

Business Responsibility Report

JSW Energy has operated in a fair, responsible and transparent manner since its inception. The Company is known for its efforts towards promoting inclusive growth, sustainable livelihoods and in giving back to the society more than what it receives. The Company is among the top corporates in India today and has been reporting its sustainability performance through various disclosures. Since the requirement of the Business Responsibility Report (BRR) for Top 500 companies was notified in 2015-16, JSW Energy has complied with the regulations and has followed the National Voluntary Guidelines (NVGs) to report its performance across key principles.

With the recent introduction of the National Guidelines on Responsible Business Conduct (NGRBC) and SEBI's notification for adoption of Business Responsibility Sustainability Report (BRSR), the Company has aligned its existing sustainability and corporate strategy to the key principles, most of which already exist as a standard practice within the JSW ecosystem. The below disclosures summarize and link the principles to our performance and records of compliance with the NGRBC.

SECTION A: GENERAL DISCLOSURES

Company Details

Sr. No	Disclosure item	Response
1	Name of the Company	JSW Energy Limited
2	Year of Registration	1994
3	Corporate Identity Number (CIN) of the Company	L74999MH1994PLC077041
4	Registered address	JSW Centre, Bandra Kurla Complex Bandra (East), Mumbai – 400 051
5	Website	www.jsw.in
6	Email ID	jswel.investor@jsw.in
7	Financial Year reported	2020-21

Products/services

1	Sector(s) that the Company is engaged in (industrial activity code-wise)	1) Generation of Thermal Power 2) Generation of Hydro Power 3) Power Transmission 4) Power Trading NIC Code: 351 Electric Power Generation, Transmission and Distribution
2	List three key products/services that the Company manufactures/provides (as in balance sheet)	1. Power Generation (Thermal and Hydro) 2. Power Transmission 3. Power Trading

Operations

Number of National Locations	<ol style="list-style-type: none"> JSW Energy Vijayanagar, Toranagallu, Karnataka – owns & operates 860 MW Thermal Power Plant JSW Energy Ratnagiri, Jaigad, Ratnagiri, Maharashtra – owns & operates 1,200 MW Thermal Power Plant JSW Energy (Barmer) Limited - Barmer, Rajasthan - owns & operates 1,080 MW Thermal Power Plant & operates lignite mining JSW Hydro Energy Limited – owns & operates <ol style="list-style-type: none"> 1,091 MW Karcham-Wangtoo HEP, Sholtu, Himachal Pradesh 300 MW BASPA - II HEP, Sholtu, Himachal Pradesh JSW Energy (Kutehr) Limited - developing 240 MW HEP at Kutehr, Himachal Pradesh JSW Power Trading Company Limited – based in Delhi is involved in power trading Jaigad PowerTransco Limited (JPTL) – Chiplun, Maharashtra – owns and operates a330 circuit km transmission line.
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National (Districts and states – top five by employee strength):	<ol style="list-style-type: none"> 1. JSW Energy Vijayanagar, Toranagallu, Karnataka – owns & operates a 860 MW Thermal Power Plant 2. JSW Energy Ratnagiri, Jaigad, Ratnagiri, Maharashtra – owns & operates a 1,200 MW Thermal Power Plant 3. JSW Energy (Barmer) Limited - Barmer, Rajasthan - owns & operates a 1,080 MW Thermal Power Plant 4. JSW Hydro Energy Limited – owns & operates <ol style="list-style-type: none"> a) 1,091 MW Karcham-Wangtoo HEP, at Sholtu, Himachal Pradesh b) 300 MW BASPA - II HEP, at Sholtu, Himachal Pradesh
International (Country – top three by employee strength):	<p>Following are the key subsidiary companies located in South Africa:</p> <ol style="list-style-type: none"> 1. South Africa Coal Mining Holdings Limited (SACHM) 2. Umlabu Colliery Proprietary Limited 3. SACM (Breyten) Proprietary Limited <p>The above subsidiaries are involved in Coal Mining & Ancillary activities</p>
Markets served by the Company – Local/State/National/International	<p>Long term power supply under Power Purchase Agreements (PPAs) to the following State Distribution Companies:</p> <ol style="list-style-type: none"> 1. Maharashtra State Electricity Distribution Company (MSEDCL), 2. Rajasthan Discoms: Jaipur Vidyut Vitran Nigam Limited, Ajmer Vidyut Vitran Nigam Limited and Jodhpur Vidyut Vitran Nigam Limited 3. Uttar Pradesh Power Corporation Limited (UPPCL) 4. Haryana Power Purchase Centre (HPPC) 5. Himachal Pradesh State Electricity Board Limited (HPSEBL), and 6. Punjab State Power Corporation Limited (PSPCL). Short term power supply to following State Distribution Companies: Andhra Pradesh, Karnataka, Telangana and Tamil Nadu

Employees

Sr. No	Disclosure item	Response
1	Number of Permanent Employees	1,578
2	Contractual Employees (Seasonal, non-seasonal)	2,474
3	Temporary Employees	-
4	Percentage of Women:	
	a. On the Governance Structure	14%
	b. In Top management i.e Business and Function Heads	<1%

Financial Details of the Company (2020-21)

1	Paid Up Capital (INR in crore)	1,642.79
2	Total Consolidated Turnover (INR in crore)	7,159.65
3	Total Consolidated Profit After Taxes (INR in crore)	795.48
4	Total spending on Corporate Social Responsibility (CSR) as a percentage of Profit After Tax(%)	2.17
5	List of activities in which expenditure in 4 above has been incurred	<ol style="list-style-type: none"> a) COVID 19 Support & rehabilitation program b) Educational infrastructure & systems strengthening c) Enhance Skills & rural livelihoods through nurturing of supportive ecosystems & innovations d) General community infrastructure support & welfare initiatives e) Integrated water resources management f) Nurture women entrepreneurship & employability g) Nurturing aquatic & terrestrial ecosystems for better environment & reduced emissions h) Promotion & preservation of art, culture & heritage i) Public health infrastructure, capacity building & support programs j) Sports promotion & institution building k) Waste management & sanitation initiatives l) Project Management Cost

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Associate Companies

Sr. No	Disclosure item	Response
1	Does the Company have any Subsidiary / Associate companies	<p>Yes</p> <p>Subsidiaries:</p> <ol style="list-style-type: none"> 1. JSW Energy (Barmer) Limited. 2. JSW Hydro Energy Limited 3. Jaigad Power Transco Limited 4. JSW Energy (Raigarh) Limited 5. JSW Energy (Kutehr) Limited 6. JSW Power Trading Company Limited 7. JSW Future Energy Limited (formerly JSW Solar Limited) 8. JSW Electric Vehicles Private Limited 9. JSW Renewable Energy (Vijayanagar) Limited 10. JSW Renew Energy Limited 11. JSW Renewable Energy (Dolvi) Limited 12. JSW Renew Energy Two Limited 13. JSW Energy Natural Resources Mauritius Limited 14. JSW Energy Natural Resources South Africa (Pty) Limited 15. South Africa Coal Mining Holdings Limited 16. Royal Bafokeng Capital (Pty) Limited 17. Mainsail Trading 55 Proprietary Limited 18. SACM (Breyten) Proprietary Limited 19. South African Coal Mining Operations Proprietary Limited 20. Umlabu Colliery Proprietary Limited <p>Associate :</p> <ol style="list-style-type: none"> 1. Barmer Lignite Mining Company Limited
	Do the Subsidiary Company/Companies participate in the BR initiatives of the parent company? If yes, then indicate the number of such subsidiary company(s)	<p>Yes.</p> <p>JSW Energy (Barmer) Limited and JSW Hydro Energy Limited participate in the BR initiative of the parent company.</p>
	Do any other entity / entities (e.g. suppliers, distributors, etc.) that the Company does business with, participate in the BR initiatives of the Company? If yes, then indicate the percentage of such entity / entities? (Less than 30%, 30-60%, More than 60%)	<p>JSW Energy's value chain partners (e.g., suppliers and contractors) are encouraged to contribute to its CSR initiatives. However, with the expansive nature of its value chain, currently less than 30% of the entities partner in its BR initiatives.</p>
2	Details of Trust/Society/Section company to further its CSR agenda:	
	<ol style="list-style-type: none"> a. Names; b. Organization form (Trust, Society, Company) and year of establishment; c. Main objects/purpose; d. Amounts and sources of funds received in the reporting year; 	<p>JSW Foundation is registered as a Charitable Trust since 1989 and has been focusing on various initiatives across all operational locations with dedicated full time CSR teams. The impact areas identified and the initiatives undertaken are tailored to our local communities but contribute to global goals and the national development agenda.</p> <p>Objective</p> <p>Our overall approach is to provide holistic life-cycle based interventions catering to all sections of society, age groups and those requiring extra attention. The strategy is to find the key connect amongst the various CSR thematic thrust areas to attain better complementarity, e.g. water interventions linked to agribusiness and livelihoods initiatives.</p> <p>JSW Energy's CSR interventions have reached out to communities near all operating areas with special focus on:</p> <ul style="list-style-type: none"> • Strengthening public health and nutrition with special focus on mothers, children & adolescent girls • Comprehensive water management leading not only to sustainable environment but also sustained agri-livelihoods, in turn affecting nutrition and poverty. • Empowerment of women through JSW Shakti initiatives, i.e. (Rural BPO for women, promoting Self-Help Groups etc.). JSW Shakti is now registered as a Section 8 company to provide scaled up support to rural entrepreneurs, especially women across the country • Improving quality education in rural schools through infrastructure, training methodology and capacity building initiatives • Sanitation and waste management, single use plastic waste in particular • Well thought environment upgradation programs such as mangrove restoration etc. • Preserving sites of national heritage • Supporting sports and culture development <p>Spent</p> <p>In FY 20-21, ₹ 17.28 crore have been spent on CSR Initiatives.</p>
	Contact details of Nodal Officer for this report (name, designation, email id, phone number).	<ol style="list-style-type: none"> 1. Director responsible for BRR: Mr. Prashant Jain (DIN : 01281621) Joint Managing Director & CEO Email: jswe.investor@jsw.in Phone: 022-42861000 2. BRR Head: Mr. Aditya Agarwal Head – Renewable Email: aditya.agarwal@jsw.in Phone: 022-42861000 <p>Supported By -</p> <ol style="list-style-type: none"> 3. Mr. Prabodha Acharya (Group Chief Sustainability Officer) E-mail: prabodha.acharya@jsw.in Phone: 022-42861000

