

# Sustainability is at the core of our business

## Sustainability at JSW Energy

JSW Energy leads with a forward-looking commitment to sustainability, aligning its business strategies with global climate goals and the transition to a low-carbon economy. Its sustainability approach is anchored in three core pillars, Environmental Stewardship, Social Development, and Governance, that guide progress on material issues. Adopting a holistic perspective, the company has identified 17 strategic focus areas mapped to the United Nations Sustainable Development Goals, reflecting its dedication to addressing critical challenges and delivering measurable impact across its operations.







JSW Neo Energy, Gadwal

## Sustainability Strategy

JSW Energy's sustainability strategy is anchored in a clear vision to deliver long-term value through environmental stewardship, social responsibility, and strong governance. Deeply embedded in the organisational culture, the strategy is driven by key enablers, robust policies, and performance systems that ensure accountability and measurable outcomes. Aligned with global sustainability goals, it fosters innovation, ethical conduct, and proactive stakeholder engagement across the value chain. By integrating material priorities with international benchmarks, JSW Energy is building a resilient, low-carbon future while reinforcing its leadership in responsible energy. The organization's strategic sustainability framework is anchored in the following core pillars:



Leadership



Stakeholder  
Engagement



Communication



Planning



Improvement



Monitoring



Reporting

1

2

3



### Leadership

The leadership at JSW Energy plays a pivotal role in championing sustainability, actively enhancing their knowledge of evolving ESG trends and business-relevant aspects. This forward-thinking mindset filters through all levels of the organisation, ensuring that sustainability initiatives are in lockstep with overall business strategy, reinforcing long-term resilience and adaptability.



### Stakeholder Engagement

Constructive engagement with stakeholders allows JSW Energy to understand diverse perspectives and incorporate them into its sustainability roadmap. This inclusive process leads to the development of realistic goals that reflect the needs and expectations of those the company impacts, thereby reinforcing stakeholder trust and shared value creation.



### Communication

Advancements in digital technologies have transformed JSW Energy's internal and external communication, promoting real-time connectivity and information exchange. These digital platforms ensure consistent messaging and streamlined collaboration, from individual sites to corporate-wide programs, strengthening overall organisational transparency.



### Planning

The company's strategic planning process is rooted in the identification of material issues, enabling it to proactively manage potential risks and seize emerging opportunities. This methodical approach equips JSW Energy with the flexibility to adapt swiftly while maintaining a strong focus on long-term sustainability outcomes.



### Continuous Improvement

JSW Energy is unwavering in its pursuit of excellence, regularly seeking opportunities to elevate its ESG performance. Focused efforts across environmental, social, and governance dimensions drive innovation and ensure the company remains aligned with its evolving sustainability ambitions.



### Monitoring

A structured mechanism ensures regular performance reviews across operational units and corporate functions. By evaluating progress against key metrics on a monthly basis, the organisation can rapidly identify areas for corrective action, enabling responsive management and sustained operational excellence.



### Reporting

Transparency remains a cornerstone of JSW Energy's sustainability journey. By adhering to the Global Reporting Initiative (GRI) standards, the company provides stakeholders with clear, reliable, and comprehensive disclosures. These reports not only reflect achievements but also highlight areas of development, reinforcing accountability and building lasting stakeholder confidence.

## Alignment of Sustainability Pillars to the UN SDGs

### Pillars

### Key Focus Areas

### UNSDG

#### Environmental Stewardship

Climate change



Energy



Resources



Water Resources



Waste



Wastewater



Air Emissions



Biodiversity



Local Consideration



#### Social Development

Health and Safety



Indigenous People



Cultural Heritage



Social Sustainability



Supply Chain Sustainability



Employee Well-being



#### Governance

Human Rights



Business Ethics



1  
2  
3

## Sustainability Targets & Performance

Environmental Parameter	KPI	Actuals			Target
		FY 25	FY 24	FY 23	FY 30
Climate Change	GHG Emissions (Scope 1+2) – tCO <sub>2</sub> e/MWh	0.59	0.62	0.685	0.39
Water Security	Sp. Freshwater intake (m <sup>3</sup> /MWh)	0.99	0.95	1.116	0.68
Waste	Waste – Ash Utilisation (%)	100%	100%	100%	100%
Air Emissions	Sp. PM (Kg/MWh)	0.094	0.106	0.12	0.064
	Sp. Sox (Kg / MWh)	1.09	1.18	0.12	0.75
	Sp. Nox (Kg/MWh)	0.67	0.64	0.7	0.46
Biodiversity	Biodiversity at our Operating sites	3-season Biodiversity Risk Assessment completed at IBUEL, Jharsuguda	Biodiversity Eco-systems Study in progress at 5 plants/ project locations. Completed at Barmer.	Implementation of Biodiversity Management plan at Barmer Plant and one season Biodiversity study completed at Ratnagiri Plant	To achieve No-Net loss of Biodiversity

Considering the recent acquisitions and planned RE & Thermal projects 2030 Targets have been revisited & revised.

