)	INR. 105.85 Billion
Revenues (2006-07)	INR. 86.9959 Billion
Jindal Group Wholly owned subsidiary Associates Joint Ventures	3 2 1
Products	Pellets Slabs HR coils / sheets HR Plates CR Products Galvanized sheets and coils Color coated sheets
Manufacturing facilities Basic Steel Value Added Products	Toranagallu, Karnataka Tarapur, Maharashtra Vasind, Maharashtra

Product Profile

Product	Details	Product Range	Production (MTPA)
Pellets	Tested for physical & metallurgical properties	6-18 mm – 90% min, -6 mm – 5% max, +18 mm - 5% max	3.799
Slabs	NA	<ul style="list-style-type: none"> Thickness (mm): 220 / 260 mm Width (mm): 800 to 1600 Length* (mm): 4500 – 12000 mm* Preferred length is 7000 – 9400 mm or 20 mt unit weight	2.625
HR coils	NA	<ul style="list-style-type: none"> Thickness (mm): 1.6 to 12 mm Width (mm): 900 to 1300 	2.155
HR plates	<ul style="list-style-type: none"> Appropriate hardness imparting strength Tested for quality to perform in all weather conditions 	<ul style="list-style-type: none"> Thickness (mm): 8 to 150 mm Width (mm): 800 to 1500 Length (mm): 2440 – 12500 mm 	0.182
CR Products	<ul style="list-style-type: none"> Appropriate hardness imparting strength Tested for quality to perform in all weather conditions 	CRCA <ul style="list-style-type: none"> Thickness(mm): 0.3 to 3.15 Width(mm): 100 to 1250 Length (mm): 200 to 4000 HRPO/HRSP0 <ul style="list-style-type: none"> Thickness(mm): 2.00 to 4.60 Width(mm): 150 to 1000 Length(mm): 200 to 4000 	0.77
Galvanized sheets & coils	<ul style="list-style-type: none"> Offered under the brand name of Jindal Vishwas Conforms to IS 277 assuring quality- Appropriate hardness imparting strength Glossy finish with uniform spangles for aesthetic appeal Salt spray and humidity quality tests 	<ul style="list-style-type: none"> Thickness(mm): 0.09 to 2.50 Width(mm): 720, 740, 760, 780, 800, 875, 900, 1065 & 1250 Length (feet): 6, 7, 8, 9, 10, 12, 14, 16 Zinc Coating: 90 gsm to 310 gsm 	0.714
Color coated sheets	<ul style="list-style-type: none"> Hardness 85 to 95 HRB imparting superior strength Eye-catching colors and beautiful looks for great aesthetics Tested for quality to perform in all weather conditions- Environment friendly – CGC steel sheets are recyclable Free of toxins & allergens 	<ul style="list-style-type: none"> Thickness(mm): 0.25-1.0 Corrugated width(mm): 800 & 1065 Length (feet): 6,7,8,9,10,12,14,15,16 Substrate: Galvanized steel & Galvalume Steel Zinc Coating: 90 gsm to 275 gsm Paint: Polyester, Si Polyester, Polyurethane, PVDF, Epoxy 	0.052



Our Operations

We are the third largest producers of steel in India with an installed capacity of 2.5 million tones. We are third largest integrated steel plants in India having manufacturing facilities at Karnataka and Maharashtra. The upstream unit at Toranagallu, Karnataka, manufactures products ranging from pellets to hot rolled coils while the downstream units at Vasind and Tarapur in Maharashtra, manufacture value added products.

Upstream Works - Toranagallu

The upstream unit is located at Toranagallu in the Bellary-Hospet area of Karnataka, the heart of the high-grade iron ore belt, and spread over 3,700 acres of land. The unit is a modern greenfield integrated steel plant based on unique combination of environment friendly Corex technology and blast furnace with non recovery coke ovens with vibro-compacting. The plant capacity is of 2.5 MT (Transition stage to attain capacity of 3.8 MT) of crude steel and will be expanded to 7.0 MTPA by the year 2008 and to 10.0 MTPA by the year 2010. The upstream unit has certified its management systems as per ISO 9001, ISO 14001 and OHSAS 18001. The participation of world renowned technology suppliers like Kvaerner Metals and Danielli, USA; Sesa Kembla and Mecon, India; VAI, Austria and SMS Demag, Germany is the hallmark of Toranagallu unit. The product mix from the upstream constitutes of hot rolled coils, plates and sheets used across a variety of sectors like automobiles, railways, general engineering works, civil engineering works, etc.

HIGHLIGHTS 2006-07

- Commissioned 1.3 MTPA capacity Blast Furnace (#2) in August 2006
- Pellet plant & Hot strip mill modernization and capacity expansion to 5 MTPA and 2.5 MTPA respectively
- 58 MW power generated from the waste heat of coke ovens
- Achieved a productivity of 1.4 tonnes/m²/hour, higher than the industry benchmark of 1.3 tonnes/m²/hour in Sinter Plant.
- Coke ovens certified to OHSAS 18001:1999, ISO 9001:2000 and ISO 14001:2004
- Commissioned the largest high speed caster no. 3 and caster yields improved from 98.54 percent in 2005-06 to 98.63percent in 2006-07



Downstream Works – Tarapur & Vasind

The Tarapur plant has three divisions namely the cold rolling, galvanizing, and the colour coating division. The Vasind plant has three divisions namely the hot rolling, the cold rolling, and the galvanizing division. The downstream units manufacture hot rolled plates; cold rolled – close annealed (CRCA) sheets and coils; and galvanized sheets and coils. The hot rolled plates and CRCA sheets & coils are used for diverse applications in automobiles, electrical panels, transformers, oil barrels & drums, general engineering, etc.; while galvanized sheets & coils are used in roofing, cladding, doors, windows, structural engineering, automobiles, air conditioning, ducting, etc. Both the downstream manufacturing locations are certified for ISO 9001 – Quality Management Systems and plan to implement ISO 14001 – Environmental Management Systems in near future.

HIGHLIGHTS 2006-07

- De-bottlenecking of the pre-rolling capacity resulting in a larger feed from 59 coils per day to 72 coils per day
- Improved yield in the galvanizing unit from 94.7percent to 96.5percent
- Introduction of around eight new product varieties – chrome and hexachrome free – used by the white goods sector
- Development of more than 250 colour shades in the colour coating line. Export of consignments to the US and EU within only six months of the facility's commissioning



Awards and Recognition



- **National Sustainability Award**
Second prize amongst the Integrated Steel Plants Category by Indian Institute of Metals
- **CII Award for Business Excellence**
“Commendation certificate for significant achievement” towards business excellence
- **India Manufacturing Excellence Award**
Corporate gold Award in Metals Category by Frost & Sullivan
- **Gold Award in metal and mining sector**
for outstanding achievement in Environment Management by Greentech Foundation
- **CIO 100**
Grant 100 Honouree 2006
- **Athyunnatha Suraksha Puraskara**
National Safety Council, Karnataka Chapter for the year 2005
- **DMA Erehwan HR Innovative Awards**
Second Place
- **“City’zen-Corporate with a Design commitment”**
for the Street Revitalization project at Walkeshwar – Mumbai – “Runners Up”
- **IMC Ramkrishna Bajaj National Quality Award 2006**
Commendation Certificate
- Silver Award in metal and mining sector – for outstanding achievement in Safety Management by Greentech Foundation
- **NMD – ATM 2006**
JSW Steel presented the maximum number of papers (30) and won the following :
 - 1st Prize in Oral Presentation in Mineral Section
 - 1st Prize in Oral Presentation in Processes Section
 - 2nd Prize in Metallography
 - 2nd Prize in Poster Competition

Our Vision

- *India's leading steel producer which acts as a catalyst, for the growth of the nation's steel industry.*
- *A sustainable business entity with a focus on cost stewardship and a diversified value added product basket.*
- *A business model, which stands for value and wealth creation for all stakeholders.*
- *Fostering immense faith in the potential of the young employees*
- *Contributing to the society with a will of steel*



Shri O.P. Jindal

August 7, 1930 - March 31, 2005
O.P. Jindal Group - Founder & Visionary

Our Mission

"Our mission is to manufacture steel in an economically viable manner and simultaneously preserving the environment and empowering the society by utilizing the potential of young thinking, adhering to our values, catalyzing growth and by creating sustainable livelihoods."

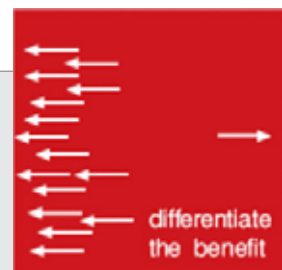
Young thinking is crystal clear openness and transparency above all else, be it in our transactions, our operations or our interactions with our stakeholders.



Young thinking fosters leadership. Every man is his own master. Every man has the ability to make vital decisions at every level. It is the quality, the speed, the resilience and coherence with which those decisions are made that determines true leadership



Young thinking is unique. No two problems can benefit from the same solution. It is our job, therefore to differentiate the benefits of our actions so as to be able to provide our customers and the community at large, superior products.



Young thinking is for winners. To innovate, to benchmark, to strive and to deliver value beyond expectations.



Corporate Governance

Corporate governance at JSW steel has been a continuous process of improvement. We have laid a strong foundation for making corporate governance a way of life by constituting a board with the balanced mix of experts of eminence and integrity, forming a core group of top level executives, including competent professionals across the organization and putting in place best systems, process and technology.

The company combines leading edge technology and innovation with superior application and customer service skills. At the heart of

our corporate governance policy is the ideology of transparency and openness in the effective working of the management and the board. We are compliant with clause 49 of the Listing Agreement.

Our Board of Directors comprises 12 Directors of which 9 are non- executive. The chairman is non executive and the number of independent Directors is 6. The ratio of executive members and the non-executive/ independent members on the Board is 1:3.

The Board composition and category of Directors as of 31st March 2007 is as under:

Name of the Director	Position
Executive	
Mr. Sajjan Jindal	Vice Chairman & Managing Director
Dr. B.N. Singh	Jt. Managing Director & CEO
Mr. Seshagiri Rao M.V.S	Director (Finance)
Non- Executive	
Mrs. Savitri Devi Jindal	Chairperson
Dr. S. K. Gupta	Director
Ms. Sobha Nambisan IAS	Nominee of KSIIDC (Equity Investor)
Non – Executive Independent	
Mr. Anthony Paul Pedder	Director
Dr. Vijay Kekar	Director
Mr. Sudipto Sarkar	Director
Mr. Uday M. Chitale	Director
Nominee Directors	
Mrs. Zarin Daruwala	Nominee of ICICI Bank Ltd (Lender)
Mr. S. Jambunathan IAS (Retd.)	Nominee of UTI Asset Management Company Pvt Ltd. (Lender)
Total No. of Directors	12



We adhere to the highest standards of business ethics, compliance with statutory and legal requirements and are committed to transparency in business conduct. We have drafted a code of conduct for Board and Senior Management and a code of conduct for Prevention of Insider Trading as detailed below:

Code of Conduct for Board Members and Senior Management

The Board of Directors adopted a Code of Conduct for its members and senior management. The code highlights corporate governance as the cornerstone for sustained management performance, for serving all stakeholders and instilling pride of association. The code impresses upon directors and senior management executives, the need to uphold the interest of the company and its stakeholders and to endeavor to fulfill all the fiduciary obligations towards them. Another important principle on which the code is based is that the directors and senior management executives shall act in accordance with highest standards of honesty, integrity, fairness and ethical conduct and shall exercise utmost faith, due care and integrity in performing their duties.

Code of Conduct for Prevention of Insider Trading

We have adopted a Code of Conduct for Prevention of Insider Trading for our management, staff and directors. The code lays down guidelines to be followed and disclosures to be made by directors, top level executives and staff while conducting business.

Whistle Blower Policy

We encourage all employees, officers and directors to report any suspected violations promptly and intends to investigate any good faith reports of violations. The Whistle Blower Policy specifies the procedure and reporting authority for reporting unethical behaviour,

actual or suspected fraud or violation of the Code or any other unethical or improper activity including misuse or improper use of accounting policies and procedures resulting in misrepresentation of accounts and financial statements. The Whistle Blower Policy has been formulated with a view to provide a mechanism for employees of the Company to approach the AVP and Company Secretary / Director Finance or Audit Committee of the Board as the case may be to safeguard them against victimization.

For more details on our Corporate Governance, you could refer to our Annual Report for 2006-07 on our website <http://www.jsw.in>

JSW – A Socially Responsible Citizen

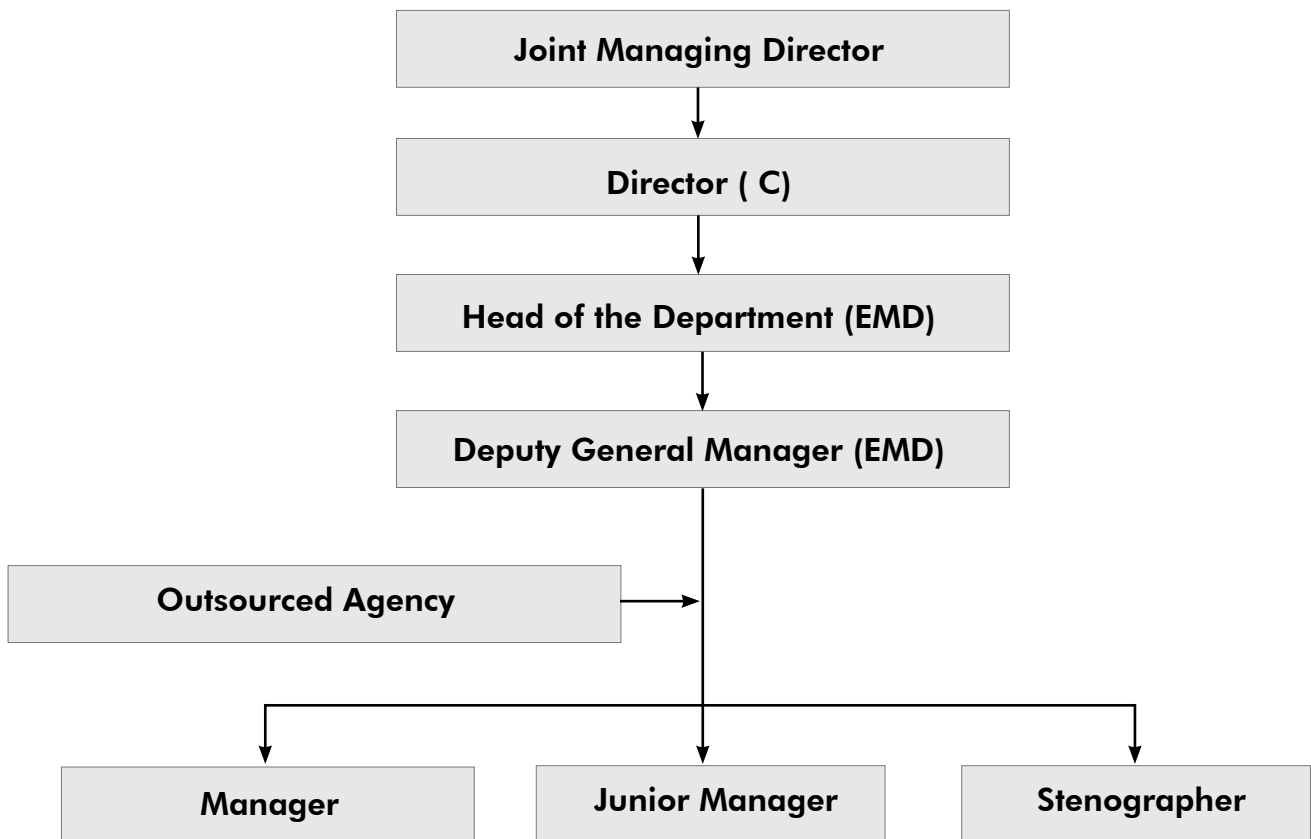
We intend to emerge as the following:

- Employer of preference in all locations in which the company operates.
- The best corporate citizen in India, by making a difference to the quality of life of people in the environment where we operate.
- A 'Green influence' through our program of management and continuous improvement of the surrounding environment in which we operate.