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Sr. No	Disclosure item	Response								
	Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	Names of the policy / policies that covers each Principle	Reference to the last page https://www.jsw.in/groups/sustainability-policies								
2	Core Elements related to the Principle that the policy cover	All the Core Elements stated as part of the Principles are covered in the policies								
3	Policy/ policies relating to each principle that has been translated into guidelines and procedures	Guidelines & procedures have been developed inline covering all the 9 Principles related to the respective policy								
4	Extent to which manpower, planning and financial resources have been allocated for the implementation of the policy/ policies relating to each Principle	Professional workforce has been engaged and financial resources allocated across corporate and plant levels to plan, execute and oversee the implementation of responsible business conduct, including all Principles under NGRBC guidelines.								
5	National and International codes and standards adopted mapped to various Principles	The policies are based on NGRBC, in addition to conformance to the spirit of international standards like ISO 9001, ISO 14001, ISO45001, ISO 50001, ISO26000, SA8000, IFC Performance Standards, OECD Guidelines, UNGC guidelines and ILO Principles, ILO Convention on Human Rights, Report on Affirmative Action by CII, National Action Plan on Climate Change, National Environmental Policy, UN Sustainable Development Goals, Global Reporting Initiative, Carbon Disclosure Project (CDP) and Dow Jones Sustainability Index (DJSI).								
Governance, leadership and oversight										
6	Names of the above policies that have been approved by the Board/top management	All the policies are approved by the Board/top management								
7	Name of the specified committee(s) of the Board/ Director/ Officer and processes to oversee the implementation of the policy/ policies	The Board's Sustainability Committee is responsible for implementation of the policies.								
8	The process for board/ top management to review performance against the above policies and incorporating inputs (100 words)	The Sustainability Committee reviews the sustainability performance, the policies and practices developed in line with the sustainability strategy on a half yearly basis and recommends the specific actions to enhance sustainable performance. The Corporate Sustainability team presents the actions undertaken along with the activities conducted & achievements on each Principle of the guidelines during the meetings. The meetings are conducted twice a year.								
9	Process for board/ top management to review compliance with statutory requirements of relevance to the Principles and rectify any non-compliances (100 words)	There are different committees of the Board of Directors such as Audit Committee, Risk Management Committee, Stakeholders Relationship Committee, Sustainability Committee among others. The officials from different departments of different locations present to the Board information related to compliance to statutory requirements of different areas and their relevance to the Principles. There are specific action plans outlined for any non- conformity and these are reviewed in the follow up meetings.								
	Frequency of the reviews of the business's alignment with the Principles and Core Elements conducted by the board/ top management	The Sustainability Committee meets biannually wherein it reviews of the business' alignment with the Principles and Core Elements along with the Sustainability performance of the Company.								
Stakeholder Engagement										
11	Description of the process to identify your business's key stakeholders (100 words)	JSW Energy maintains a dynamic and strategic stakeholder engagement process where it identifies key stakeholder groups from the larger universe of all possible stakeholders. This is done after considering the material influence each group has on the Company's ability to create value (and vice-versa). Through this mechanism, the Company has currently identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors. The details of Stakeholder group, Engagement Forum and the Value created for the Stakeholder group is included in the Integrated Report.								
12	Description of the process to engage with your stakeholders on the Principles (100 words)	JSW Energy's stakeholder engagement strategy seeks feedback on a regular basis, which is then integrated into the organization's medium- and long-term strategy and planning exercises. This also enables the Company to promote the idea of shared growth and a common prosperous future for the society at large. The Company has formal mechanisms in place to engage key stakeholder groups in a constructive manner and collect valuable feedback, including on areas that are under the purview of the NGRBC Principles. This proves to be a valuable input for the risk assessment and strategy formulation process of the Company.								

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13	Description of the processes to identify groups that are vulnerable and marginalized stakeholders (100 words).	JSW Energy has been working for education, health & nutrition, sanitation and wellbeing of marginalised sections of the society. To identify the vulnerable and marginalized stakeholders within the identified focus areas, several methodologies are adopted such as desk research for situational analysis, participatory rural appraisal, community need assessment and focus group discussion with the stakeholders. These methods help in prioritising the community level interventions. JSW Energy focusses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Energy's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. Overall, the Company has aligned its CSR programmes to the key areas of health and nutrition, education and learning, agri- initiatives, livelihood, sanitation, water conservation and augmentation, biodiversity promotion, skill enhancement, art, culture and sports.
14	Description of the processes to identify issues related to inclusion and impact of adopting the Principles on vulnerable and marginalized stakeholders (100 words).	The Company contributes towards CSR with the aim of mitigating the major challenges faced by the communities, especially the economically and socially disadvantaged, across all locations where it has operations. The interventions focus on programmes aimed at creating development models that can be replicated at scale and adopted across geographies with similar issues. JSW Energy's CSR approach is based on a framework that is developed to identify key stakeholder groups, including the local community, the local government or bodies, academia and research institutions, investors, etc. The CSR interventions are wholly based on the needs assessed through community engagement, backed with a definitive structure arising from the needs of the local area and the existing systemic gaps.
Communications		
15	Description of process to communicate to stakeholders, the impact of your policies, procedures, decisions and performance that impact them (100 words)	JSW believes that stakeholders are essential to business operations, and their feedback is vital to understand their concerns and their material impact on the Company. JSW Energy considers its stakeholders as trusted partners in its value creation journey and solicits their views and to communicate the impacts of the Company's policies, procedures through various media like supplier meets, customer meets, community meetings, annual general meetings, workshops, intranet, advertisements, publications, website and social media and regular updates.
16	Description of how the business communicates the results of stakeholder engagement in the public domain (100 words)	The results and updates of stakeholder engagement are communicated to the public using the annually published Integrated Report .
17	Description of the process of communicating performance against these Guidelines to relevant stakeholders (100 words)	The performance against the Guidelines are available in the Integrated Report which are uploaded on the Company's website.
18	Note on how disclosures and reporting helped in improving business performance / strategy (50 words)	Enhanced and comprehensive reporting using the Integrated Reporting (IR) Framework, the Business Responsibility Report as per NGRBC and disclosures under the GRI Standards have helped the Company take quantitative and qualitative stock of its all-round performance, and proactively communicate its progress across economic, environmental, social and governance to the stakeholders. The measurement of various KPIs along with stated strategy, together with feedback from various stakeholders, help the Company review, recalibrate and reaffirm its goals continuously to achieve its business objectives, while creating a positive impact on the society and effectively managing change.