### Social Parameters

#### Occupational Health & Safety

**(OH & S)**– OH & S is one of the core values at JSW Energy limited. The organisations aim for 'Zero Harm' at all its plant and project locations. All plants have strong safety systems embedded within its operational processes. A Safety Governance structure is in place at all Thermal, Hydro & RE (Wind & Solar) plants & Projects. All plants have an annual LTIFR target to achieve which aims for a 20% improvement over the previous year's performance. This target is also linked to the variable salary / bonus of the employees every year.

**Employee Wellbeing** – The organisation arranges for several initiatives for employee wellbeing in the workplace such as flexi-timings, family get-together, Yoga camps to encourage mental health, financial counselling, Health check-ups, work specific trainings and upskilling. These activities aim to blend empathy and support within the organisation and

establish a culture of mental wellbeing, physical wellbeing and financial wellbeing.

#### Supply Chain Sustainability –

The organisation has launched a program, partnering with a third party to onboard our supply chain vendors and disclose their ESG initiatives on an ESG benchmarking platform which provides them with an insight into their ESG performance as compared to the industry toppers. Based on their ESG ranking, they are given certification for their performance and also a detailed action plan to improve their performance in their low-scoring areas

#### Social Sustainability –

At JSW Energy, we are committed to fostering a culture that encourages learning, collaboration, and empowerment at every level. By investing in capability building, embracing diversity, and promoting well-being, we aim to create an environment where every employee can thrive, contribute meaningfully, and grow with the organization.

Our people continue to play a pivotal role in enabling operational excellence and innovation across thermal, renewable, battery storage, and green hydrogen verticals. Recognizing this, our HR strategy for the future is centred around **continuous capability building, purposeful careers, agile ways of working, and a values-driven culture.**

### Governance Parameters

**Human Rights** - Human rights has emerged as a critical area of focus for companies, governments, and civil society alike. The concept of business and human rights is grounded in the recognition that businesses have a responsibility to respect, protect, and promote human rights within their spheres of influence.

At the core of this framework are the United Nations Guiding Principles on Business and Human Rights (UNGPs), which were endorsed by the UN Human Rights Council in 2011. The UNGPs outline a three-pillar approach: the state duty to protect human rights,



the corporate responsibility to respect human rights, and access to remedy for victims of business-related abuses. These principles provide a comprehensive and globally recognized standard for addressing the adverse impacts of business activities on human rights.

Human rights practices are important during sustainability reporting such as Business Responsibility and Sustainability Reporting (BRSR) and Global Reporting Initiative (GRI) etc. These frameworks include indicators related to human rights that companies need to report on. BRSR reporting is regulatory requirement in India.

JSW Energy Limited is a significant contributor to India's energy sector. As part of its commitment to sustainable and responsible business practices, a comprehensive Human Rights Impact Assessment (HRIA) was undertaken for major thermal and Hydro power plants of the organisation, that aimed to identify, evaluate, and address the potential human rights impacts associated with its operations. The focus areas included labor rights, health and safety, community impacts, environmental sustainability, and stakeholder engagement.

By conducting this thorough assessment, JSW Energy aims to ensure that its operations not only comply with legal requirements but also contribute positively to the well-being of its employees, local communities, and other stakeholders. The assessment aligns with several national and international human rights guidelines. These guidelines include the Universal Declaration of Human Rights (UDHR), the

International Labour Organization (ILO) conventions, Organisation for Economic Co-operation and Development (OECD) guidelines, United Nations Guiding Principles on Business and Human Rights (UNGPs). Nationally, the assessment adheres to India's legal frameworks and regulations such as National Guidelines on Responsible Business Conduct (NGRBC), which emphasize the importance of upholding human rights in all business operations.

In the upcoming years, upto 2030, JSW Energy aims to cover all its major thermal, Hydro and RE plants with Human Rights Impact Assessments and mitigate the potential risks as evaluated in the assessments.

### Business Ethics

Business Ethics serves as a foundation for responsible decision making, transparency and accountability. It also involves fair treatment of stakeholders and adherence to laws and regulations. Upholding ethical standards not only fosters trust among employees, investors and other stakeholders but also enhances the organisation's long term reputation and sustainability.

At JSW Energy, the Business Ethics is implemented through some critical policies which supports and guides good Governance within the organisation. An independent Board of Directors keeps oversight of the various business activities and important decision making for various Business activities. Some of the important policies are mentioned below –

- Code of Conduct for Board and Senior Management
- Code of Practice & fair disclosure of UPSI

- Code of conduct to regulate, monitor and report Insider Trading
- Board Diversity Policy
- CSR Policy
- Cyber Security Policy
- Policy on Enhancing Equality, Diversity and Inclusivity
- Whistleblower Policy

These policies collectively shape the ethical framework of the organisation, fostering a culture of integrity and responsible governance.

### Awards and Accolades

**JSW Energy**-Won the following Business Today Awards

- India's Most Sustainable Company – Power Generation Sector
- Prestigious Title of 'Transition Leader of the Year'

**Barmer Plant** - JSW Energy (Barmer) Limited received the "FlyAsh Utilisation Award 2025" Organized by Mission Energy Foundation at Goa.

**Ratnagiri Plant**-Received Biodiversity Domain Excellence Award in the CIITC Sustainability award FY-2024-25

**Vijayanagar plant**-CEE-Winner of 3<sup>rd</sup> National Power-Gen" Environment Excellence Awards 2024 in Environment Excellence Plant of the year" category FY-2024-25