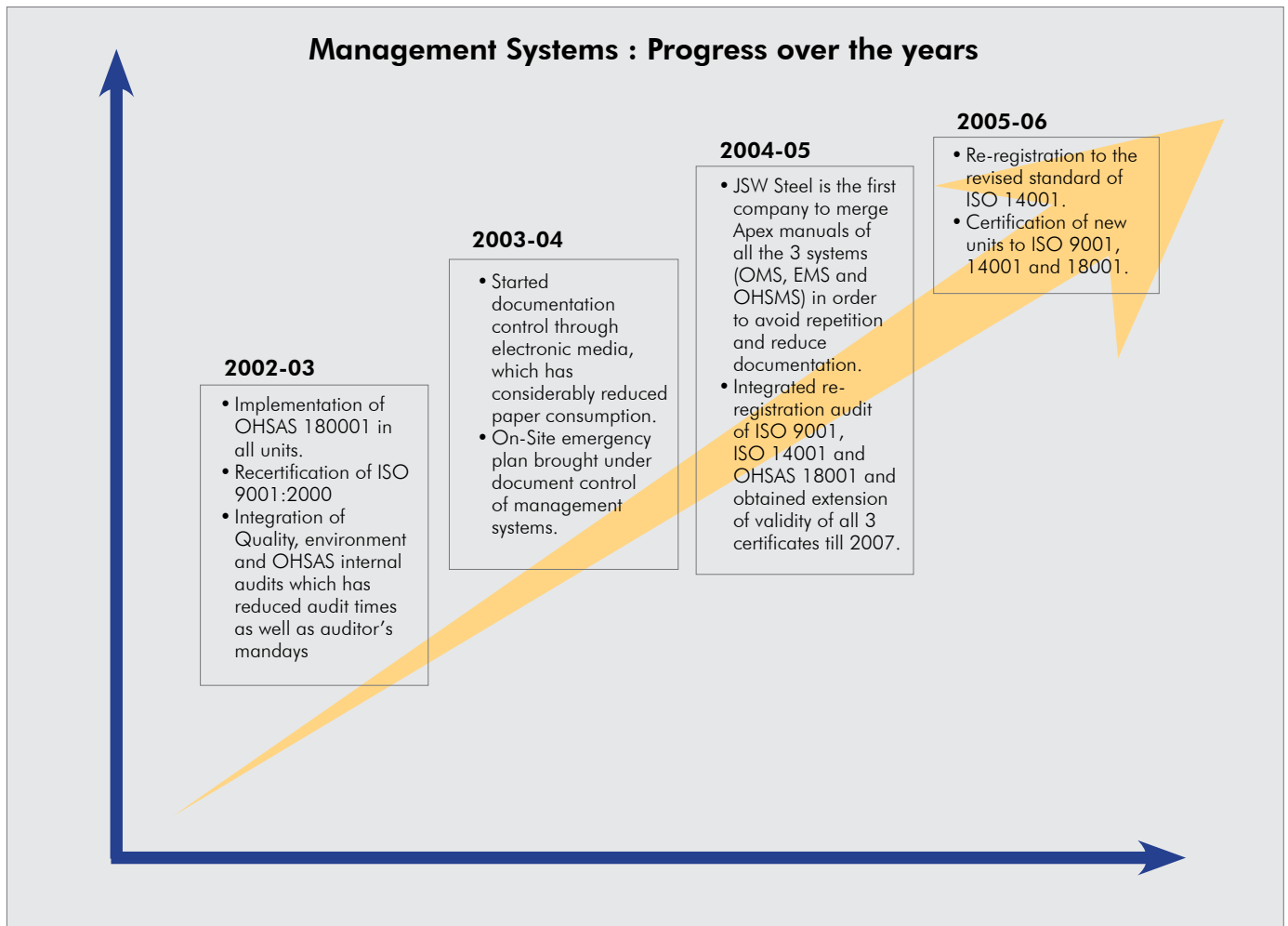
QHSE Management Systems

We have integrated sustainability aspects in our management systems as well, in order to measure, monitor and improve on our Quality, Occupational health and Safety and Environmental (QSHE) goals and targets. The management systems have been built on world class standards and have been externally certified.

Organization Structure of Toranagallu's Environment Management Department



QHSE Management Systems: Our progress over the years



External Certification for QHSE Management systems

Our downstream units at Tarapur and Vasind are certified for ISO 9001:2000 Quality Management systems and are in the process of obtaining ISO 14001: 2004 certification. The upstream unit at Taranagallu is certified for an integrated management system comprising of ISO 9001:2000- Quality management system; ISO 14001:2004- Environmental management system and OHSAS 18001:1999- Occupational Health and Safety Assessment Series.

Innovation at JSW Steel

Innovation has been accepted as the key driver for our organization and it forms a part of the JSW Steel Mission statement -“Transforming through innovation”. Right from inception of the company, innovation has been encouraged.

The following mechanisms and practices have been developed at JSW Steel to create an “innovative climate” in the company:

Various awards such as-

Best employee awards

- Mera Sujhav suggestion scheme which awards outstanding and innovative ideas.
- Research and Development professionals are members of plant committees which meet daily to discuss all plant related issues and Research and development professionals provide necessary inputs.
- Research and Development professionals attend weekly quality meetings and make presentations of their research findings
- Almost instant implementation of innovative ideas by R&D professionals/ other professionals
- AVP (R&D and Scientific services) is a member of the Executive Committee which meets every month and key R&D findings are discussed for implementation which requires major resources.

Key Technological innovations

International achievements

Development of slag splashing technology, through optimization of slag regime and blow patterns, to enhance the converter lining life to 13771 heats, the highest achieved in India. Achieved gunniting of the Corex melter-gasifier including dome, a first in the global steel industry. A new process to charging sinter fines in the Corex unit was introduced for the first time which led to improvement in productivity.

The company achieved a yield of 98.63percent in the continuous casting machine, internationally comparable, through in-house developments like introduction of fly tundish practice, 100percent submerged opening of the shroud, slag detection system and auto mold width changing.

Capacity enhancements

The pellet plant capacity was enhanced by 0.8 MPTA by innovatively enhancing the firing zone in the induration machine and adding auxiliary equipment to support this additional capacity.

Other Process improvements

- Fuel consumption reduced by 15 kg/ thm at BF-1 by enhancing the hot blast temperature from 900 to 1050 degree Celsius.
- Availability of Corex units was improved by 0.8percent through modification in DRS line and a reduction in shaft jamming by 50percent.
- Reduction in water consumption at BF 1 by 750m³ per day through the installation of auto valve-less gravity filters
- Introduction of roll lubrication in vertical rolls of the roughing stand helped enhance campaign life by an estimated 33percent.
- Modification of edge preparation during grinding helped improve campaign life from 80000 tonnes to 120000 tonnes.

Import Substitution

Unwashed ‘B’ grade Indian coal from Singareni (17percent ash) has been used replacing 10percent of imported coal. This is significant, as it has been always believed that Indian coals with extensive washing to reduce ash to low levels will only make coals substitute for use in Corex. In order to expand the base of suitable coals, ‘C’ grade coals was washed with around 70 percent yield and was used in Corex process, replacing 10 percent imported coal.

Cost reduction initiatives

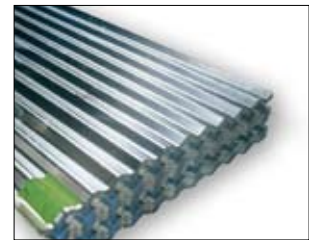
Successfully optimized the blend between non-coking and coking coal varieties for the coke oven, with a view to maximize the use of non-coking coal, making a significant impact on the conversion cost per tonne of steel

Environmental friendly initiatives

With the objective of minimizing dust emission from non-recovery coke ovens, a novel jumper system was designed and fabricated in-house. This helped in reducing the emission period from the earlier 6 minutes to 30 seconds.

Intellectual capital

- Various innovations resulted in a rapid build up of intellectual capital
- Seven applications filed for national patent.
- One application is in progress for international patent
- Four of the softwares developed were in-house and one book was registered for copyrights.
- Fifty one technical papers were generated for publications and presentations, internationally and in India.
- More than 20 process improvements were successfully implemented at various departments at the Vijaynagar works. Of these process improvements, four compared well with international operational benchmarks.



Stakeholder Engagement

We believe that effective communication is the key to successful stakeholder engagement. At the moment, we are at different points of the continuum as far as engagement with different stakeholders is concerned. Stakeholder inclusiveness and responsiveness are our key guiding principles for stakeholder engagement. The table below gives a snapshot of our engagement with some of our key stakeholders which includes customers, suppliers, employees, neighbouring communities, and our shareholders.

We engaged with a cross section of them this year to understand their points of view on the company's sustainability performance. We got written responses from 74 of them as part of this process. The questions posed to them were regarding their existing engagement with the company, suggestions for improvement, knowledge of company's CSR initiatives and issues that are material to them.

We are glad to have made significant headway in our internal processes for engaging with stakeholders on areas of concern. Here, we present a few glimpses of these initiatives.

Community Development through public private partnerships

At Toranagallu, our commitment towards developing the area around the plant has fostered a healthy relationship between us, the local administration and the government. The table below illustrates the nature of this collaboration on issues such as civic amenities, education and health care.



Stakeholder Group	Goal(s) of engagement	Mechanism for engagement	Interfacing Departments	Highlights of 06-07	Future Goals
Customers	Relationship building, responsiveness, 'being the supplier of choice'	Customer meets, product newsletters, product updates to customers (JINDAL VISHWAS), relationship building through quality serviceHelp centreonline feedback	Marketing	Customer satisfaction surveys Customer grievance redressal mechanism getting first hand feel of customer requirements posting application engineers at key customer premises	Process improvements based on customer feedback Improvements in customer complaint management process
Suppliers	Prompt payment, abiding by contract clauses	Periodic vendor reviews Procurement management process	Purchase cell	<ul style="list-style-type: none"> Supplier satisfaction index Two vendor meets organized with suppliers of wood and paint 	<ul style="list-style-type: none"> Consolidating responsible practices in the supply chain Vertical integration of supply chain
Employees	<ul style="list-style-type: none"> Attracting and retention of talent' Being an employer of choice' Providing opportunities for growth Training quality manpower 	Employee surveys Suggestion schemes Appraisals, briefings, meetingsIn House quarterly newsletter- 'CONNECT' Training Skill up gradation through tie ups with management institutes	Human Resources	<ul style="list-style-type: none"> Employee perception survey covering all three sites ESOPs given to AGMs and above Leadership development programmes for senior employees 'Mera Sujhav' initiative generated savings of INR. 80 crores (in the last 5 years) 	Management development programmes, leadership development programmes, people development programmes for as many employees as possible Achieve more than 7 man days of training per employee Conduct employee engagement survey through Gallup, for organizational development Post training evaluation to be integrated with performance management process
Neighbouring communities	<ul style="list-style-type: none"> Training quality manpower Improving quality of life through area development, enhancement of livelihood Supporting conservation activities in the sphere of Arts and Culture Restoration of heritage in Mumbai Dialogue with community representatives 	CSR activities around plant locations in the area of education, livelihoods, natural resource management, health ,infrastructure development, sports and arts and culture	Public Relations CSR team at locations JSW Foundation	<ul style="list-style-type: none"> Leadership development programmes for senior employees Consolidation of CSR structure in the organization Formation of working groups to evaluate impact of community development programmes Workshop for knowledge enhancement on CSR for senior employees 	<ul style="list-style-type: none"> Defining a policy for CSR work of the company Getting the JSW Foundation registered in Maharashtra Tie-ups with government of Karnataka and Maharashtra for take-over of ITI programme
Shareholders	Enhancing share owners wealth enhancing global investing confidence	Annual Report Annual General Meetings Statutory and other disclosures and reporting	The Board Shareholders'/ Investors Grievance Committee	Increase in revenue (32percent)and EBIDTA (37percent), PAT (51 percent)Capacity expansion (second blast furnace, pellet making capacity, coke oven batteries) and modernisation (hot strip mill)related decisions taken in the boardroom	Enhancing shareholder value through volume driven growth, prudent financial policies and a continuous endeavour to reduce costs

Issue	Services Provided / Area of focus	Mode of engagement
Township	Civic Amenities – roads, drains, water and sewage treatment etc.	Cluster meeting
Public Health	Immunization of children Health Awareness Programme	Rotary Club
Education	Education to employee’s children and surrounding society children	LMC(School committee)
Healthcare	Jindal Sanjeevani Hospital and township health centre provide comprehensive health care services	JSH trust
Community development & Social Welfare	Drinking Water supply to villages Educational & Cultural Training & Income generation Vocational training	JSW Foundation

The needs of the community are identified in a structured manner in the following way:

- An annual meeting is arranged with the elected representatives of the district to review the growth and development of the district and JSW Steel’s role in it. The action plan is reviewed by the District incharge minister regularly.
- Members of Gram Panchayats and local leaders are met with on all special occasions like Republic Day, World Environment Day, etc.,`
- Our Senior Executives participate in all village functions like Rath Yatra, health programs and other functions organised by Panchayats
- JSW Steel and local Gram Panchayats collaborate for design and execution of various infrastructure and welfare projects in the area.
- We have facilitated the formation of Village Coordination Committee (VCC) for all surrounding villages with specific responsibility given to our HODs for expediting the projects. Periodic review meeting held by VCC helps us review the progress in our CSR activities.