If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
The company has not understood the Principles. It is planned to be done within next 12 months					NA				
The company is not at a stage where it finds itself in a position to formulate and implement the policies on specified Principles					NA				
The company does not have financial or manpower resources available for the task					NA				
It is planned to be done within next 6 months					NA				
It is planned to be done within next 12 months					NA				
Any other reason (please specify)					NA				

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1: Businesses should conduct and govern themselves with integrity in a manner that is Ethical, Transparent and Accountable

ESSENTIAL INDICATORS	
E1 Month / year of last review by Governance Structure / top management of performance of the business across the Principles and core elements of the Guidelines	<p>The Company has established a Sustainability Committee. The Committee is responsible for the continuous implementation of sustainability best practices and the overall governance of social responsibility & organizational sustainability. The Sustainability Committee oversees the implementation of policies by reviewing the KPI's covering the Principles and Core Elements of the Guidelines. The Committee also reviews the Business Responsibility Report and recommends the same to the Board for the approval.</p> <p>The Company aims to follow and promote sustainable business practices and continuously strives to create awareness among all the stakeholders. The leadership team is made aware regarding the new principles released, under the NGRBC along with BRSR during the Risk Committee/Sustainability Committee meetings. The Committee is scheduled to meet twice annually to review the actions.</p> <p>The Committee reviewed the performance on the basis of NGRBC guidelines in last meeting held in June-2021. The Integrated Report is also provided on the Company's Intranet portal for the perusal of all employees.</p>
E2 % Coverage of leadership team by awareness programs on the Guidelines: a. In reporting year b. Total to date	<p>The Company aims to follow and promote sustainable business practices and continuously strives to create awareness among all the stakeholders. The leadership team is made aware regarding the new principles released, under the NGRBC along with BRSR during the Risk Committee/Sustainability Committee meetings. The Committee is scheduled to meet twice annually to review the actions.</p> <p>The Committee reviewed the performance on the basis of NGRBC guidelines in last meeting held in June-2021. The Integrated Report is also provided on the Company's Intranet portal for the perusal of all employees.</p>
E3 % of suppliers and distributors (by value), in the year: a. Covered by awareness programs for the Guidelines?	<p>It is planned to create awareness among the suppliers & distributors on the Principles & Core Element as per NGRBC. The Integrated Report for FY 20-21 includes the BRR which is based on the NGRBC. The Integrated Report is also staged on the Company's website for external stakeholders. Suppliers' meet are also organized by the Company wherein the matters related to sustainability are also discussed between the Company and the suppliers. The Purchase Orders provided by the company to the suppliers/vendors also provides the links to the policies available.</p> <p>The Company has planned to evaluate the proportion of the suppliers on the basis of their responsible/sustainable policies and further down the value chain in the near future. The process has been planned with initial discussion with the top A class supplier to start with who contribute a major share of the supplies. It is also planned to reach out to all the other suppliers and distributors as well. An awareness session was also conducted by the Company in March 2021 with the suppliers /distributors/ vendors of the Company covering topics related to Sustainability, GRI Standards for Performance Monitoring and Reporting, and company's policies.</p>
E4 % of suppliers and distributors (by value), in the year: b. Had responsible/sustainable business policies in place?	<p>The Company has planned to evaluate the proportion of the suppliers on the basis of their responsible/sustainable policies and further down the value chain in the near future. The process has been planned with initial discussion with the top A class supplier to start with who contribute a major share of the supplies. It is also planned to reach out to all the other suppliers and distributors as well. An awareness session was also conducted by the Company in March 2021 with the suppliers /distributors/ vendors of the Company covering topics related to Sustainability, GRI Standards for Performance Monitoring and Reporting, and company's policies.</p>
E5 Number of meetings/ dialogues with minority shareholders that were organized in the year? Number of complaints received on any aspect of the NGRBC in the year from: a. Shareholders/investors b. Lenders	<p>Our current communications with the minority shareholders are mainly through the annual integrated reporting, web sites and AGM. We engage specifically with our investors through the rating agencies or investors directly through our investor relations department and have regular dialogue with them throughout the year either through phone calls or mail exchanges on our ESG performance and plans. We have not received any specific complaints on any aspect of NG RBC from our investors and lenders till date. Rather we have had very constructive discussions on the plans, performances and strategy.</p> <p>The dialogues with all the shareholders/stakeholders are on a regular basis by the Company. The AGM is held by the Company to solicit the views of all the shareholders of the Company. The shareholders are also empowered to lodge their grievances via a dedicated e-mail address, which are then resolved by the Company.</p> <p>a. Complaints received from Shareholders/Investors – 5 b. Complaints received from lenders – 0</p>
E6 Number of the above complaints pending resolution at close of year?	<p>a. Pending Complaints from Shareholders/Investors – 0 – all shareholder complaints were resolved b. Pending Complaints from lenders – 0</p>
E7 Value of non-disputed fines / penalties imposed on your business by regulatory and judicial institutions in the year?	<p>There are no non-disputed fines/penalties imposed on our business by regulatory and judicial institutions in the year.</p>
E8 Number of complaints / cases of corruption and conflicts of interest that were registered in the year?	<p>There have been no cases of corruption/conflicts of interest in the Company in the present reporting year.</p> <p>JSW Energy has developed and implemented a robust policy on Ethical Business Conduct. The policies are available on https://www.jsw.in/groups/sustainability-policies.</p> <p>The Company also has people policies that address anti-corruption & the Company takes every possible measure to monitor & prevent such behavior.</p>

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E9

Details of unmet obligations (fiscal, social, etc.) arising out of any benefits or concessions provided by the central, state, or local governments (100 words).

The Company ensures that the business contributes to public finances by timely payments of all applicable taxes in the letter and spirit of the laws and regulations governing such payments. The Company does not have any unmet obligations arising out of any benefits or concessions provided by central, state or local governments.

Leadership Indicators

L1

% coverage of all employees by awareness programs for the Guidelines:

- In reporting year
- Total to date

There are periodic awareness programs for specific relevant employees for imparting knowledge on the Sustainability matters / GRI framework covering a set of employees from different plant locations. HOD's and the environmental teams are mostly covered. As this was the first year of conducting formal sustainability awareness programs, Employees covered

- In the FY 2021 - 10%
- Total to date - 10%

Approach to Integrated reporting:

The Integrated Report of JSW Energy is prepared in accordance with the International Integrated Reporting (IR) Framework published by the International Integrated Reporting Council (IIRC). This report has been published with a view to transparently communicate to stakeholders the Company's ability to create value in the short, medium and long terms. Towards this end, the report covers the credentials of JSW Energy, its model of value creation, holistic performance, strategy and risk management.

Frameworks and standards used in reporting:

Apart from abiding by the guiding Principles and Core Elements of the International (IR) Framework, the report is mapped to and covers disclosures from the following:

- Global Reporting Initiative (GRI) Standards: Core option
- United Nations Sustainable Development Goals
- United Nations Global Compact
- Carbon Disclosure Project (CDP)
- Companies Act, 2013 (and the rules made thereunder)
- Indian Accounting Standards
- Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015
- Secretarial Standards issued by Institute of Company Secretaries of India.
- National Guidelines on Responsible Business Conduct (NGRBC)

Scope and boundary

The information contained in this Report pertains to JSW Energy and its value chain, its national and international subsidiaries, joint ventures and associate companies.*

*The non-financial information is limited to the Company's major manufacturing operations in India.

The Integrated Report is available on the website of the Company.

The Non-financial parameters are assured by third party as required for Integrated Reporting.

Till FY 2019-20, the NGRBC guidelines are being followed to report on the Principles, which are ingrained in the Company's operations.

The BRR in the Integrated Report is available on the website of the Company. There are periodic trainings for employees for imparting knowledge on the Sustainability matters, GRI framework, IIRC Framework for Integrated Report covering a set of employees from different locations. The Integrated Report once published in public domain is also then informed to all the employees via the intranet portal of the Company which they can go through and get information from the IR.

JSW has developed vendor & supplier registration tool in which we have provided questionnaires so that every new supplier/distributor has to disclose the social & environment parameters such as license to operate industrial H&S department, consent from PCB, ISO certifications etc. In near future, JSW is planning to have sample verification audits to ensure the parameters disclosed by supplier/distributors during registration are correct.