Customer Focus

Apart from conducting customer satisfaction surveys and investing in redressal of customer complaints through the process of Corrective and Preventive Action (CAPA), our endeavours are towards customer responsiveness and satisfaction by ‘going the extra mile’ to meet customer demands. The following case study is an example of the same-

Case Study:

We have been associated with Godrej for more than 15 years and the relationship has grown from that of a supplier and customer to becoming business partners. We supply HRC, CRCA and GI for their furniture division. Godrej has recognized and appreciated our pragmatic approach in developing various grade of steel mutually benefiting both parties.

Of late, Godrej has introduced kitchen cabinets made of steel unlike the traditional wooden based cabinets. This requires buying

steel, giving it the specific shape/ form and then powder coating it with different colours. As a partner we understood their process and their technical requirement and then recommended Pre Painted GI which could benefit Godrej and their customers, citing the following advantages-

- Reduction of one process (powder coating) at Godrej.
- Reduced cycle time.
- Longer life.
- Lower cost.
- Vibrant and appealing colours.
- Doing away with the need for augmenting powder coating capacity.

Godrej agreed and appreciated our idea and placed an order for PPGS coils. A pilot lot of 20 tons was supplied to Godrej. Successful trial at Godrej showed that this was a ‘win win ‘situation for all. In order to start mass production certain existing equipments at Godrej called for modifications. We played a key role in sharing our technological know how as well.

Economic and Product Responsibility

Sustainable economic growth of our company drives is of prime importance to us and to achieve that, we have adopted the concept of constant change and greater value addition. Our vision is to achieve a production capacity of 10 MTPA by the year 2010 at the upstream works. As an interim target, we achieved a production capacity of 3.8 MTPA this year, with a target of 6.8 MTPA for the next year. This year, we also signed a memorandum of understanding with the government of Jharkhand for setting up a 10 MTPA greenfield integrated steel plant in a phased manner with an estimated investment of over INR 350,000 million.

Highlights of 2006-07 (Upstream)

- Expanded pellet making capacity from 4.2 MTPA to 5 MTPA through innovative de-bottlenecking and addition of balancing equipment.
- Commissioned a blast furnace in August 2006 and increased capacity of crude steel production by 2.5 MTPA to 3.8 MTPA.
- Commissioned a modernized sinter plant which helped achieve a productivity of 1.4 tonnes/m²/hour of crude steel and higher than the industry average of 1.3 tonnes/m²/hours.
- Modernized the hot strip mill which increased the capacity from 2.0 MTPA to 2.5 MTPA of crude steel production.

Highlights of 2006-07 (Downstream)

- Yield improvement in the galvanizing unit from 94.7 percent to 96.5 percent
- Automation of part of the facility by introducing online continuous monitoring at various points of the manufacturing process
- De-bottlenecking of the pre-rolling capacity resulting in an increment of 22 percent in coils fed per day.
- Introduced 8 new product varieties free from chromium and hexavalent chromium compounds

Our net sales increased by 38 percent to INR 85,940 million in this year. Our domestic market was concentrated in west and south India, accounting for about 69% and 73.5% for hot rolled coils and coated products revenues (domestic) respectively. In this year, our domestic revenue increased 28.66% over the previous year due to increased

clients and products. We have a presence in more than 80 countries, adding new client and markets and as a result, exports increased by 4.13% during the year.

The expenditure on goods and services procured was INR 678 million, while that on employee remuneration and benefits provided was INR 1,758 million. This year, we received financial assistance from the government of India in the form of tax relief for setting up a captive power plant and through export benefits to the tune of INR 980 million.

Wherever we operate, the locals have gained direct and indirect economic benefits from us through employment generation, purchases from local suppliers, transportation of finished goods, raw materials, and employees. We promote and prefer to purchase goods from local suppliers within the region of our operation. While procuring goods from local suppliers, we ensure that the aspects of quality, environment, safety and commercial competitiveness are taken into consideration. If a particular local supplier is not able to meet our requirements, we have a program in place to support the local supplier in adapting standards that match our requirements. This year, about 59.53 percent of the goods required in the upstream works were procured locally.

We are a responsible corporate citizen and continue to invest in community development activities. This year we have invested INR 136 million towards community development

Financial Performance over last three years			
	2004-05	2005-06	2006-07
Gross sales (INR million)	703.59	676.60	933.73
Exports (INR million)	329.38	230.97	359.40
EBIDTA (INR million)	236.58	212.90	292.19
Profit after tax (INR million)	87.01	85.65	129.20
Earnings per share (INR)	64.98	55.57	80.11
Economic value distributed (INR million)	48,331	51,811	69,552
Economic value retained (INR million)	22,028	16,214	23,821

The infrastructure facilities that we have created till date include:

- **Jindal Sanjeevani Hospital at Vijaynagar**
- **Sports club and Squash academy at Vasind**
- **Village learning centres across locations**
- **Jindal Arts Creative Interaction Centre (JACIC) at Mumbai**
- **Maintenance and operation of water supply scheme for villagers across locations**
- **Rural BPO at Vijaynagar**

Research and Development

Research and Development is one of our six key business processes. With the scope of product innovation being limited in our industry, the R&D team focuses on process improvements that enhance capacity, improve productivity, reduce conversion cost, reduce energy consumption, improve quality and improve waste utilization.

This year R&D activities were carried out in various technological areas that included beneficiation of iron ore, pelletization and sintering of iron ore, iron making in Corex and Blast furnace, steel making and casting, hot rolling and cement making with emphasis on improvement in quality, productivity, energy conservation, waste utilization and cost reduction.

Besides this value 17 new grades of steel were developed to meet specific requirements of customers that included API grade for line pipe steel; boiler quality; drawing and deep drawing steels; medium carbon and high tensile steels; micro alloyed structural grade steels; auto and tube makers grade.

Contribution of new products to turnover during the last 3 years is illustrated below:

	2004-05	2005-06	2006-07
Revenues generated by new products (INR million)	3,983	2,743	759
Contribution of new products to turnover (percent)	0.90	0.85	0.13
Contribution of new products to net profit (percent)	5.50	4.70	0.44
Profit after tax (INR million)	87.01	85.65	129.20
Earnings per share (INR)	64.98	55.57	80.11
Economic value distributed (INR million)	48,331	51,811	69,552
Economic value retained (INR million)	22,028	16,214	23,821



Environmental Responsibility



We are an environmentally conscious company, building a clean and green environment through robust operations' management and continuous improvement of the environment in which we operate. We have consciously adopted innovative initiatives to minimize our impacts on the environment. Our incessant efforts are aimed at changing the perception of people about our industry.

This year, we have received the National Sustainability Award among the Integrated Steel Plants category by Indian Institute of Metals and the Green-tech Foundation's Gold Award in metal and mining sector - 2006 for outstanding achievement in environment management. These awards along with many more are a showcase of our commitment to the environment and continue to motivate us to make investments that help to minimize our environmental foot print.

Raw Material & Packaging

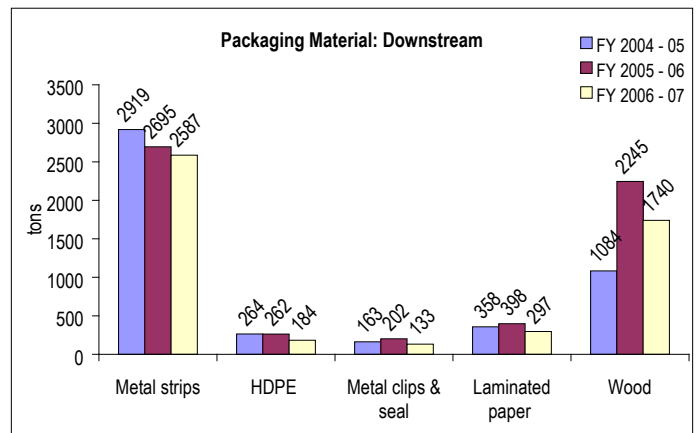
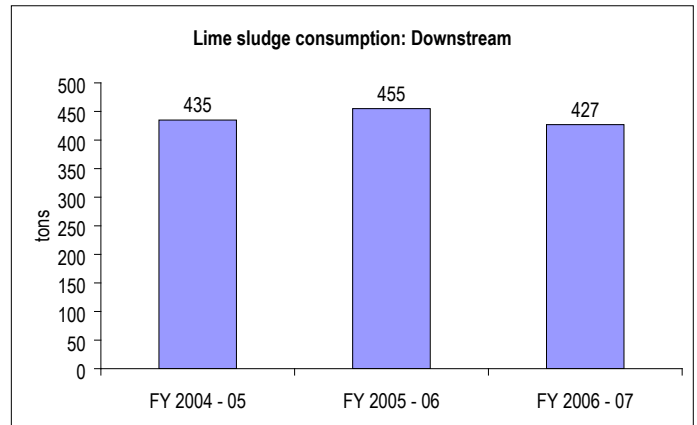
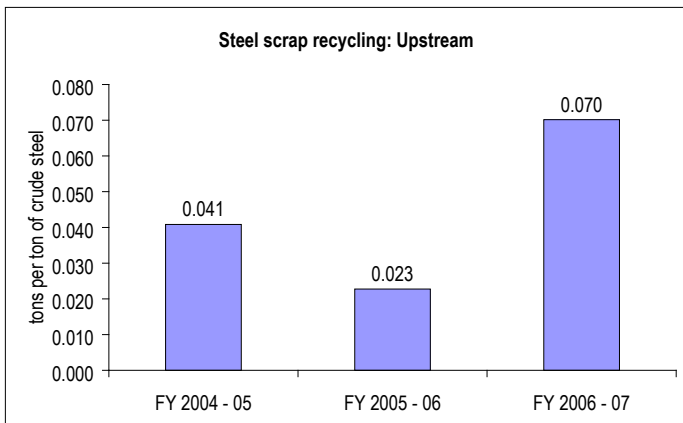
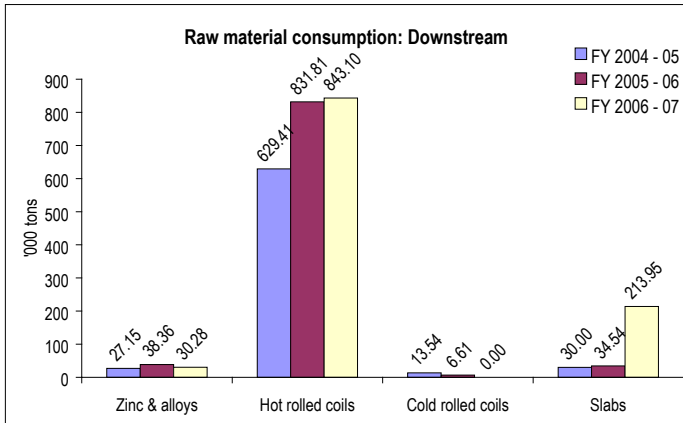
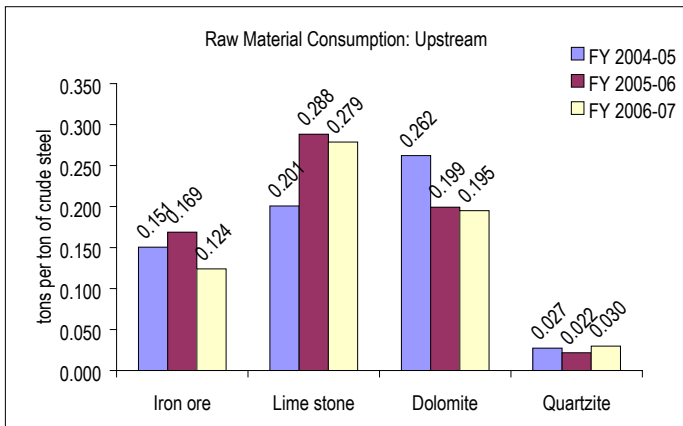
We continue to manufacture crude steel, hot rolled coils, plates and sheets at our upstream works and hot and cold rolled products, coils, galvanized steel and colour steel products at our downstream works. This year, the crude steel output increased by only 18 percent compared to the previous year, much below the actual potential, primarily due to shutdown of pellet plant and hot strip mill for modernization and expansion; and shutdown of a hot metal unit on account of an accidental fire.

The raw materials consumed in the upstream works constitutes of iron ore lumps and fines, pellets, non-coking coal, coke, lime stone, dolomite, quartzite, manganese, scrap, niobium, etc. In addition, we also recycle steel scrap at the upstream works.

This year the steel scrap recycling per ton of crude steel increased by over 200 percent to 0.07 tons per ton of crude steel. The finished products from upstream works like hot rolled coils, cold rolled coils, and slabs form the basic raw material for the downstream works along with zinc and other alloys, epoxy, plastisol, paints and other chemicals. We also use lime sludge generated as waste in other industries in the ETP unit of one of the downstream works.

Our product packaging, in most of the cases ends up as waste at the customer's end. This year at our downstream works, we have reduced the consumption of packaging materials by their efficient use, without compromising on their quality.

Following initiatives were adopted: optimization of wooden material used that reduced its consumption by 22.5 percent; replacement of 160 gsm HDPE with 140 gsm HDPE that reduced its consumption by 29.8 percent, substituting 310 gsm Hessian cloth by 280 gsm Hessian cloth with an increase in the width by 84-86 inch to have a narrow packet and low coil weight; use of auction grade galvanized iron for packaging to reuse waste iron; and replacement of ITW strap by Walzen strap. Overall the yearly savings potential of use of efficient packaging techniques was INR 8 million.

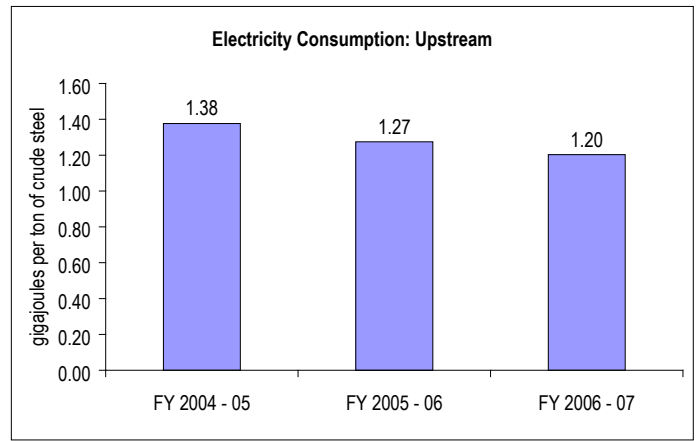
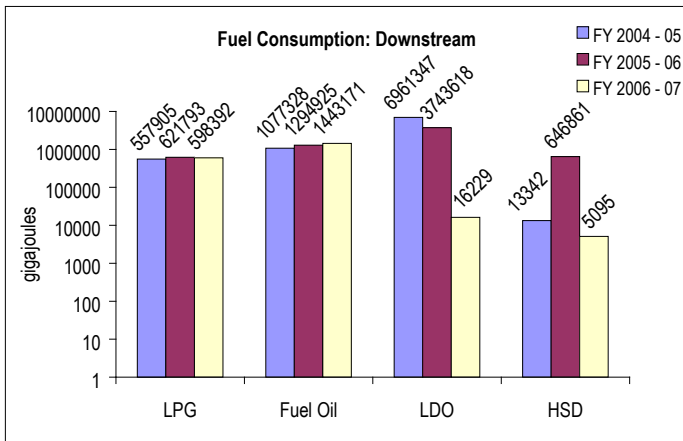


Energy Utilization

Energy is one of our key resources and our focus is on its conservation and efficient use. We use energy in its different forms like coal, coke, fuel oil, LPG, diesel, and electricity. In addition, we also recover energy from waste gases generated from various processes at the upstream works.

This year, due to expansion of production capacity at the upstream unit based on the blast furnace model, the coal and coke consumption per ton of crude steel increased by over six percent. The LDO consumption at the downstream units has reduced by over 67 percent primarily due to closure of two thermic fluid heaters. The electricity consumption at the downstream works reduced by over seven percent due to execution of several six sigma projects aimed at energy conservation.

Similarly, the specific electricity consumption at the upstream unit also decreased by 5.5 percent principally due to adoption of energy conservation measures. We promoted the use of non-conventional power for our guest houses and cafeteria in this year. We also conducted seminars on energy conservation in near by schools and staff colonies. Additionally, as our commitment towards use of renewable energy, jatropha plantation in an area of 0.48 square kilometres was initiated at the upstream works.

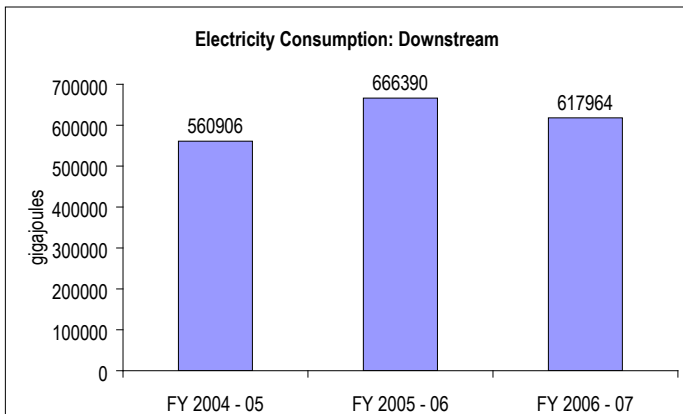


Energy Efficiency Projects at the downstream works

The energy management cell is always in pursuit of opportunities for energy conservation and this year following projects were executed:

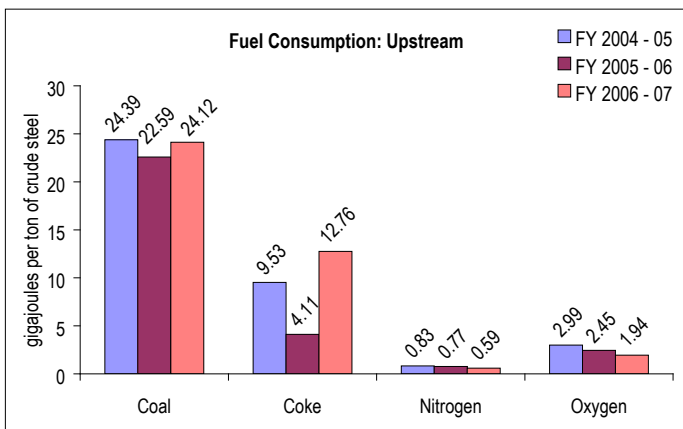
- Elimination of one circulation pump at CRD pump house.
- Use of auto switches with temperature controllers for cooling tower fans.
- Conversion of vertical accumulator hydraulic operation into AC drives operation at CSD-2.
- Installation of VFD drives in ID and exhaust fans at CCL.
- Conversion of motor winding connection from delta to star for lightly loaded motors at CCL.
- Installation of air cooled compressor at CCL.

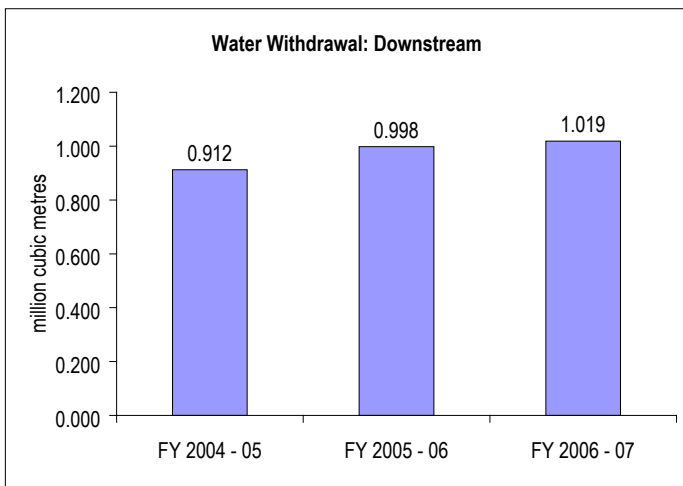
These projects resulted in overall saving of 6,227 gigajoules of electrical energy. Additionally, to explore further opportunities for energy conservation, we appointed an external energy auditor.



Water

Like energy, water is another crucial resource for us. Our constant efforts are directed towards reducing fresh water consumption and increasing the recycle and reuse. At the upstream works, we source water from the Tungabhadra dam while at downstream works water is sourced from MIDC. On account of the expansion activities, the total water withdrawn in the upstream works, increased by 13.88 percent, while it increased marginally by two percent in the downstream works. Across all the works, the total water withdrawn includes industrial and domestic consumption; water used for construction activities; water supplied to local communities and water used for horticultural activities. To reduce fresh water consumption, we have adopted various conservation measures like use of a reverse osmosis plant for treating sewage water, use of side stream filters to reduce the blow down water, and recycle and reuse of treated water. At Vasind works, this year the percentage of recycled and reused water was 43.35 percent, while at Vidyanagar works, the same was 8.1 percent.



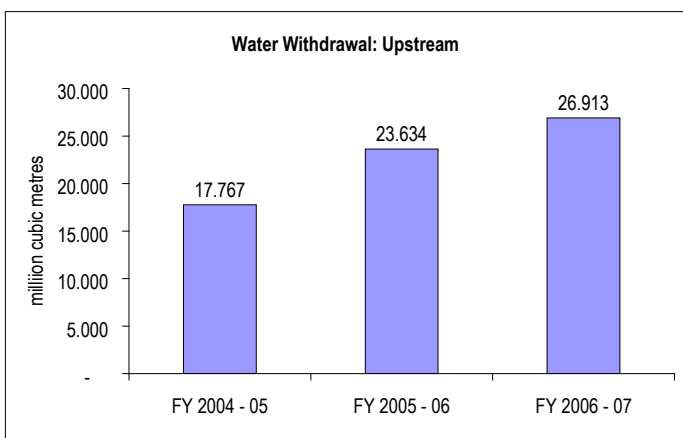


Waste water recycling at Vijayanagar works.

We are making consistent efforts to conserve water and have implemented the following water recycling schemes at Vijayanagar works:

- Installation of water pumps at the wagon tipplers for water recovery.
- Recovery of seepage from CPP 2 through a water pump.
- Seepage recovery and utilization of CPP blow down water at the coke oven.
- Utilization of Corex blow down in the pellet plant and beneficiation plant.

By implementing above schemes, we have conserved around 10,000 cubic metre of waste water per day



By implementing above schemes, we have conserved around 10,000 cubic metre of waste water per day.

Biodiversity

At JSW, none of our operating units are situated in forest area or a protected forest area. We conduct an environmental impact assessment study for all our major projects and expansion activities. We are aware that our steel manufacturing activities, products, and services have a bearing on the local as well as the global environment. Our robust management systems have helped us to ensure that there no adverse impacts of our activities on the biodiversity in terrestrial, fresh water & marine environments.

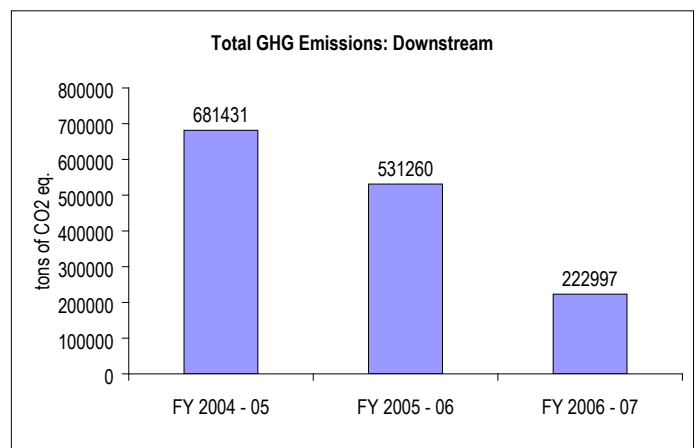
Greenbelt around the coke oven plant at the upstream unit

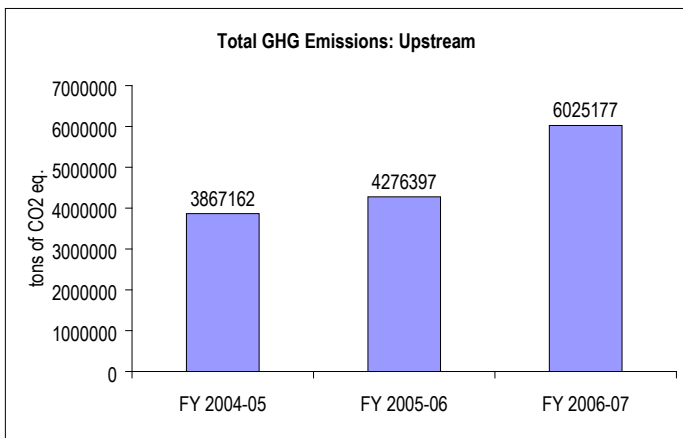
Generally development of a greenbelt around a coke oven is a difficult task on account of the hot and dusty surroundings. Initially, high mortality rates were observed among the various species of plants used to develop the greenbelt around the coke oven. Over a period, we studied antipollutant tree species like peltophorum ferruginium & colorful shrubs like tecoma goudichoudi, big nerium, bougainvilleas, golden duranta, caesalpinia pulcherima for their resistance to harsh environmental conditions and faster growth. After a year of study and trials, we now have a self sustaining green belt around the coke oven, a unique feature in integrated steel plants.

Emissions & Waste Management

Climate change is one of the greatest environmental challenges of our era and at JSW we have been trying to tackle this challenge at all possible level. We have an extensive GHG accounting program at the upstream and downstream works, where we monitor GHG emissions that are generated from our processes and the fuel and electricity consumption. We are in the process of developing a tool to monitor green GHG emissions on account of employee travel and will upgrade the same to calculate the GHG emissions on account of transportation of raw material and finished products. This year we achieved a reduction of 58 percent in the total GHG emissions from the downstream works on account of fuel and electricity consumption. This is primarily because of closure of two boilers, one furnace and execution several six sigma projects for reducing energy consumption.

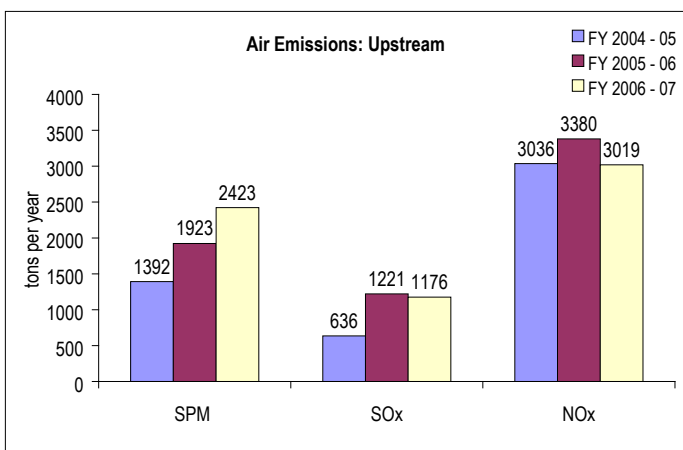
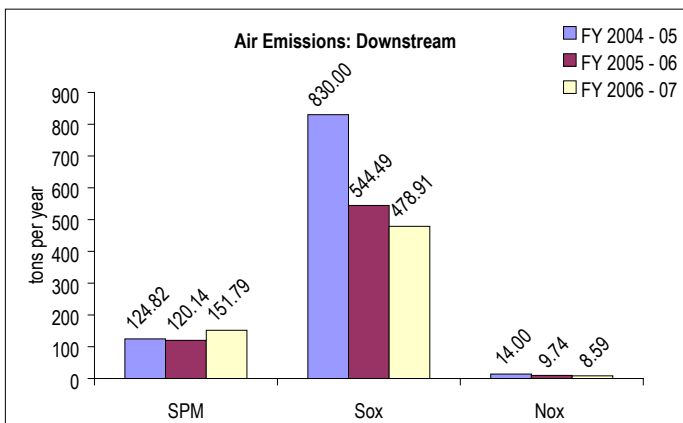
On the other hand, the total GHG emissions at the upstream works increased by 40.9 percent due to expansion of production capacity based on the blast furnace model. To reduce our GHG footprint, we have executed two projects under the clean development mechanism – electricity generation through waste gases & waste heat.





This year at Vasind works there was a 2.7 percent increase in consumption of ozone depleting substances while at the Vijaynagar works there was a 2.7 percent decrease in the ODS consumption in the unit. The Tarapur works has successfully eliminated the usage of ozone depleting substances and we plan to do the same at the other works in the coming year,

At the downstream works, this year the SPM emissions increased by 26.34 percent while the SO_x and NO_x emissions decreased by 12.00 and 11.75 percent respectively. Similarly, at the upstream works the SPM emissions increased by 26.00 percent while the SO_x and NO_x emissions decreased by 3.67 and 10.69 percent respectively.