L3

Was report on responsible business conduct made, in the year:

- As per mandatory/global reporting frameworks.
- Available in the public domain.
- Assured by a third party

L4

Details of non-disputed fines/ penalties imposed on your business by regulatory and judicial institutions in the year available in public domain

There are no non-disputed fines/penalties imposed on our business by regulatory and judicial institutions in the year.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS	
E1 List top three goods /services (revenue in the year) which incorporate environmental and social concerns, risks, and/or opportunities in their design	<p>JSW Energy is engaged in the business of the generation of Electricity. There are no other goods or services.</p> <p>Alongwith the generation of electricity, all our major power plant locations comply with all applicable environmental regulations of the region. A strong CSR team works closely with the surrounding communities for better education & health infrastructure, employment opportunities, agricultural initiatives, women empowerment through SHG (self help groups),etc.</p>
E2 Details of investments in specific technologies to improve the environmental and social impacts (top three by value).	<ol style="list-style-type: none"> Barmer <ul style="list-style-type: none"> ESP modification- unit#1 for reduction in SPM (- Investment ₹ 5.3 crore) APH Tube replacement done in Unit#1 (Investment ₹ 1.32 crore) APH Tube replacement done in Unit#8 (Investment ₹ 2.08 crore) Vijayanagar <ul style="list-style-type: none"> Maintenance of Air Pollution Control Equipments - ₹ 2.27 crore RO Plant Operation & Maintenance - ₹ 2.28 crore Environment Monitoring & Maintenance through the CEMS & AAQM Stations ₹ 34.47 crore Ratnagiri <p>To improve the environmental impact- We have installed following technology and investment-</p> <p>Installed auto sampler for coal sample collection-I ₹- 80.76 Lakh</p> <p>Replaced conventional lights with LED lights- ₹ 12.14 Lakh</p> <p>Installed Shed lights at store to use natural lights instead of conventional lights- ₹ 1.36 Lakh</p> Hydro Plants - <ol style="list-style-type: none"> Solar Plant at Sherpa (Renewable Energy) - ₹ 125.35 Lakh 2 no. STP at Sholtu location - ₹ 13.80 Lakh LED Lights (Energy Conservation) - ₹ 6.27 Lakh
E3 % of input material and services (by value), in the year, sourced from suppliers adhering to internal or external sustainability standards /codes / policies / labels	<p>JSW Energy Barmer- 23.34 %</p> <p>JSW Energy Ratnagiri- 93 %</p> <p>JSW Energy Vijayanagar- 49.0 %</p> <p>JSW Hydro Energy - 27 %</p>
E4 % of total raw material consumed in the year (by value) that consisted of material that was recycled or reused (provide details in 50 words): a. <5% b. between 5% and 25%, c. > 25%	<p>< 5 %</p> <p>The raw material consumed that was re-cycled or re-used was waste gases being used as fuel at Vijayanagar plant, re-cycling of water for usage in cooling cycle, horticulture and supply re-cycled water for irrigation to nearby communities as & when possible. Fly ash generated is sold to fly ash brick manufacturing units.</p> <p>The Company is in constant endeavor for recycling, reusing of material leading to conservation of resources.</p>
E5 Describe the process in place to safely collect, reuse, recycle and dispose of your products at end-of life (100 words)	<p>N.A</p> <p>(JSW Energy is in the business of generating Electricity)</p>
Leadership Indicators	
L1 For goods and services that incorporated environmental and social concerns, give details of: a. Resource use (energy, water, raw material) per unit produced in the year. b. Reduction in resource use covering sourcing, production, and distribution in the year. c. Sustainability standards/ codes/ labels adhered to. d. Product life cycle assessment completed	<p>Barmer</p> <p>Energy -Specific Energy - 2606.68 Kcal/KWh.</p> <p>Specific Water - 2.4 M3/Kwh</p> <p>Specific Coal - 0.85 Kg/KWHr</p> <p>Specific Oil- 0.10 ml/kWh</p> <ul style="list-style-type: none"> APH Tube replacement done in Unit#1 (Energy savings - 737 KW), Unit#8 (Energy savings - 1092 KW). Reduction in auxiliary power consumption during Unit Lit up by providing gun atomization air from instrument air header (Energy Saving - 4000 KWH/start-up). Saving APC by removing RBF (Rotary Belt Feeder) and feeding lignite through direct chute in secondary crusher house (Energy Saving - 71.8 MWH). For water conservation VAM drain line modified and routed towards CST tank. (Water Saving= 48 T/day).

Vijayanagar

- a. Energy –Specific Energy - 2410.15 Kcal/KWh.
Specific Water – 2.2 M3/Kwh
Specific Coal – 0.41Kg/KWHr
Specific Oil- 0.53ml/kWh
- b. Reduction in resource – 2.37Lakhs MT Coal has been saved, by utilising waste gas from steel plant.

Energy conservation initiatives for FY 20-21

- 1. SBU-2 Unit 1 Condenser Cleaning
 - Differential pressure across Condenser reduced by 0.34kg/cm2 through cleaning. With this Condenser Vacuum was improved by 2.52kPa even with high ambient conditions. This resulted in improvement of Turbine heat rate by 43kCal/kWh-318240 KWHr savings achieved
 - As a result of the improvement in heat rate and subsequent reduction in Main steam flow the power consumption of Boiler Feed Water Pumps-BFP reduced (130.78KW)-40803.36 KWHr savings achieved
 - power consumption of Condensate Extraction Pumps-CEP reduced (15.75KW) -4914 KWHr savings achieved
- 2. CPP-4 Condenser Cleaning-
 - Differential pressure across Condenser reduced from 1.4 to 0.73kg/cm2 through cleaning. With this Condenser Vacuum was improved by 2.13kPa even with high ambient conditions. This resulted in improvement of Turbine heat rate by 77kCal/kWh at 254MW Load-4492836.99 KWHr savings achieved
 - As a result of the improvement in heat rate and subsequent reduction in Mainsteam flow the
 - power consumption of Boiler Feed Water Pumps-BFP reduced (337.77KW) - 1465128.04KWHr saving achieved
 - power consumption of Condensate Extraction Pumps-CEP reduced (25.51KW) - 110653.4515 KWHr saving achieved
 - power consumption of Circulating Water Pumps-CWP reduced (90KW) - 390822.265 KWHr saving achieved
- 3. Part load heat rate optimisation by adopting the Best Operation Methodology
 - In order to harness the optimal heat rate in part load the two CW pumps are kept in service thereby the following improvements
 - Improvement in Condenser Vacuum by 2.29 KPa and subsequent reduction in heat rate by 68kCal/kwh-1163571.34KWHr
 - As a result of the improvement in heat rate and subsequent reduction in Mainsteam flow the
 - i. power consumption of Boiler Feed Water Pumps-BFP reduced (114KW)
 - ii. power consumption of Condensate Extraction Pumps-CEP reduced (8KW)
 - With the Net off the heat rate with running additional CW pump power consumption, the predominant is the heat rate improvement with a daily monitory savings of ₹ 2.4 Lakh (Approx.)-Savings of 261752.4KWHr
- 4. SBU-2 Unit-1 Cooling Tower fills Replaced with Anti clogging, Trickle grid fills which improved heat rate of 8KCal/kWh -- 698589.76KWHr
- 5. Auxiliary Power Consumption reduction in SBU-2 Unit-1, CPP-3&4 300 MW units by implementing an in-house logic of deaerator level control, thereby reducing the throttling loss of valves-1865067.66KWHr
- 6. SBU2 U1 Clear water pump sump Level Auto control by varying VFD speed-125302.68KWHr

Total Energy savings of 10.94MU achieved

Ratnagiri

- a)
 - 1. Aux power consumption- 8.15 %
 - 2. DM water consumption- 18.52 ml/kWh
 - 3. Raw water consumption- 138.28 ml/kWh
 - 4. Sp. Oil consumption- 0.09 ml/kWh
 - 5. Sp. Coal consumption- 411 gm/kWh.
- b) Resources reduced compared to previous year as
 - 1. Coal by 26%
 - 2. Oil by 49%
 - 3. Raw water by 6%

	<p>HYDRO Plants</p> <p>a. To reduce GHG Emissions, company shifted toward Renewable Energy & installation work of 1.0 MWp Solar Plant completed in 1st Quarter of FY 2021-22.</p> <p>b. In Energy Conservation, Sodium-vapor lamp street lights replaced with LED's.</p> <p>To reduce the wastage of water, all bore wells are in automation mode so that the possibility of spillage from the tank due to human error eliminated.</p> <p>LCA- Barmer Plant</p> <p>LCA for generation of Electric Power was done at JSW Energy Barmer plant. The objective of LCA is to describe and evaluate the overall environmental impacts of electricity generation by analysing all stages of the entire process from raw materials supply, production, transport and energy generation to recycling and disposal stages --following actual use, in other words, "from the cradle to the grave".</p>
<p>L2</p> <p>Information on the impacts of your products across the value chain communicated to:</p> <p>a. To which stakeholder groups?</p> <p>b. By which channels for each group?</p> <p>c. At what frequency?</p>	<p>The information on the environment & social impacts due to our power generation is included in our Integrated report for all stakeholder groups. Also relevant environmental & social performance is provided through the disclosure platforms of various rating agencies like CDP (Carbon Disclosure Project), MSCI(Morgan Stanley Capital International) etc. These reports are usually provided annually.</p>

Principle 3: Business should respect and promote the well-being of all employees, including those in the value chains.

ESSENTIAL INDICATORS	
<p>E1</p> <p>Complaints received on cases arising out of discrimination:</p> <p>a. Number received in the year</p>	<p>JSW Energy respects human rights and nurtures an inclusive culture that does not discriminate on the basis of religion, gender, caste or disabilities and has a policy for equal opportunity for all. There are no complaints received arising out of discrimination by the Company.</p> <p>As one of the leading companies in India, JSW has been working towards creating an empowering and rewarding working environment for women. The Company puts gender equality on top of its agenda and makes diversity one of its key business and people strategy components. The Human Rights Policy for JSW Energy addresses the aspects of diversity and inclusivity. This policy aims to ensure that all those participating in its workplace are treated with respect, dignity and fairness, thus creating an environment which promotes positive working relationships</p>
<p>E2</p> <p>Number of the above complaints pending resolution at end of the year?</p>	NIL
<p>E3</p> <p>% of permanent employees who are members of the employee association(s) recognized by the management?</p>	Percentage of permanent workforce represented through recognized employee associations: 25%.
<p>E4</p> <p>% of your establishments / value chain that has been audited in the year for:</p> <p>a. Child labour</p> <p>b. Forced/involuntary labour</p>	<p>JSW Energy respects human rights and is committed to ensuring that they are protected. To this end, the Company has a human rights policy that addresses human rights issues across the supply chain. It articulates the Company's stand on human rights, including non-discrimination, prohibition of child and forced labour, freedom of association and the right to engage in collective bargaining. It is complemented by other specific policies such as occupational health and safety, environment, anti-corruption, etc. Officers of security agencies are trained to act in a manner that respects human rights at all times and comply with all the applicable national, state and local laws. JSW Energy contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programs and grievance redressal mechanism.</p> <p>There are no child labour or forced / involuntary labour working in any of our locations which is established through the internal & external IMS & safety audits every year</p>
<p>E5</p> <p>Number of cases of child labour in your establishments/ value chains identified to date:</p> <p>a. Resolved</p> <p>b. Pending resolution</p>	<p>There are Zero cases of child labour.</p> <p>There is a strict check on the contractors and laborers entering the Company premises. The details related to their health, safety, age along with other mandatory requirement are checked and then only allowed to enter the Company premises. The details of the mandatory requirements are also provided in the Purchase Order of the Company on contract finalization</p>
<p>E6</p> <p>Number of cases of forced / involuntary labour identified to date:</p> <p>a. Resolved</p> <p>b. Pending resolution</p>	<p>Zero complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year.</p> <p>Hence there are no pending complaints at the end of the reporting year.</p>

Business Responsibility Report

E7 % of your employees that were paid above the legal minimum wage in the last year?	<p>The Company regards its employees across organizational hierarchy as its most valuable and strategic resource and seeks to ensure a high performance work culture through a fair compensation structure, which is linked to Company and individual performance. At JSW, the compensation is linked to the nature of job, skill and knowledge required to perform the given job in order to achieve Company's overall directive.</p> <p>The Company complies with the mandatory rules set by the Government of India and 100% of the employees were paid above the legal minimum wage in the last year</p>
E8 Ratio of the highest salary paid to the lowest salary paid amongst your permanent employees?	138 : 1
E9 Number of cases of delay in payment of wages during the year: a. Resolved b. Pending resolution	There are no cases of delay in payment of wages during the year.
E10 Number of complaints related to harassment to date: a. Resolved b. Pending resolution	<p>There have been no cases reported related to harassment in the reporting year.</p> <p>The Company revised the Prevention of Sexual Harassment (POSH) policy under an initiative called 'Samman'. This was done with the objective of emphasizing safe and harmonious work culture within the Company. The revised policy was an effort to create awareness on the subject, often considered a taboo and develop 'speak up' culture to receive help from the organization. Going a step further, JSW Energy specially curated e-learning modules to maximize awareness and highlight various nuances of sexual harassment. Using the forum theatre technique, the facilitators enacted scenarios and provided techniques to handle such situations effectively and raise concerns, as and when necessary.</p> <p>The Company has in place an Anti-Sexual Harassment Policy in line with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. JSW has formed Statutory Internal Complaints Committees (ICCs) to address Sexual Harassment of Women at the Workplace. All employees (permanent, contractual, temporary and trainees) are covered under this policy.</p>
E11 Number of the following occurred during the year: a. Accidents at the workplace b. Fatalities caused c. Disability caused	<p>a. *Accidents at the workplace (LTI) - 1 b. *Fatalities caused- 0 c. Disability caused- 0</p> <p>% of accident-affected persons integrated back into employment- 100%</p> <p>As part of the group initiative, all JSW employees, business associates & contractors are required to comply with the newly launched "10 JSW CRITICAL SAFETY RULES". These rules cover the most critical safety practices to achieve a notable reduction in injuries & illness. This is a real opportunity for discussion, identifying points for improvement and communication about safety behaviors with our workforce.</p> <p>JSW expects all levels of management and employees to not only anticipate hazards, but also to address them and stop employees if they deem a work environment or task to be unsafe. Safety Observation (SO) programme is a great way of engaging the workforce. It is mandatory for the leadership team to conduct shop floor walkthrough & identify unsafe acts & conditions.</p> <p>Additionally, safety improvement of High Risk operations is done through Risk Rating method and employing teams to brainstorm and find ways to improve safety of these systems using new technology, creating new safety barriers and using administrative controls. Every plant has completed & improved at least 10 High Risk systems.</p>
E12 % of employees (all categories) trained on health and safety issues and measures: a. In the year b. Total to date	<p>At JSW, we work closely with our contractors to build a Safety culture at the frontline, aiming to improve safety performance. Revamped Contractor Safety Management program is being launched across the JSW group businesses to provide quality assurance, evaluate contractor performance at defined intervals to provide feedback, lessons learned and a basis for improving Health & Safety performance and future contractor selection. The program is also designed with the process of capturing contractors' non-conformances and delivering systemic corrective actions based on identifying the root cause and having a closed loop feedback process.</p> <p>a. 100% employees trained for general & relevant H & S issues b. 100% employees have been trained</p>

*Data for all operational plants

E13

% of employees provided training and skill upgradation:

- In the year
- Total to date

It is the endeavour of the Company to engage 100% employees with training & skill upgradation in the year.

- In FY 20-21 – training & skill upgradation – 93%
- Total till date – 100%

We have covered 33715 total learning hours in the development of our people, leveraging continuous learning opportunities that are customised for the individual in an on-demand, digital environment.

A highly skilled workforce is of prime importance to an organization's competitive advantage. JSW Energy constantly organizes trainings for its employees to acquire new skills and sharpen existing ones. These initiatives have resulted in improved performance and increase in productivity across operations.

JSW Learning Academy

The JSW Learning Academy has played a pivotal role in ensuring the learning journey of every JSW employee. It serves as an online education portal with multiple subject areas for our people to choose from and learn. It provides a wide range of e-learning courses addressing different learning needs of various employee groups. These include modules on business simulations, prevention of sexual harassment, safety and big data and analytics. A total of 3111 hours of e-learning was completed by JSW Energy employees in the year.

New Learning Platforms –

- Percipio- powered by Skillsoft
- Harvard Manage Mentor® Spark

Leadership Indicators

	2019-20	2020-21
L1 Categories of employees (list up to three) supported by affirmative action, and has there been any change from the previous year?	Permanent Employees	1578
	Contractual	2474
	Permanent Women Employees	66
	Differently-abled Employees	6
L3 % of children identified as employed in your establishments / value chain that have been remediated: a. In reporting year b. Total to date	There are no children identified as per the mandated Government Rules employed in the Company	
L4 % of forced/involuntary labour identified in your establishments / supply remediated: a. In reporting year b. Total to date	There has been no forced/involuntary labour.	
L8 % of accident-affected persons integrated back into employment.	100% accident affected persons have been integrated back into employment	