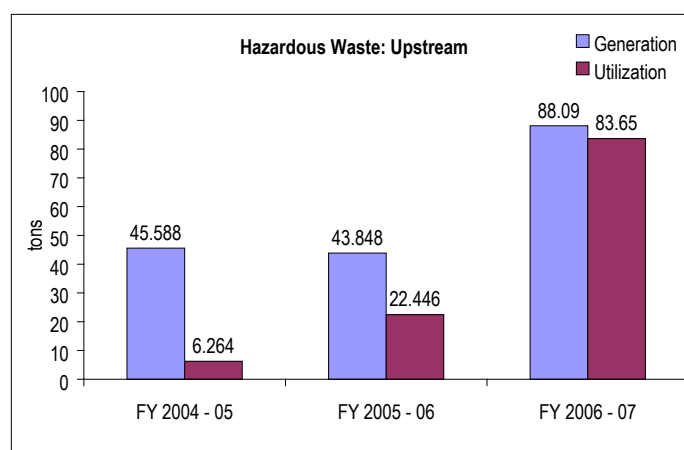
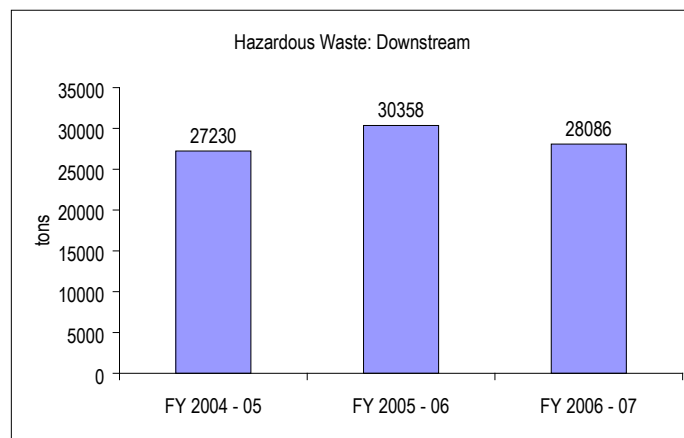


The hazardous waste generated from the downstream works is in the form of spent acid, zinc dross, waste oil, zinc ash, etp sludge, etc. The downstream works have executed several projects to reduce waste generation and as a result this year there was a reduction in total hazardous waste generated by 7.48 percent.

In the upstream works, most of the generated solid wastes are reused. The Corex slag is partially reused in captive cement plant and the balance is sold to slag cement manufacturers. The Corex sludge is partially used in pellet plant and the balance is used as bund material for slime pond construction. Out of the total BOF slag generated, a part is used in Corex and BF as replacement of flux; while the iron bearing material is used in SMS and the bigger fraction is used as bund material for slime pond construction.

The coal fines are partially used in power plant and rest quantity is sold to authorized parties. The mill scales are reused completely in the pellet plant. The BOF sludge is reused totally in the pellet plant. The lime fines are briquetted and used in BOF shop, while the balance material is used in construction of slime pond. The effluent discharged from the Tarapur works decreased by 1.1 percent from the previous year to 0.12 million cubic metre.

The Vasind works and the Vijaynagar works have adopted the concept of zero discharge. Instead of discharging treated effluent and sewage, the same is used in horticultural activities and fire water ponds.



Social Responsibility



At JSW, our efforts towards human resource management is directed at maximizing productivity and enhancing employee satisfaction by providing our workforce opportunities for growth, good quality of life and contributing to their overall well being.

This philosophy is extended to our surrounding communities as well wherein we try to assess their needs and contribute to critical aspects of their life such as health, education, livelihoods, to name a few.

Our intent is to emerge as the employer of preference in all locations in which the company operates. We recorded an attrition rate of 5.9percent in 2006-07 which was significantly below the industry average of 9.4percent. In terms of some of the latest developments on this front, we have been working towards a consolidated HR manual (People, Policies and Processes) covering the entire gamut of our employee policies, structuring competitive compensation packages for all levels and making a conscious effort to include more women in our workforce

We conduct company wide 'Employee Satisfaction Surveys' in association with an independent third party to gather feedback from employees annually, so that improvements can be made based on their suggestions. These employee perception surveys have been conducted for the past 5 years.

Measures taken based on employee feedback survey conducted in 2006 include-

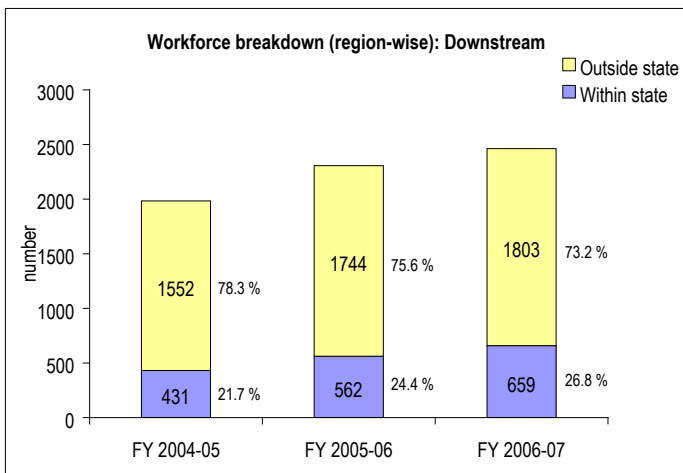
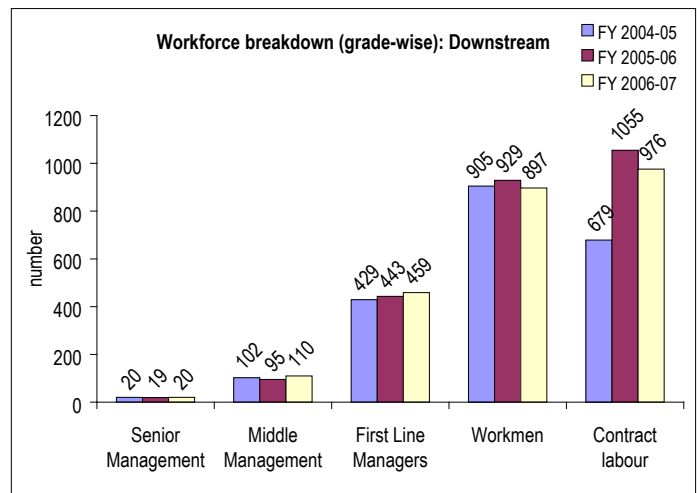
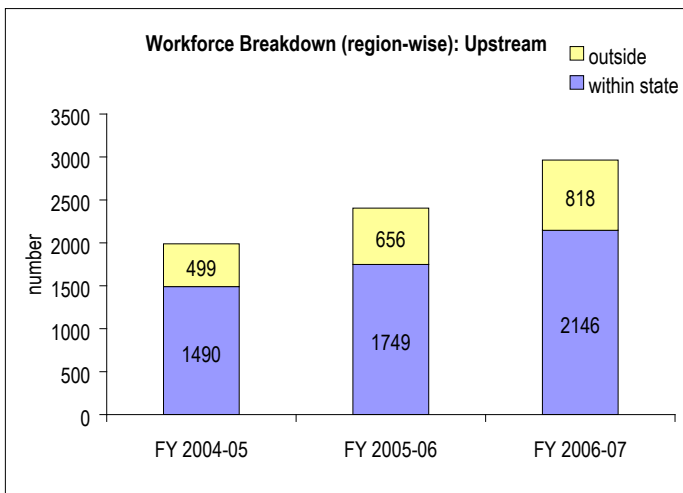
- increase in the number of vehicles for ease of employee commuting.
- increase in housing amenities and medical facilities, among others

JSW as a preferred place to work

- We were placed second in the Delhi Management Association (DMA) Erehwon Awards for 'Innovative HR Practices' (November 2006).
- We were ranked fourth in the 'best companies to work with' survey conducted by Business Today.

Policies: We have designed employee friendly policies for remunerations, skill enhancement, benefits and compensation. There is a policy for prevention of discrimination and a policy to promote equal opportunity. The fact that many female employees work at the factory at management level and there is no salary difference between male and female employees is an example of our efforts to encourage women in the work force. Also, in case of operational changes, we solve all issues based on mutual understanding and discussion.

The company employed about 4747 people as on March 31st, 2007 in its three manufacturing locations. The total workforce under permanent contracts of JSW Steel for the period 2006-07 is 4450. About 19 percent employees at the downstream unit are locals.



The Voluntary Separation Scheme was initiated on medical grounds for employees suffering from certain chronic diseases, unable to continue in their present job scenario and also those who cannot be redeployed. The company through its 'voluntary separation scheme' allows all such employees to be separated. Under such circumstance they are remunerated with suitable monetary compensation based on their years of service with the company and grade.

To drive and sustain high performance, JSW has a well-defined procedure for assessing individual employee performance. JSW has institutionalized a transparent Performance Management System and uses multi-source feedback in appraising an individual's performance. The performance management system also helps to build competencies to aid future career enhancement.

Attracting and Retaining Employees

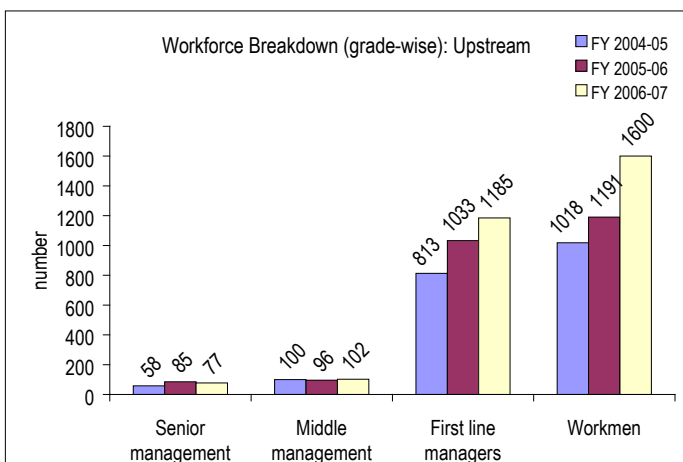
Our goal is to attract and retain quality manpower despite the current scenario in manufacturing industries in India in light of the IT and service industry boom.

In addition to providing compensation benchmarked with the best in the sector, we are constantly working towards job satisfaction of employees. The graph below shows the attrition rate for the last three years for JSW Steel as an entity, downstream and upstream location. The graph reflects that though as an entity the attrition rate has increased, but attrition rate decreased for the downstream location when compared to year 2005-06. The attrition rate has increased in the upstream location primarily due to boom in IT and BPO sector in Karnataka.

We provide employees with comprehensive compensation and benefit programs to meet their healthcare needs, professional development needs, etc. (medical allowance, professional membership fees). Our philosophy is to provide competitive pay while rewarding employees for individual and business performance.

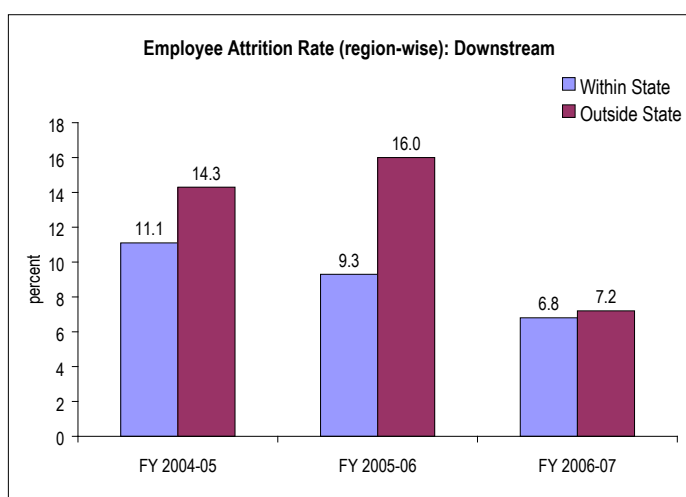
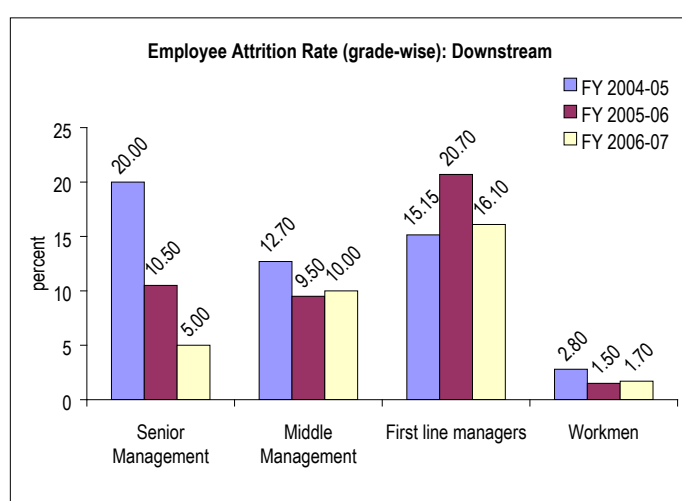
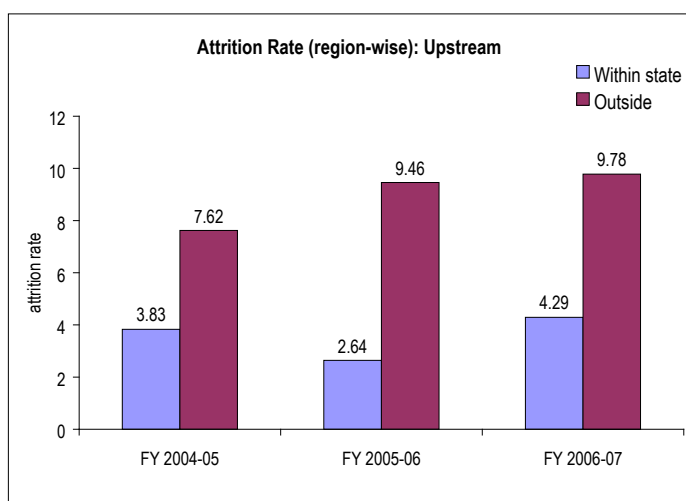
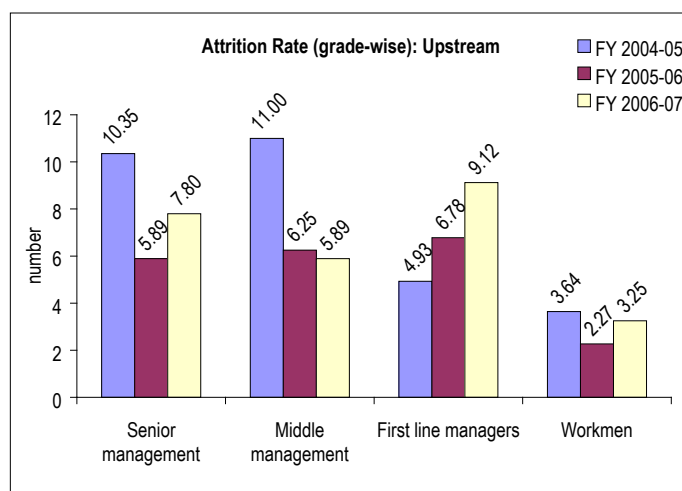
Some of the benefits provided to fulltime employees are Group Personal Accident coverage for all employees, Group Medclaim Policy to employees and their family members, Subsidized Transport facility for employees commuting from nearby towns, to name a few.