Business Responsibility Report

Principle 4: Business should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS	
<p>E1 List stakeholder groups that have been identified as key to your business?</p>	<p>JSW has identified seven internal and external stakeholder groups: Employees, Government and Regulatory Authorities, Customers, Communities and Civil Society / NGOs, Suppliers, Institutions, Investors.</p> <p>Stakeholders are essential to business operations, and their feedback is vital to understand their concerns and their material impact on the Company. JSW Energy considers its stakeholders as trusted partners in its value creation journey and solicits their views.</p> <p>Stakeholder engagement is a continuous process. Frequency of Engagement: Regular basis and as and when required. However, the Company's engages with stakeholders via various forums & as listed below :</p> <p>Customers - Official communication channels: Advertisements, publications, website and social media, Conferences, events, Phone calls, emails and meetings,</p> <p>Employees- JSW World – Intranet portal, newsletters, employee satisfaction surveys – JSW Voice Pulse Survey, emails and meetings, training programs like Springboard, employee engagement initiatives like WeCare and Samvedna, performance appraisal, grievance redressal mechanisms, Notice boards</p> <p>Investors/Shareholders-Analyst meets and conference calls, Annual General Meeting, Official communication channels: Advertisements, publications, website and social media, Investor meetings and roadshows</p> <p>Community and civil society/ NGOs-Need assessment, meetings and briefings, Partnerships in community development projects, Training and workshops, Impact assessment surveys, official communication channels: advertisements, publications, website and social media, Complaints and grievance mechanism</p> <p>Government and regulatory bodies- Official communication channels: Advertisements, publications, website and social media, Phone calls, emails and meetings, Regulatory audits/ inspections</p> <p>Suppliers-Vendor assessment and review, Training workshops and seminars, Supplier audits, Official communication channels: advertisements, publications, website and social media.</p> <p>Institutions & Industry bodies - We understand the importance of communicating with the institutions and industry bodies to encourage exchange of knowledge, collaboration in Research and Development, and strengthening our network, amongst others.</p>
<p>E2 Positions / departments / functions responsible for engagement with each stakeholder category identified above?</p>	<p>Positions / departments / functions responsible for engagement with each stakeholder category identified above are</p> <p>Employees- HR/PR & Admin</p> <p>Government and Regulatory Authorities- Legal/Environment/Corporate Strategy/Corporate Sustainability/Safety</p> <p>Customer-Sales & Marketing, Quality Communities and Civil Society / NGOs- CSR</p> <p>Institutions- R & D / Corporate Sustainability Suppliers- Commercial / Safety /HR</p> <p>Investors- Investor Relations / Corporate Finance / Corporate Sustainability</p> <p>JSW Energy's stakeholder engagement strategy seeks feedback on a regular basis, which is then integrated into the organization's medium- and long-term strategy and planning exercises. This also enables the Company to promote the idea of shared growth and a common prosperous future for the society at large.</p> <p>The Company has formal mechanisms in place to engage key stakeholder groups in a constructive manner and collect valuable feedback. This proves to be a valuable input for the risk assessment and strategy formulation process of the Company</p>
<p>E3 Number of stakeholder groups that were formally engaged on environment and social issues in the last year?</p>	<p>The Company has formally engaged with all stakeholder groups in the last year. The Company regularly addresses the internal as well as external stakeholders through various forums.</p> <p>The Company hosts World Environment Day, World Safety Day etc. at all locations wherein all the employees, contractors, associates are addressed about the various aspects on Environment & Social issues.</p> <p>The CSR teams continuously work with the communities to address the aspects related to communities like health, water availability, sanitation, education, skill development, women development, malnutrition etc.</p>

E4 % of input material and services (by value), in the year, that were procured from local and small vendors / producers?	Barmer - % Value of material & serv by MSME – 24% Total New Vendors Engaged with JSW in 2020-21: - 31 nos Total MSME vendors registered with the company : - 718 nos Ratnagiri - % Value of material & serv by MSME – 26.18% Total New Vendors Engaged with JSW in 2020-21: 81 nos Total MSME vendors registered with the company : 1307 nos Vijayanagar - % Value of material & serv by MSME – 8.33% Total New Vendors Engaged with JSW in 2020-21: - 31 Nos Total MSME vendors registered with the company : - 326 nos Hydro - % Value of material & serv by MSME – 10.6% Total New Vendors Engaged with JSW in 2020-21: 45 nos Total MSME vendors registered with the company: 463 nos
Leadership Indicators	
L1 Frequency of engagement with each stakeholder group	The Company regularly addresses the internal as well as external stakeholders through various forums. The company hosts World Environment Day, World Safety Day etc. at all locations wherein all the employees, contractors, associates are addressed about the various aspects on Environment & Social issues. The CSR teams continuously work with the communities to address the aspects related to communities like health, water availability, sanitation, education, skill development, women development, malnutrition etc
L2 Examples (up to three) of how the business has incorporated inputs from stakeholders	<p>The Company focusses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Energy's continuous efforts and dialogue & inputs from the communities have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. With the aim to ensure that the Company keeps the stakeholders' interests at the center of all operations and business decisions, JSW Energy follows a stringent corporate governance policy. Transparency and openness are the core principles of corporate governance at JSW Energy. Few examples of the programmes and initiatives at the plant level are provided below -</p> <p>Barmer</p> <ol style="list-style-type: none"> 1. Improved availability of sustainable water and sanitation for 1400 households and more than 10000 population. 2. Total 225 village women empowered through income generating program. 3. Rain water Harvesting capacity developed for more than 1.0 Lakh CuM benefitting 04 Gram Panchayats and wildlife roaming around. <p>Ratnagiri</p> <p>Agriculture project:- Annual income of Ratnagiri district per capita is ₹1,20,000/- . Target was to increase it by ₹40,000 to ₹50,000/- i.e. ₹160000 to ₹170000/-. At the end of FY2021 actual income increased by near about ₹40,000.</p> <p>Vijayanagar</p> <p>Contributed to support the educational development of DIZ (Direct Influence zone) villages.</p> <p>Hydro - Himachal</p> <ol style="list-style-type: none"> 1. In sports, tribal talents are getting international medals in boxing and many of them has reached to the different national camps to get the orientation for International tournaments. 2. In CHARKHA initiative ladies are getting sustainable livelihood through the handlooms and conserving the conventional Kinnauri craft. 3. In Haqdarshak programme, poject affected populace is connecting with different States and National Schemes and getting the benefit.
L3 List of the vulnerable and marginalized groups in each stakeholder group	JSW Energy has been working for education, health & nutrition, sanitation and wellbeing of marginalised sections of the society. To identify the vulnerable and marginalized stakeholders within the identified focus areas. Several methodologies are adopted such as desk research for situational analysis, participatory rural appraisal, community need assessment and focus group discussion with the stakeholders. These methods help in prioritising the community level interventions. JSW Energy focusses on strengthening its relationships with the communities through a meaningful and purposeful engagement. It implements a range of programmes that enables improved quality of life for people who are impacted by its operations. Over the years, JSW Energy's continuous efforts have resulted in better education, better health, better employment, better infrastructure and better sanitation for the local communities. Overall, the Company has aligned its CSR programmes to the key areas of health and nutrition, education and learning, agri- initiatives, livelihood, sanitation, water conservation and augmentation, biodiversity promotion, skill enhancement, and art, culture and sports.

Business Responsibility Report

Largely, the vulnerable & marginalized group is present in the surrounding communities such as –

- Women of village in Patriarchy dominated society
- Student groups in Villages
- Unskilled youth
- Villagers engaged in agri-activities
- Villagers in need of Medical attention
- Uneducated looking for livelihood opportunities
- Larger community group without basic infrastructure like drinking water, sanitization etc

JSW Energy, through its various CSR programmes engages with these vulnerable & marginalized group to alleviate its specific issues through various programs, few of which are given below -

- a. Improving school infrastructure
- b. Community engagement by organizing sports tournament
- c. Drinking water facility (pipeline laying activity) to nearby communities / school etc
- d. Sanitization of villages
- e. Entrepreneurship in women: To work on employment Generation Schemes especially for Women like Handloom Trainings, Promoting Rural Tourism, Cutting & Tailoring, Knitting etc.
- f. To encourage & promote Boxing by establishing remote training centres & deployment of trained coaches (at Hydro site)

L4

Examples of decisions and actions taken by the business to address the interests of vulnerable/ marginalized groups.

JSW Energy's CSR approach is based on a framework that is developed to identify key stakeholder groups, including the local community, the local government or bodies, academia and research institutions, investors, etc. The CSR interventions are wholly based on the needs assessed through community engagement, backed with a definitive structure arising from the identification of needs of the local area and the existing systemic gaps.

Natural resource management is one of the key areas identified for addressing the basic issue of poverty. Leveraging the substantial work that had been done around watershed management, steps were taken to develop synergies, thereby improving agricultural productivity and generating livelihoods. Another area that has received renewed focus is the gap in the field of education that is being bridged through the provision of supplementary teachers. Overall, the Company has aligned its CSR programs to the key areas of health and nutrition, education and learning, agri-initiatives, livelihood, sanitation, water conservation and augmentation, biodiversity promotion, skill enhancement, and art, culture and sports. Covid - 19 rehabilitation and support was also provided to the community. The details of activities are provided at -<https://www.jsw.in/foundation/foundation-program-overview>

Principle 5: Business should respect and promote Human Rights

ESSENTIAL INDICATORS

E1

% of employees that have been provided training on human rights issues:

- a. In the year
- b. Total to date

JSW Energy is committed to ensuring and protecting the rights of those who work with it or live in communities surrounding its operations. In furtherance of this commitment, the Board of Directors has adopted this 'Human Rights Policy'. The Company's policy on human rights applies to all its businesses processes and is part of its commitment to ethical and socially responsible behavior across its value chain.

The awareness is imparted on regular intervals at locations covering the topics of Human Rights. It is the endeavor of the company to cover all the employees for training for Human Rights

E2

Employee categories that are covered by the human rights policies of the business – Permanent/ Contract/Casual

Permanent Employees/Associates/Contractual persons are covered under Human Rights policy.

E3

Number of business agreements and contracts with third party partners that were reviewed in the year, to avoid complicity with adverse human rights impacts in the previous year

The Company contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programs and grievance redressal mechanism. The Company upholds international human rights standards, does not condone human rights abuses and creates & nurtures a working environment where human rights are respected without prejudice.