There has been a decrease in the number of employees in non-management category when compared to previous years; this has been primarily due to part automation initiatives in the plant. Improvement in annual productivity per employee, promotions due to performance, the lack of recruitments are among the other reasons for the same. For upstream operations, about 72.5 percent of employees are locals.



Some of our future plans for employee retention are-

- To cover all employees at Tarapur, Vasind & Corporate Mumbai Locations through Management Development Programmes (MDP), Leadership Development Programmes (LDP), & People Development Programmes (PDP).
- Initiating effective succession planning
- Embarking on a process of redefining the organizational culture and restructuring to keep pace with the growth and expansion in the organization
- To achieve per employee training man-days of more than 7 days per year
- To conduct Employee Engagement Survey Through Gallup and Initiate subsequent action planning for Organizational Development
- To integrate the post training evaluation with the Performance Management process for this year.



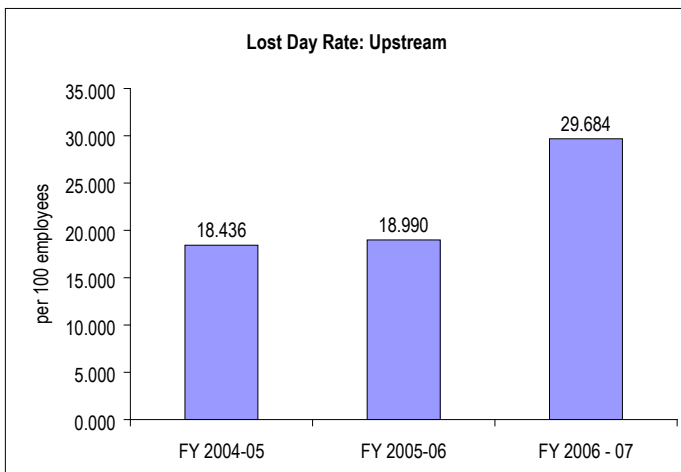
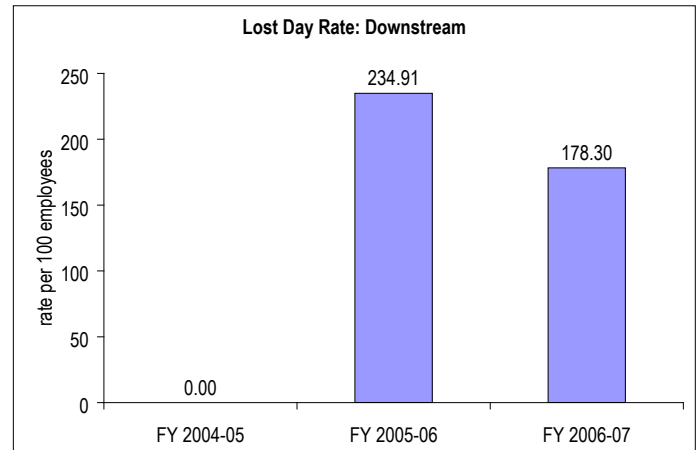
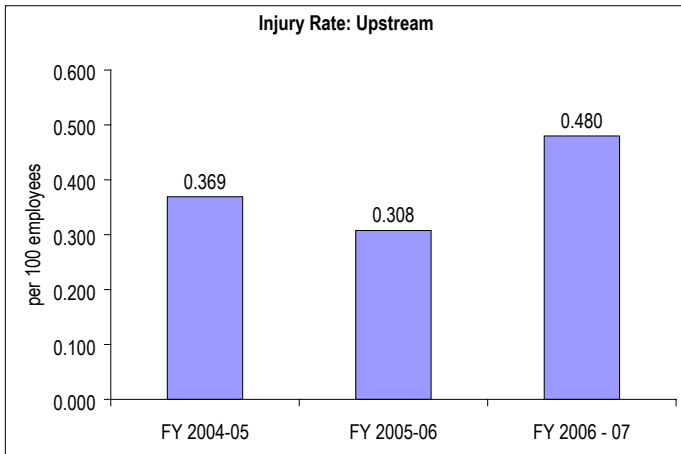
Health and Safety

At JSW, we believe that everyone has the right to a safe and healthy workplace and it is the responsibility of the management to ensure the same. A team of 23 qualified professionals operate in the Company's safety cell. Several HSE (Health, Safety & Environment) committees at the upstream and downstream units have been formed. Percentage of employees represented in these HSE committees range from 1.15 to 10. The principal aim of these committees is to ensure 100 percent compliance to the laid safety standards and to abide by the organizations health, safety and environment policy. To demonstrate the organization's involvement, the committees have almost equal participation from the management as well as from the employees.

These committees are empowered to take decisions related to HSE issues, at the local level. The upstream unit is certified for OHSAS 18001 – Occupational Health and Safety Assessment Series while the downstream units are formalizing systems for the certification.

The graphs below depict key safety performance for

the upstream and downstream locations for the year 2006-07



Safety Highlights for the year 2006-07

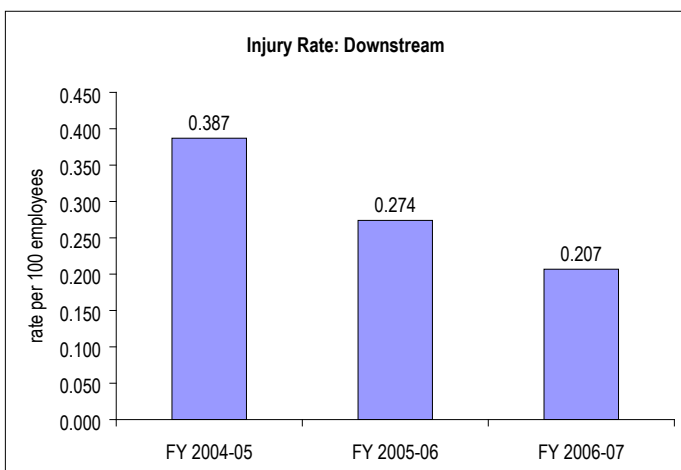
- An investment of about Rs. 60 million was made for personal protective equipment.
- Assistance was provided to mitigate safety problems within a 15-20 km radius of the upstream unit.
- The company replaced Chlorine by Hypochlorite in certain processes to enhance safety.
- Use of water sprays along the coke conveyor route above the conveyor belt.
- Risk control rating system is followed
- Invitations were sent to safety experts to conduct facility audit to strengthen global compliance and internal vigil. Two safety audits were conducted in the year 2006-07.

Training and development

Training and developing employees is critical to the company's success since it provides employees with the skills and technical competence required in a demanding, competitive and highly regulated marketplace. On a macro level, the training programs have been classified under professional upgradation; technical skills upgradation; administrative areas, and management. Some of the programs include:

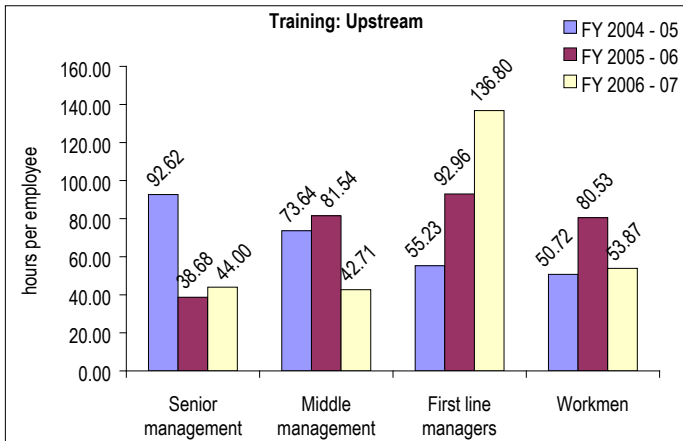
- Multi-tier programs aimed at addressing the needs of individuals at different levels in the organization and in different functions. Under this category programs for outstanding Leadership, Emerging Leadership, Young Leaders and General Management, etc. are included
- Functional programs to develop skills in sales and marketing, supply chain, finance and manufacturing.
- Role-specific programs aimed at developing skills for specific assignments for unit heads, function and department heads.
- Competency-based programs that focus on building individual skills, enhancing personal and team effectiveness.
- Business-focused programs to address business needs, issues and practices specific to a particular business.
- Outreach programs, such as performance management programs and team-building workshops.

The graphs above and below show the injury rate and lost day rates for our upstream and downstream locations respectively.

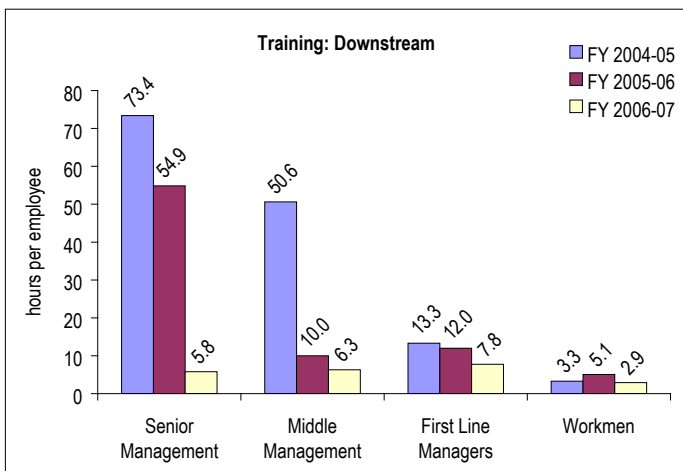


We plan to start many initiatives in the year 2007-08 to improve our safety performance further.

Many management development programs for senior and middle management in association with institutes like IIM (Bangalore), IIM (Ahmedabad) and MDI(Gurgoan) were conducted during the year 2006-07 for managerial effectiveness, developing interpersonal relationship, communication and presentation skills.



Total hours of training imparted for the year 2006-07 was 270,354. The training hours projected for 2007-08 is 332317 which are about 32 percent more than the previous year's target. The graph below depicts the average training hours per employee category for the year 2006-07.



To enable our managers to have a better business perspective, an 18 month eMBA module was initiated with NMIMS (Narsee Monjee Institute of Management Studies) one of India's leading management Institutes. A 50percent course fee subsidy from the company was provided as an incentive for employees enrolling for the course. 23 employees graduated in March 2007. JSW also encouraged its employees to pursue a Bachelor in Sciences course in collaboration with BITS Pilani. The first batch (2005-07) saw 50 employees graduate from both upstream and downstream locations.

We are constantly striving to improve the work life balance in our employees' lives. For this we conduct various training and counseling sessions. Some of those training sessions are – "The revised laws and regulations of domestic Violence", "How to improve the Quality of life", "Aao chale Lakshya ki Or" etc.

Human Rights

While we do not have a formal policy on Human rights yet, we are committed to ensuring and protecting the rights of those who work with us or live in communities surrounding our operations.

We have adopted stringent measures to prohibit child labour. All our employees along with contractor's employees have an identity card. The identity card bears the name and age of the holder. At all entry

and exit points are manned by security personnel who manually check the identity cards of personnel entering the factory premises. Any violation with respect to the age of any person entering the factory is brought to the notice of the Head of Security, who then take proper action against defaulters. This year there was no reportable incident of activities involving child labour

At JSW, forced and compulsory labour is prohibited for employees as well as for contractors. We ensure the rights of our employees and respect their culture and do not allow any type of racial discrimination between our employees. We consider human rights violation as a contradiction to our ethics and values and hence oppose that without any exception.

As part of our proactive approach towards welfare of those around us, we provide the following key facilities to our outsourced employees as well-

- Coverage under Group personal accident Insurance and Medclaim Provision for Uniforms and Safety equipments
- Participation in Suggestion schemes & quality circles, sports activities of the company, involvement in cultural activities
- Performance based Reward for Semi Skilled, Skilled and Highly Skilled category employees
- Periodic Medical check up conducted half yearly for all employees working in hazardous areas.
- Best Outsource employee Award given every year
- Bus pass facilities for outsourced employees working in critical areas traveling from Bellary, Hospet and Sandur
- Water and Electricity provided to the surrounding villages
- Subsidised Transport facility for employees commuting from Hospet, Bellary and Sandur.

Working Towards a Better Society

From inception, our focus has been to contribute to the development of the communities around us. We have dedicated personnel across manufacturing locations working on our social responsibility initiatives. Most of our CSR activities are carried out under the aegis of the JSW Foundation. In this section, we present a few case studies on our initiatives in the area of health, education, empowerment of rural folk through livelihood initiatives etc.

SPOTLIGHT ON HEALTH

HIV/AIDS Awareness Program



As a responsible corporate citizen, we have driven our efforts and resources towards combating HIV/AIDS. We partnered with Modicare Foundation for educating all Jindal employees across all locations and corporate office on AIDS and other related information. The interaction with Modicare Foundation representatives (which commenced in 2004) includes a 90 min session covering important aspects of AIDS. This is followed by a 30 min session focusing on prevention strategies, impacts on economy of the nation and the road ahead. Similar educative sessions were carried across all locations and corporate center training around 1600 employees and 400 contractual workers. Truck drivers and other helpers were targeted through special street plays at various locations of the plants. A committee has been constituted with 3 divisional heads and a Plant head as the chairperson to ensure employee participation in the training. The impacts of the training program were visible. The employees in the plant have started discussing about various aspects and prevention strategies. Neighbouring industries in Tarapur have also been approached to impart awareness to their employees using JSW's resources. The awareness program is imparted to all new joiners in the company as well.

Akshayapatra: Mid- day Meal for School Children



To attract the school dropouts and retain them in schools, the JSW Foundation has associated with the Akshaya Patra Foundation and provides hygienic and nutritious mid-day meal to nearly 32,650 children of 89 Govt. Higher primary and High schools in and around Bellary District (2006-07). JSW has also leased 5 acres of land to the Trust to set up their state-of- the art kitchen from where the meals are distributed to different schools. Apart from this JSW has also committed to a monetary support of INR 10 Million every year towards the food expenses of children in Bellary district with contribution from JSW employees. The Foundation proposes to reach out to at least 1.5 lakh students. The Akshaya Patra Foundation has appreciated our efforts and has invited Mrs. Sangita Jindal, Chairperson JSW Foundation on its Advisory Board.

INVESTING IN CHILDREN'S EDUCATION & EXPOSURE

Exposure visit to JSW, Vidyanagar

JSW believes that the right kind of exposure can help ignite young minds and make children dream big. To achieve this, the JSW Foundation has been organizing a series of exposure visits for the children of surrounding villages to the JSW plant and township. In the year 2006-07, about 1122 children in the age group of 11 to 14 years from 7 Government Higher Primary Schools had the experience of these organized site visits. We organized the transport and food. The employees explained the process details of their particular plants to children in their native languages. After the plant visits, children were taken to Panchavati temple, Air port, School, OP Jindal park, Manasa Sarovara, Nehru children park, sports club, Rural BPO etc. at Vidyanagar township.

Village Learning Centers:

In the nearby communities it was found that many children discontinued their education as they were 'first generation' learners and could not get adequate guidance from parents who were daily wage earners. To address this issue, JSW came up with the concept of Village Learning Centers (VLC). The model of VLC was designed in such a way that it provides livelihood to local educated women as well as extends educational support to school drop outs. In the reporting period, 20 VLCs were established and 84 children who had discontinued their education due to various reasons were reintroduced to schools. In its own unique way VLCs have helped these children to reengage in the education and thus contributed to the government's vision of "Education for All" (Sarvashiksha Abhiyan).

Life Skills Programme

The life skills programme of JSW Foundation reaches out to young adolescent students to discuss with them issues related to growing up. The most important aspect of this workshop is that it also looks at the psychological and social aspects of growing up, the taboos and restrictions on adolescents, the growing burden of expectations, peer pressure they experience, eve teasing, addiction to smoking and alcohol and its relation to image of "macho man" & "Hero worship". The workshop also touches upon issues of gender equality in society, marriages etc. The children are encouraged to write down their questions anonymously. Almost all the respondents have reiterated that workshops such as these one must be organized for all the adolescents as the strong sense of curiosity coupled with the lack of legitimate source of information can be very misleading for young, impressionable minds. Cumulatively in year 2006-07, 20 such programs have been organized, reaching out to approximately 1500 adolescents.

Career Guidance Workshop at Vasind

Choosing a right career is very important for professional as well as personal fulfilment of any individual. To aid children choose a correct career path in the early stages of their life JSW Foundation conducts career guidance workshop for school children. This helps them make focused efforts in their academics. This project was initiated in the year 2002 and is a regular activity since then. This year 26 workshops were organized reaching out nearly 3000 students. The workshop includes sessions on careers after SSC in various fields, short term courses, competitive exams, Public service commission exams & careers in armed forces. Information on entrepreneurship opportunities too is offered to students.

LIVELIHOOD INITIATIVES

Rural BPO: providing Information Technology Enabled Services (ITES) to the World.

Transforming village women into thorough BPO professionals is the mantra of Datahalli—the rural IT Business centre.

The prospect of employment at the BPO has encouraged girls in these villages to continue their education up to 10th or 12th which was an unlikely case a few years ago. This project was one of the most challenging initiatives taken by JSW, requiring considerable time and effort in grooming and building the capacity of the young girls, who come from disadvantaged backgrounds and lack skill sets related to computers and English language. The girls are given basic computer skills and data entry training. The BPO was inaugurated in August 2005 and started functioning with 22 members in October 2005. The number of girls increased to 159 in December 2006. The uniqueness lies in the fact that physically challenged girls are also enrolled in the centre. Working at the rural IT centre, the girls have been able to fulfill their personal aspirations of self actualization. This is bringing about a positive change in the area by enabling more girls to exercise a choice in terms of declining early marriages and earn a living and self respect.

Safety of the women being a prime concern, the company has organized transport for the girls working in the BPO.

Lason India, a Chennai based firm has shown faith in the abilities of these women and has been seeking their services. Projects include health management systems and commercial information on domestic products where handwritten documents are scanned and digitized. The Bangalore-based JSoft Solutions, which serves JSW, provides technical expertise to the BPO.

LOCAL DEVELOPMENT

Campaign for 'Clean Boisar, Green Boisar'

In the last couple of years Boisar/Tarapur has seen a revival of industrial activity. However the local infrastructure has been dismal calling for an immediate action. JSW initiated the enhancement of local infrastructure. The concept behind "Clean Boisar Green Boisar" was to maintain the existing infrastructure in good condition and work for infrastructure development. A forum for "Clean Boisar Green Boisar" came into existence with representatives from surrounding industries like Tata, Amul, Arti drug etc., panchayats, educational institutions, NGOs, medical & shop keepers associations, and social workers. The aim of the forum was to transform Boisar into a model industrial area. Ban of plastic, planting trees, maintenance of roads, rain water harvesting were some of the initiatives taken up. Pamphlets were designed, printed and distributed among the shopkeepers and citizens to educate them. Organic waste management pits were prepared with the help of professionals attaining zero discharge of organic waste outside the plant. Rainwater harvesting was implemented in Tarapur. 2000 saplings were planted in and around Boisar. We consider these initiatives just as a beginning towards transforming Boisar into "Clean Boisar Green Boisar".

Total Sanitation for "Nirmal Gram"

Government of India (GOI) initiated a project called Total sanitation under Nirmal Gram Yojna to provide access to and improve the sanitation facilities in villages. The lack of awareness among villagers about the importance of proper sanitation facilities led to the failure of the project. To spread the awareness GOI trained gram sevak/sevikas for this cause who in turn will educate the villagers. Cost effective and environment friendly designs were provided by GOI. The GOI then approached various NGO's, civil societies, industries and voluntary organizations to contribute through their participation towards the implementation of this project. As part of our commitment to the social well being of the communities around the areas in which we operate, we decided to partner with GOI for the project "Total Sanitation". After discussions with BDO (Block Development Officer), extension officers, village leaders and visits to the near by villages of our Tarapur facility few villages were short listed. Finally Vengani village was selected for the initiation of the project, with Kudan chosen as a follow up. After conveying the decision to the villagers through Gram Sabha JSW Foundation signed the contract with construction contractor. Involvement of

villagers was crucial for the success of the project. To make the beneficiaries active participants of the project it was decided that the initial work of digging the pits will be carried out by beneficiaries themselves. 110 toilets were constructed in the 2 villages in 45 days.

To promote the project in various villages, GOI every year announces "Nirmal Gram Puraskar" for the villages and the helping organizations through gram sevak/sevika, taluka and district level recommendations. Vengani & Kudan are already short listed for this prestigious award. JSW Foundation has also been recommended for the award as an organization that has facilitated the implementation of the project in these villages.

The JSW Foundation

“The vision of the Foundation is to understand and connect with the expectation of our stakeholders and collectively move towards enhancing to livelihood opportunities, for the youth around our plant locations.”

Mrs. Sangita Jindal
Chairperson
JSW Foundation



The Jindal South West Foundation is the umbrella organization which facilitates the social initiatives of JSW. This was established as a Trust for addressing the concerns of the employee community, families of employees and the village communities residing around our plants.

Our activities started with employee welfare and management of townships but have expanded radically since inception. The JSW Foundation believes in the policy of 'People First' for its developmental vision.

Our objective is to make a difference in the socio-economic environment where we have operations, either individually or in partnership with government bodies, NGO and the community at large. We attempt to touch upon all aspects of the individual's life through our focus areas of education, health, livelihoods and capacity building (with special attention to women's empowerment), natural resource management, sports, arts and culture.

Our activities stem from the leadership's firm belief that business is dependant on society for its growth and prosperity and those islands of prosperity will not survive for long in the vast sea of poverty and unfulfilled basic needs.

Mrs Sangita Jindal heads the JSW Foundation and Dr V K Nowal is the Chief Executive Officer. The trustees include Shri S Jindal, Shri N K Jain and Shri K N Patel. Currently, it is an in house team which we wish to enlarge with the inclusion of experts.

In terms of the decision making process, towards December - January every year, the management begins the task of determining the business plans for the various units and locations. Until last year, the business plan included only Vijayanagar, Vasind and Tarapur. A budget is prepared for the three locations, which is sanctioned and gets included in the business plans. Thereafter the locations undertake these activities based on the budgetary allocation.

Some recent additions to the Foundation's work are as follows-

- JSW Foundation has been entrusted with the work of restoration of the Sir JJ School of Art
- JSW has launched an award for excellence in climate change mitigation and adaptation in collaboration with the Times of India, TERI and the CEE
- We are at the final stages of discussion with the State Governments of Maharashtra and Karnataka regarding takeover of the Government ITI for management
- A dialogue has been initiated with the management to get the JSW Foundation registered in Maharashtra

Some of the Foundation's key activities during the year 2006-07 were as follows-

EDUCATION



At Vijayanagar, 45 girls are being taught basic computer operations at 5 village CALC centres, utilising the facility after school hours. Our IT department has enlisted the modifications that need to be made in the CALC (Computer Assisted Learning Centres) in villages and jointly with our colleagues in the JSW Foundation, they are implementing the suggestions with respect to replacing monitors, formatting CPUs and related hardware.

269 children have so far been mainstreamed into formal education under the 'Akshara project'. The learning centres that were set up, were instrumental in generating employment for women who can earn up to Rs. 2,000 by setting up child centres in their own houses. Twenty such Village Learning Centres covered 439 schools

JSW Foundation and the ISKCON Foundation initiated the Akshaya Patra programme under which 18951 children from 48 schools of Bellary, Hospet and Sandur Taluks were provided nutritious food.

HEALTH



At Vijayanagar, 19 general health camps and eye camps were conducted. At Vasind, about 125 tribal patients were screened through the Mahuli health initiative.

Awareness programs on HIV/AIDS continue to be organised at all locations. About 1,382 JSW members and neighbouring villagers were educated in HIV/AIDS prevention in collaboration with the Bellary District Aids Prevention Society, UNDP, MYRADA and VIMS Bellary.

In Tarapur, we have participated in the government sanitation (toilet construction) program and have also constructed toilets in the truckers' terminus. In Barmer too, toilet construction has been undertaken at various locations.

At Barmer, Vizag and Salboni, we have started our mobile health units

The Jindal Sanjeevani Hospital has a health team of 23 doctors from various specialties available round the clock. X- Ray, Audiometric, PFT, and occupational disease related testing facilities are also available.

WOMENS EMPOWERMENT



The Mahila Dairy Development Groups are actively saving and lending out in their Groups. Self Help Group members have expressed an interest in the seed village project (where they could produce their own seed). This will be undertaken post rainy season (beginning November)

LIVELIHOOD



While the Vocational Training Centre trainees at Vijayanagar are being given jobs like curtain and uniform stitching, the trainees in Vasind are finding employment in local industries.

SPORTS



At Vijayanagar, our teams such as the CSR volleyball team, Talur Higher Primary School Girls team (kabaddi), Toranagallu Govt. High School team and Vaddu higher primary school team (badminton), have participated and won a couple of local tournaments

Toranagallu cluster level higher primary school sports meet and Sandur taluk level high school sports and games meet were sponsored

by JSW Foundation. For most of the matches won, the students of different schools were trained by our CSR Coaches and Trainers.

ARTS AND CULTURE



The Jindal Art Foundation (JAF) was established in 1984 to create awareness and promote contemporary art across India. The JAF established its edifying arm, The Jindal Arts Creative Interaction Centre, in 1994 as a separate entity under the National Centre for Performing Arts to promote art and artists. JAF collaborated with the Royal Court Theatre (London), British Council (Mumbai) and Rage Productions to provide Indian playwrights with a platform called 'Writers' Bloc' which helped nine original scripts to be approved by the Royal Court Theatre and be performed at the Prithvi Theatre and National Centre for Performing Arts, Mumbai.

JAF started a quarterly magazine called The Art News Magazine of India in April 1996 to provide news from the world of art collected from famous art centers across the country and abroad. It helped popularise contemporary art across a large cross-section of society.

JAF supported the famous Kala Ghoda Festival in Mumbai.

JACIC organised film premiers, conducted art workshops, organised

debates and group discussions to create awareness for varied art forms. JACIC took up a scheme called 'Art in Public Places' to beautify city spaces.

The JSW Foundation sponsored the 'Kaifi aur Main'show in New Delhi on 23rd March, 2007. An Art Camp was recently organised at Vijayanagar (Bellary, Karnataka) where 21 artists displayed their work and methods. The Foundation supported the establishment of an enameling studio at the Vasind works (Thane, Maharashtra) in association with the Enamelist Association of India.

'Paramparik Karigar' conducted an event at Vasind on miniature paintings as a follow up to the event in Mumbai.

Creating divisions within the foundation to look at community development, sports promotion, environment initiatives, and arts and culture. Each of these may be headed by professionals.

Creating an Advisory Body comprising of academia and civil society leaders

Anticipated expenditure on CSR work for 2007-08 is around INR 300 Million

The Foundation will also:

- persuade management for dedicated corpus allocation
- define a CSR policy and one for HIV/ AIDS for consideration by HR department
- develop its understanding on the importance of livestock development as a major source of livelihood
- systematize compilation of field reports and feedback mechanism

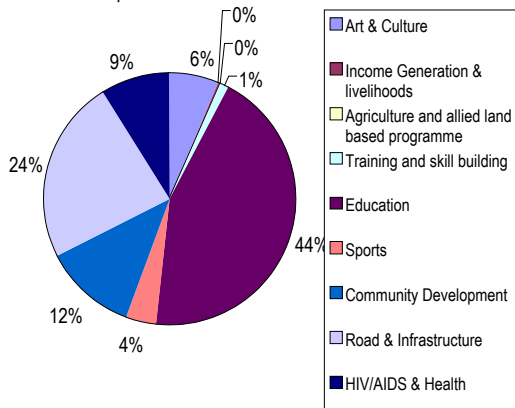
Achievements that we are proud of-
 "We take pride in the fact that we have sustained the quality of our publication Art India for eleven years. The rural BPO is another activity that has excited many and we have several requests at national level to help in establishing such facility. The encouragement we provide to budding playwrights and artisans satisfied us. Although we cover over a lakh children through the mid day meal program, we are not lost on the importance of nutrition supplementation.
 Rather than call these achievements, I would call these leads.

We have been forging networks and would like to connect some of our work with the good work our peers and civil society is doing.
 The biggest challenge is to institutionalize CSR. Although we are an independent foundation, we cannot operate as an autonomous civil society body."

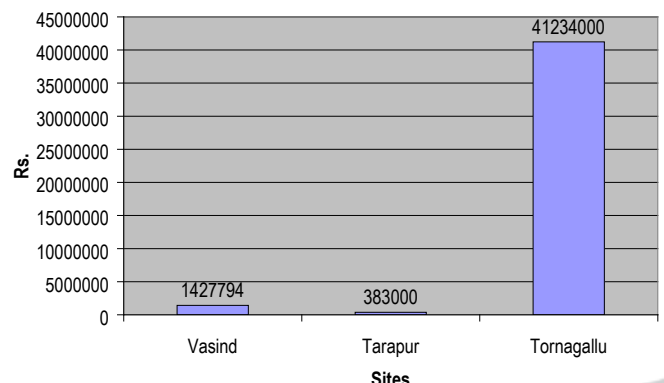
Mrs. Sangita Jindal

Expenditure on social initiatives by JSW Foundation -2006-07

Expenditure on social Initiatives - upstream



CSR Expenditure in 2006-07



Our Approach to Reporting

We have focused on the upstream (Toranagallu) and two downstream works (Vasind and Tarapur) and the JSW Foundation for this year's report. As with the previous two years, our reporting cycle continues to be annual. We have tried to design this report keeping in mind the interests of our stakeholders. For instance, we have highlighted our approach towards training and welfare of our employees, our plans for supporting local communities, and addressing our shareholders concerns. We have tried to present a balanced picture of our social, economic and environmental performance, using the triple bottom line framework.