Company has stakeholder relationship committee to periodically look into the functioning of the Company's shareholder/ investor grievance redressal system and oversee improvements in the same, besides reporting serious concerns, if any.

E4

Stakeholders groups governed by the grievance committee for human rights issues

Permanent Employees/Associates/Contractual persons are covered under Human Rights policy.

E5 Number of stakeholders that reported human rights related grievances and/ or complaints: a. Received in the year b. ending resolution	NIL complaints related to child labour, forced labour, involuntary labour, or discriminatory employment were received during the reporting year and none are pending at the end of the reporting year
Leadership Indicators	
L2 External stakeholder groups and representatives that are covered by the human rights policies of the business?	Community stakeholder group are covered under the Human Rights policy. The Foundation arm of the Company carries out many programs for the communities. The details are available on - https://www.jsw.in/foundation/foundation-program-overview
L3 Stakeholder groups that have been made aware of the grievance mechanisms for human rights issues: a. During the year b. Total to date	The Company contributes to the fulfilment of human rights through compliance with local human rights legislation wherever it has operations, as well as through its policies, programs and grievance addressal mechanism. Any grievance related matters could be addressed to the Company or at jswel.investor@jsw.in mentioned in the Integrated Report

Principle 6: Business should respect and make efforts to protect and restore the Environment

ESSENTIAL INDICATORS	
E1 Material risks of potential or actual adverse impacts upon the environment and communities by the business: a. Identified in the year b. Mitigation and adaptation measures put in place for the above environmental risks?	<p>Our Enterprise Risk Management (ERM) is based on the globally recognised 'COSO' framework, which brings together the understanding of the potential upside and downside of all those factors which can affect the organisation with an objective to add maximum sustainable value to all the activities of the organisation & to various stakeholders</p> <p>We recognise that the emerging & identified risks need to be managed and mitigated to:</p> <ol style="list-style-type: none"> 1. protect our shareholders and other stakeholder's interest, 2. achieve our business objective and 3. enable sustainable growth 4. The key risks identified by the Company along with response strategies are provided in the Integrated Report.
E2 Good practices (up to three) in reduction, recycling, and reuse initiatives that contributed to lowering the adverse environmental footprint of your business activities.	<p>The Company's activities involve new process and process improvement for maximization of quality, cost & energy optimization, waste utilization & conservation of natural resources.</p> <p>The Key focus areas includes:</p> <ul style="list-style-type: none"> • Optimization of resource utilization. • Conserving Energy through reducing auxiliary power consumption • Quality, Productivity and Cost optimization through process efficiency improvement. • Recycling & reuse process waste* conservation of natural resources. • Utilization of Ash generated by having tie-up with cement plants
E3 Examples of any collective action by your business with other businesses / NGOs / government agencies / international partners / development institutions undertaken to address any of the environmental risks opportunities identified above	<p>JSW carries out Environment Impact Assessments for all its projects as per the Guidelines of the MOEF&CC. The documents as required by MOEF&CC are prepared and made available on the website of MOEF&CC for the clearances. The reports for compliance are submitted to the Statutory Authorities as mandated and are available on the website of the company.</p> <ul style="list-style-type: none"> • Utilization of Ash generated by having tie-up with cement plants • Using of LED lighting & replacing with LED lights wherever required to conserve Energy • Single-use plastic ban at all our energy plants
E4 Details of any adverse orders in respect of any show cause / legal notices from CPCB/NGT/SPCB received during the year	There were no notices received from CPCB/NGT/SPCB during the year.

Business Responsibility Report

Leadership Indicators

L1

Information on environmental impact assessments undertaken in the year:

- Have the results been communicated in the public domain?
- Provide details of any actions taken to mitigate any negative social impacts

There was no requirement of any Environment Impact Assessment study for any of our plants in the FY20-21. All the operating plants have already carried out the EIA in the past and clearance / approval from the MoEF / PCB is already in place.

L2

Risk management strategies and measures for each material environmental risk identified for the business:

- Details of measures (100 words).
- Targets and achievement values.

JSW Energy has taken up '10 Commitments' for environmental protection with specific targets for GHG emissions, SOx, NOx, SPM, bio-diversity, waste water & water conservation by the year 2030.

These '10 Commitments' are available on the Company's website www.jsw.in/energy

Barmer

- Continuous monitoring of performance parameters.
- APH replacement carried out in unit#1,8.
- Reduction in losses from water circulation pipeline & improving system efficiency.

Vijayanagar

- Continuous monitoring of performance parameters discussing in sunrise meeting
- Development of performance dashboard in Qlik sense so that the operator can visualise/monitor the plant performance and take corrective action
- Energy conservation inputs

Reduction in Net Unit Heatrate by improving the vaccum at 140MW by keeping 2CWP in ser6vice	Vaccum improved by 2.29Kpa
	THR reduced by 67.8Kcal/ KWHr
	BFP power has reduced by 114KWH and CEP power has reduced by 8.05KWHr. Fan power has reduced by 110KWHr.
	THR reduced by 3.1% and APC increased by 1.% NUHR has reduced
SBU2 U14CT cell fills replaced with trickle grid	Total monetary saving after deduction of increase in power consumption is ₹ .10431 per hour
	8Kcal/ KWHr reduced due to improvement in vacuum

Ratnagiri

- Beach cleaning drive at local beaches as Swatch Baharat mission
- For Covid-19 Mission Company has provided thermal scanners, nose mask, sanitizers, oxygen meter for community and done expenses around 15.17 Lakh.

Hydro Plants

- To reduce GHG Emissions, company shifted toward Renewable Energy & installed 30 KWp Solar plant & installation work of 1.0 MWp Solar Plant completed in 1st Quarter of FY 2021-22.
- In Energy Conservation, Installation of Heat Pump at various location & Sodium-vapor lamp street lights replaced with LED's.
- JSWHEL has initiated the mass plantation drives in the area. Every Year 4000-5000 saplings of various species like Devdaar, Chilgoza, Khnor, Silver Oak, Wild Apricot, Weeping willow etc. are been planted.

L4

New businesses-products-services created to address the material environmental risks identified:

- Information on businesses created (100 words)
- % of revenue contributed by these

JSW Energy has since last year formed a Renewable Energy Team to take up new projects of Solar & Wind Energy. The Company has already successfully bid for around 2,200 MW capacity projects and has initiated the preliminary work.

These plants shall be progressively commissioned FY2023 onwards.

The Company is actively engaged in further business expansion through project bidding and tie-ups with government & private players.

Revenue shall accrue from FY23-24 onwards

L5 Details of good practices cited in reduction, recycling, and reuse initiatives benchmarked against industry best practice (100 words).	Barmer <ul style="list-style-type: none"> - 100 % Ash utilization by all thermal power plants – (915367.40 MT) - Energy Conservation– Energy saved – 22.27 MU in FY21 Vijayanagar <ul style="list-style-type: none"> • CW blowdown Water: 11.65 lac cum water is recycled in Reverse Osmosis (RO) Plant, and about 3.99 lac cum water re-used for steel plant Ore Beneficiation Plant (OBP). The entire wastewater is treated in the effluent treatment plant based on reverse osmosis (RO) technology, and the recycled product, i.e., water, is used in cooling towers as make-up water. The Reed bed outlet water 0.18 lac cum is used for plantation. Thus achieves Zero discharge of effluent water. • The waste oil / used oil is included under hazardous waste category, and are sent to government-approved vendors for recycling. Waste oil of 5.84 KL (100%) and 100% e-waste & Batter waste disposed through KSPCB authorized recycler. • The ash generated quantity 108193 MT reused in cement and brick industries thus achieved 100% utilization. • Other wastes, such as steel, plastic and wood are recycled. Energy Conservation through Energy saving projects – Total Energy saved – 0.04 MU in FY20-21 Ratnagiri 100 % Ash utilization by all thermal power plants –(286637 MT) Energy Conservation – Energy saved 43.42 Mus in FY20-21
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Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS	
E1 Review public policy advocacy positions by the governance structure for consistency with Principles of these Guidelines: a. Frequency b. Month/year of last review	JSW Energy works closely with trade / industry associations in evolving policies that govern the functioning and regulations of Power Sector. The Company participates in stakeholder consultation with Industry players and support the Government in framing policies in the following areas: <ul style="list-style-type: none"> • Governance and administration • Economic reforms • Sustainable business principles • Energy, water, and other natural resources • Social and community development • Coal mining and auction • Transparency in public disclosure • Non-conventional energy
E2 Names of trade and industry chambers and associations that you are a member/affiliate of	JSW Energy engages with the following associations and organizations: CII, FICCI, ASSOCHAM, GRI, CDP, Indian Chamber of Commerce
E3 Details of any adverse orders received from regulatory authorities for anti-competitive conduct by your business	No adverse orders received from regulatory authorities for anti-competitive conduct.
E4 Monetary contributions (if any) that have been made to political parties	There were no monetary contributions that have been made to political parties.