We have also attempted to report on most GRI G3 core Performance Indicators as is relevant to our business.

- 1. Engaging with stakeholders:** We are in the process of developing a structured mechanism for engaging with all our stakeholders, this year, we have prioritized some of our stakeholders in this report- which include our employees, customers, neighboring communities and shareholders, and we have taken their feedback on our sustainability performance.
- 2. Performance Indicators:** Our Core team was involved in identifying indicators which are most relevant to our environmental and social performance, and monitoring and recording this data. Consequently, issues that emerged with respect to our performance were discussed internally before they were presented in the report.
- 3. Independence:** We have engaged Ernst & Young to provide independent assurance to our report for the third year in a row. They have provided assurance support for data and various statements made in the report. This has helped in making our report more accurate. Going forward, we plan to further strengthen our internal information systems to include sustainability related data on a regular basis.

Reporting guidelines

We continue to use the GRI Guidelines and this year we have graduated from producing a Sustainability Report 'in- accordance' with GRI (G3) guidelines to a report using GRI G3 guidelines at application level A+.

Reporting Principles

In preparing our third sustainability report, we have tried to keep in mind the principles of auditability, completeness, relevance, transparency, accuracy and clarity and have attempted to place our triple bottom line performance in the sustainability context in which our business operates.

The Board of Directors

JSW Steel Limited,
Mumbai,
India

Independent Assurance Report

JSW Steel Limited (the Company) has requested Ernst & Young to provide an independent assurance on its Corporate Sustainability Report for the financial year 2006 -2007. The company's management is responsible for content of the report, identification of the key issues, engagement with stakeholders and its presentation. Ernst & Young's responsibility is to provide "limited assurance" on the report content as described in the scope of assurance. The assurance report should not be taken as a basis for interpreting the company's overall performance, except for the aspects mentioned in the scope below. Our responsibility in performing our assurance activities is to the management of the Company only and in accordance with the terms of reference agreed with the Company. We do not therefore accept or assume any responsibility for any other purpose or to any other person or organization. Any dependence that any such third party may place on the Report is entirely at its own risk.

Scope of Assurance

The scope of assurance covers the following aspects of the Report:

- Data and information related to the Company's sustainability performance in the period 1 April 2006 to 31 March 2007.
- The sustainability specific data and information covering the Company's manufacturing locations at Vasind and Tarapur (downstream operations) and manufacturing location at Vijayanagar (upstream operations).
- The Company's internal protocols, processes, and controls related to the collection and collation of sustainability performance data.
- The Company's approach to stakeholder engagement.

Exclusions

The assurance scope excludes;

- Aspects of the Report other than those mentioned above;
- Data and information outside the defined reporting period
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention provided by the Company;
- Issues related to Intellectual Property Rights and other competitive issues;

Methodology adopted for Assurance:

The assurance was based on interaction with key personnel of the Company to identify the processes in place; capture sustainability performance data as per GRI G3 guidelines; followed by reviews of the processes for collecting, compiling, and reporting these indicators at the corporate and operating unit levels.

We conducted our review in accordance with International Standard on Assurance Engagements (ISAE 3000), "assurance engagements other than audits of review of historical information" issued by International Audit and Assurance Standards board.

Ernst & Young's team of professionals visited the Company's manufacturing locations and corporate office to gain assurance on the data and information presented in the report. The team interacted with selected set of internal and external stakeholders ; reviewed the Company's internal protocols, processes, and controls related to the collection and collation of sustainability performance data to arrive at the conclusions.

Discussion with the Company's Senior Executives:

We discussed with the Company' Senior Executives at manufacturing locations, the Company's approach to sustainability with a view to understand the Company's vision on sustainability, their expectations, and future plans.

Site Visits to the Company's manufacturing locations at Tarapur, Vasind and Vijayanagar:

Site visits to both downstream (Vasind and Tarapur) and upstream (Vijayanagar works) locations were carried out to review the sustainability performance data. Sample data was tested for its auditability and accuracy. Assumptions made for arriving at final numbers against the sustainability performance indicators were understood and necessary clarifications were obtained. Stakeholder engagement process was verified through interviews with concerned personnel, and by checking the relevant documentation such as questionnaires, stakeholder responses and feedbacks.

Appropriate evidences to support the conclusions in this assurance report were obtained. Most of the information and data verified were supported with documentary evidence; wherever such documentary evidence could not be collected on account of confidential information our team physically verified the documents.

Observations

Our observations on the Report are as follows:

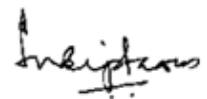
- The report elaborates on the material issues that have been identified by the Company in consultation with its key stakeholders ;
- The report articulates the Company's approach towards stakeholder engagement. Observations on progress of this dialogue have been presented in the report with a special focus on local community and customers ;
- The report covers core performance indicators and presents the triple-bottom-line performance of the Company ;
- The processes are in place to ensure that performance indicators are checked for completeness and accuracy. However, the data management systems at upstream and downstream operations have scope for improvement

Conclusions

On the basis of our assurance methodology, nothing has come to our attention that would cause us not to believe that:

- The Report presents the Company's sustainability performance covering its upstream and downstream locations as mentioned in the scope.
- The Company has reported the process to determine material issues that have impact on the Company and are of interest to its stakeholders.
- The Company has reported the process of engaging with key stakeholders to map their expectations.

for Ernst & Young Private Limited



Sudipta Das,
Partner
Dated: 28 August, 2008

Profile	Description	Section	Reporting status	Page No.	Reason for not reporting
1.1	Statement from the most senior decision-maker of the organization (e.g., CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy.	CEO Statement	FR	3	
1.2	Description of key impacts, risks, and opportunities.	CEO statement, Stakeholder engagement, Corporate governance, Performance sections	FR	3, 12, 17, 20, 22, 27	
2.1	Name of the organization.	Company profile	FR	6	
2.1	Awards received in the reporting period.	Awards & Recognitions	FR	9	
2.2	Primary brands, products, and/or services.	Product profile	FR	7	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Company profile	FR	6	
2.4	Location of organization's headquarters.	Company profile	FR	6	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Company profile	FR	6	
2.6	Nature of ownership and legal form.	Company profile	FR	6	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Economic and Product Responsibility	FR	6	
2.8	Scale of the reporting organization	Company profile	FR		
2.9	Significant changes during the reporting period regarding size, structure, or ownership	No changes	FR		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Report Scope and profile	FR	4	
3.2	Date of most recent previous report (if any).	Our approach to reporting	FR	37	
3.3	Reporting cycle (annual, biennial, etc.)	Our approach to reporting	FR	37	
3.4	Contact point for questions regarding the report or its contents.	Report Scope and profile	FR	4	
3.5	Process for defining report content	Our approach to reporting	FR	37	
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers).	Report Scope and profile	FR	4	
3.7	State any specific limitations on the scope or boundary of the report	Report Scope and profile	FR	4	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations		NR		Joint ventures, subsidiaries, leased facilities are out of report scope.
3.9	Data measurement techniques and the bases of calculations	Performance sections	FR	20, 22, 27	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports		FR		No re-statements are included in the report

Profile	Description	Section	Reporting status	Page No.	Reason for not reporting
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.		FR		No significant changes
3.12	Table identifying the location of the Standard Disclosures in the report.	GRI Content Index	FR	40	
3.13	Policy and current practice with regard to seeking external assurance for the report.	Assurance Statement	FR		
4.1	Governance structure of the organization	Corporate governance	FR	12	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer	Corporate governance	FR	12	
4.3	For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Corporate governance	FR	12	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Corporate governance	FR	12	
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).		NR		
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Corporate ethics	FR	13	
4.7	Process for determining the qualifications and expertise of the members of the highest governance body		NR		
4.8	Internally developed statements of mission or values, codes of conduct and principles	Vision, Mission, Values	FR	10, 11	
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance		NR		
4.10	Processes for evaluating the highest governance body's own performance		NR		
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization. (Risk planning)		NR		Not addressed
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	QHSE Management systems	FR	14, 15	
4.13	Memberships in associations (such as industry associations)	Our operations	NR		
4.14	List of stakeholder groups engaged by the organization.	Stakeholder engagement	FR	18	
4.15	Basis for identification and selection of stakeholders with whom to engage.	Stakeholder engagement	FR	17, 18	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Stakeholder engagement	FR	17, 18	
4.17	Key topics and concerns that have been raised through stakeholder engagement and how the organization has responded to those key topics and concerns, including through its reporting.	Stakeholder engagement	FR	18, 19	

Profile	Description	Section	Reporting status	Page No.	Reason for not reporting
EC1	Economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments. (Core)	Economic and Product Responsibility	FR	20	
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change. (Core)	Environmental Performance	PR		
EC3	Coverage of the organization's defined benefit plan obligations. (Core)	Economic and Product Responsibility; Attracting and Retaining talent	FR	21, 31	
EC4	Significant financial assistance received from government. (Core)	Economic and Product Responsibility	FR	20	
EC5	Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation. (Additional)		NR		
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation. (Core)	Economic and Product Responsibility	FR	20	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation. (Core)		NR		Procedures do not exist
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement. (Core)	JSW Foundation	FR		
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts. (Additional)		NR		
EN1	Materials used by weight or volume. (Core)	Raw material & packaging	FR	22, 23	
EN2	Percentage of materials used that are recycled input materials. (Core)	Raw material & packaging	FR	22, 23	
EN3	Direct energy consumption by primary energy source. (Core)	Energy utilization	FR	23, 24	
EN4	Indirect energy consumption by primary source. (Core)	Energy utilization	FR	23, 24	
EN5	Energy saved due to conservation and efficiency improvements. (Additional)	Energy utilization	FR	24	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives. (Additional)		NR		
EN7	Initiatives to reduce indirect energy consumption and reductions achieved. (Additional)		NR		
EN8	Total water withdrawal by source. (Core)	Water	FR	24, 25	
EN9	Water sources significantly affected by withdrawal of water. (Additional)		NR		
EN10	Percentage and total volume of water recycled and reused. (Additional)	Water	FR	24, 25	

Profile	Description	Section	Reporting status	Page No.	Reason for not reporting
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. (Core)	Biodiversity	FR	25	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas. (Core)	Biodiversity	FR	25	
EN13	Habitats protected or restored. (Additional)		NR		
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity. (Additional)		NR		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk. (Additional)	Biodiversity	FR	25	No such species exist in the areas of operation
EN16	Total direct and indirect greenhouse gas emissions by weight. (Core)	Emissions & waste management	FR	25, 26	
EN17	Other relevant indirect greenhouse gas emissions by weight. (Core)		NR		No procedure in place to account for indirect emissions
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved. (Additional)	Emissions & waste management	FR	26	
EN19	Emissions of ozone-depleting substances by weight. (Core)	Emissions & waste management	FR	26	
EN20	NO _x , SO _x , and other significant air emissions by type and weight. (Core)	Emissions & waste management	FR	26	
EN21	Total water discharge by quality and destination. (Core)	Emissions & waste management	FR	26	
EN22	Total weight of waste by type and disposal method. (Core)	Emissions & waste management	FR	26	
EN23	Total number and volume of significant spills. (Core)	Emissions & waste management	FR	26	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally. (Additional)		FR	26	No waste is being transported internationally
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff. (Additional)		NR		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation. (Core)	Economic and Product Responsibility	FR	20, 21	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category. (Core)		FR		No reclamation of packaging material
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. (Core)		FR		No fines

Profile	Description	Section	Reporting status	Page No.	Reason for not reporting
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce. (Additional)		NR		
EN30	Total environmental protection expenditures and investments by type. (Additional)		NR		
LA1	Total workforce by employment type, employment contract, and region. (Core)	Social responsibility	FR	27, 28	
LA2	Total number and rate of employee turnover by age group, gender, and region. (Core)	Social responsibility	FR	28, 29	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations. (Additional)	Social responsibility	FR	31	
LA4	Percentage of employees covered by collective bargaining agreements. (Core)		FR		No unions
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements. (Core)	Social responsibility	FR	30	
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs. (Additional)	Social responsibility	FR		
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region. (Core)	Social responsibility	FR	30	
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases. (Core)	Social responsibility	FR	30, 31	
LA9	Health and safety topics covered in formal agreements with trade unions. (Additional)		NR		
LA10	Average hours of training per year per employee by employee category. (Core)	Social responsibility	FR	31	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings. (Additional)		NR		
LA12	Percentage of employees receiving regular performance and career development reviews. (Additional)	Social responsibility	PR	31	
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity. (Core)		PR		Not reported composition of governance bodies, as information not available
LA14	Ratio of basic salary of men to women by employee category. (Core)	Social responsibility	FR		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening. (Core)	Social responsibility (Human Rights)	PR	31	

Profile	Description	Section	Reporting status	Page No.	Reason for not reporting
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken. (Core)	Social responsibility (Human Rights)	FR	31	No screening of significant suppliers and contractors on human rights and actions taken
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. (Additional)		NR		
HR4	Total number of incidents of discrimination and actions taken. (Core)		PR		No incidents
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights. (Core)	Social responsibility (Human Rights)	FR	31	There are no such operations
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor. (Core)	Social responsibility (Human Rights)	FR	31	
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor. (Core)	Social responsibility (Human Rights)	FR	31	There are no such operations
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations. (Additional)		NR		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken. (Additional)	Social responsibility (Human Rights)	FR	31	No incidents
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting. (Core)	Stakeholder engagement; Working towards a better society	FR	18, 32, 33	
SO2	Percentage and total number of business units analyzed for risks related to corruption. (Core)		FR		No business unit analysed for risks related to corruption
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures. (Core)	Corporate ethics	FR	13	
SO4	Actions taken in response to incidents of corruption. (Core)		FR		No incidents
SO5	Public policy positions and participation in public policy development and lobbying. (Core)		NR		
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country. (Additional)		NR		
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes. (Additional)	Corporate ethics	PR	13	
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. (Core)		FR		No fines

Profile	Description	Section	Reporting status	Page No.	Reason for not reporting
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures. (Core)		FR		No life cycle assessment studies are carried out
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes. (Additional)		NR		
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements. (Core)		NR		Information not available
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes. (Additional)		FR		No incidents
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction. (Additional)	Stakeholder engagement (Customers)	PR	18	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. (Core)		NR		Information not available
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. (Additional)		NR		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data. (Additional)		FR		No complaints
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. (Core).		FR		No fines

Reporting levels	
FR	Fully reported
PR	Partially reported
NR	Not reported