Principle 8: Business should promote inclusive growth and equitable development

ESSENTIAL INDICATORS	
E1 Social impact assessments of your business operations conducted: a. Number completed in the year? b. Number conducted by an independent external agency	The social impact assessment are carried out by the Company and are a part of the EIA reports. Also the CSR teams carry out SIA as per the community requirement and makes actions plans which cover education, health, sanitation, clean water availability, skill development etc. The details of many such initiatives are available on https://www.jsw.in/foundation/foundation-program-overview . There are a number of need based activities and also many initiatives for the communities done by the Foundation team

Business Responsibility Report

E2

Examples of products, technologies, processes or programs (up to three) that contribute to the benefit of the vulnerable and marginalized sections of society

The Company follows all the statutory processes required for construction of facilities. The Consent to Operate is also subsequently taken before starting of operations. The stakeholder consultation is done in the prescribed manner as laid down by the Government Authorities and abided by with all the permissions. The letters of approvals are put in public in English and local languages for the external stakeholders. The clearances are also available on the website of the company as well as the website of MOEF&CC.

a. One SIA was done at the Vijayanagar plant in FY20-21

b. The above SIA was done by external agency

Overview of our interventions under various Categories	JSWEL Consolidated (₹ In Crore)
COVID 19 Support & rehabilitation program	3.85
Educational infrastructure & systems strengthening	0.58
Enhance Skills & rural livelihoods through nurturing of supportive ecosystems & innovations	2.25
General community infrastructure support & welfare initiatives	2.56
Integrated water resources management	2.47
Nurture women entrepreneurship & employability	0.51
Nurturing aquatic & terrestrial ecosystems for better environment & reduced emissions	0.18
Promotion & preservation of art, culture & heritage	0.15
Public health infrastructure, capacity building & support programs	2.00
Sports promotion & institution building	1.52
Waste management & sanitation initiatives	0.35
Project Management Cost	0.86
Grand Total (₹)	17.28

E3

With respect to projects during the year for which R&R is applicable:

- Number of persons that were affected/displaced by these projects?
- Gross amount paid out to project-affected and displaced persons?

There were no R&R in any of our facilities/projects.

E4

Grievances / complaints received from local community:

- Number received during the year
- Number pending resolution

There were no grievances received from the local community

E5

Details of investments (top three by value) in regions which are underdeveloped (100 words).

Please Refer Indicator No E-2 in principle-8

E6

Examples of goods and services up to 3) that incorporate local traditional knowledge

Please Refer Indicator E-2 in Principle-8

E7

Details of adverse orders or judgments in intellectual property rights disputes related to traditional knowledge during the year (100 words)

There were no such adverse orders or judgements

E8

Summary of the key themes covered by CSR initiatives (as per Section 135 of Companies Act 2013) or linked to the CSR Policy of the business (up to 100 words).

Please Refer Indicator E-2 in Principle-8

Leadership Indicators

L1 With respect to these social impact assessments: a. Results made available in the public domain b. Details of any actions taken to mitigate any negative social impacts (100 words).	<p>The Company follows all the statutory processes required for construction of facilities. The Consent to Operate is also subsequently taken before starting of operations. The stakeholder consultation is done in the prescribed manner as laid down by the Government Authorities and abided by with all the permissions. The letters of approvals are put in public in English and local languages for the external stakeholders. The clearances are also available on the website of the company as well as the website of MOEF&CC.</p> <p>The social impact assessment are carried out by the Company and are a part of the EIA reports. Also the CSR teams carry out SIA as per the community requirement and makes actions plans which cover education, health, sanitation, clean water availability, skill development etc. The details of many such initiatives are available on https://www.jsw.in/foundation/foundation-program-overview. There are a number of need based activities and also many initiatives for the communities done by the Foundation team.</p>
L2 Numbers benefitting from such beneficial products, technologies or processes.	<p>The information is available at https://www.jsw.in/foundation/foundation-our-reach</p>
L3 With respect to projects during the year for which R&R is applicable: a. Was the R&R package developed in consultation with project- affected people? b. Information on gross amounts, made available in the public domain	<p>There has been no R&R involved with our facilities</p>
L4 Channels/platforms used to communicate information regarding resolution of grievances / complaints from communities.	<p>The grievance could be written at jswel.investor@jsw.in. This is provided in the Integrated Report which is made available on the Company's website. The grievance could also be sent to any of the plant locations who will handle the same</p>
L5 Examples (up to three) of economic and social value addition in these underdeveloped regions (100 words).	<p>List of Key Initiatives are as below,</p> <ul style="list-style-type: none"> • Health and Nutrition • Skills & Livelihoods • Agri-livelihoods • Education • Water • Sanitization • Community Empowerment • Details of these projects are available in the Integrated Report which is available on the website.
L6 Examples where benefits of this local traditional knowledge being used by the business are shared with the community	<p>Empowering Women : The JSW Foundation has been helping the women to become self-aware of their true potential by bequeathing them with the clout to make decisions for their own good so they find their rightful place in the society and at the same time, contribute to the GDP fueling the economic growth of the nation. Christened as JSW Shakti, five BPO centres have been setup in rural Karnataka, Maharashtra and West Bengal through this initiative with an aim to use IT-enabled services to provide localised employment to rural women above 18 years of age.</p>

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

ESSENTIAL INDICATORS

E1 Examples (up to three) where adverse impacts of goods and services of your business have been raised in public domain	<p>JSW Energy is in the business of generating electricity.</p> <p>No concerns have been raised on adverse impacts of goods and services of the company.</p> <p>However, the Company through its own initiatives, has conducted LCA for electric power generation at Barmer plant to evaluate and address the impact of its operations on the environment and identify improvement areas in its product life cycle.</p>
E2 % by value of goods and services of the business that carry information about: a. Environmental and social parameters relevant to the product. b. Safe and responsible usage	<p>Since JSW Energy is in the business of generating electricity, there are no shelf goods or services that may carry information.</p>

Business Responsibility Report

E3 Number of consumer complaints in respect of data privacy: a. Received during the year. b. Pending resolution.	None
E4 Number of consumer complaints in respect of advertising: a. Received during the year. b. Pending resolution	None
E6 Number of consumer complaints in respect of delivery of essential services: a. a. Received during the year. b. b. Pending resolution.	None
Leadership Indicators	
L1 Corrective actions taken on adverse impacts of goods and services of your business: a. Details (100 words). b. Communicated in the public domain.	Not Applicable
L2 List of national-international product labels / certifications being used by the business	LCA of JSW Energy barmer plant done as per internationally applicable Standards of ISO 14040:2006, ISO 14044:2006.
L3 Channels platforms where information on goods and services of the business can be accessed.	All information regarding business of JSW Energy can be accessed through the Company's website www.jsw.in/energy and in its periodic disclosures such as the annual report and the integrated report.

Signature of the designated official responsible for this report.

Sd/-	Sd/-
Name : Aditya Agarwal	Name: Prabodha Acharya
Designation: Head- Renewable Business BRR Head	Designation: Group Chief Sustainability Officer
Email id: aditya.agarwal@jsw.in	Email id: prabodha.acharya@jsw.in

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P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESS								
Policy on Business Conduct	Policy on Business Conduct	People Policy	Policy on Business Conduct	Human Rights policy	Climate change Policy	Policy on Business Conduct	Policy to Make our World a Better Place	Policy on Business Conduct
Code of conduct for Board & Senior Management	Climate change Policy	Health & Safety Policy	Grievance Redressal Mechanism	Indigenous People and Resettlement Policy	Energy Policy	Policy to Make our World a Better Place	Policy on Social Development	Quality Policy
Code of Practice and Fair Disclosure of unpublished sensitive information	Energy Policy	Policy on Labour Practice & Employment	Policy to Make our World a Better Place	Policy to Make our World a Better Place	Raw Material Conservation Policy		Indigenous People and Resettlement Policy	Policy to Make our World a Better Place
Determination of materiality of an Event & Information & Authorized KMP	Raw Material Conservation Policy	Policy on Board Diversity			Water Resource Management Policy		Cultural Heritage Policy	

P1	P2	P3	P4	P5	P6	P7	P8	P9
Dividend Distribution Policy	Water Resource Management Policy	Remuneration Policy			Waste Water management Policy		Corporate Social responsibility Policy	
Policy for determining material subsidiaries	Waste Water management Policy	Policy to Make our World a Better Place			Waste management Policy			
Archival Policy for preservation of documents	Waste management Policy				Air Emissions management Policy			
Policy on related party transactions	Air Emissions management Policy				Biodiversity Policy			
Remuneration Policy	Biodiversity Policy				Local Considerations Policy			
Whistleblower Policy & Vigil mechanism	Local Considerations Policy				Policy to Make our World a Better Place			
Terms & Conditions for the appointment of Independent Director	Policy to Make our World a Better Place							
Policy to Make our World a Better Place								