

JSW CEMENT LIMITED
(JSWCL)

CORPORATE SOCIAL RESPONSIBILITY (CSR)
POLICY

DOCUMENT CONTROL

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Issuing Authority

This policy document is approved by the Board of the Company

Author and Responsible Official

This policy document is to be maintained and updated by way of additions, deletions and modifications, only by the Company Secretary. Every time the policy document is edited, the version increases by one unit and the version is to be mentioned on every page.

Applicability and Usage

This policy document applies to **JSW Cement Limited**. The Director and CEO, Company Secretary and CFO of the organization or the person authorised by Board must ensure the proper use of this document.

PREFACE

JSW Group, the \$11 billion conglomerate, is a part of the O.P. Jindal Group. With verticals that are exploring innovative and sustainable avenues in Steel, Energy, Infrastructure and Cement, JSW Group is paving the way for India's development as a global superpower.

JSW Group's ethical practices, transparent businesses, strong Corporate Governance and focused employees have contributed to make the Group's endeavors a success. Expansions, upgradation and technological innovations are a way of life at JSW Group. JSW cherishes people and believes in inclusive growth to facilitate creation of a value-based and empowered society through continuous and purposeful engagement of society around. The JSW Group is committed to creating more smiles at every step of its journey. It is focused on putting India on the global map by developing vibrant communities primarily in and around its area of operations.

JSW Cement Limited (the "Company"), a member of the JSW Group, has interalia set up business facilities across different states within India. The Company has its current domestic operations at different locations such as Vijayanagar in Karnataka, Nandyal in Andhra Pradesh and Dolvi at Maharashtra.

JSW Foundation, the JSW Group's social development division is in constant pursuit of making life better for communities with its various initiatives in the fields of health, education, livelihood and sports along with art and culture.

JSW Group firmly believes in strengthening the social capital. It has adopted the Corporate Social Responsibility Policy where it interalia strives to address the issues related from antenatal stage of life up to the reproductive age of 45 years under the theme 'Janam se Janani Tak , JSW Aap ke Saath' through a process of social inclusion.

JSW Cement is committed to:

- Allocate 2 % of Average Net Profits as required under Companies Act, 2013 towards Corporate Social Responsibility for the activities covered by categories mentioned in Schedule VII of the Companies Act, 2013;
- Have Transparent and Accountable system for social development and conducting periodic assessments;
- Concentrate on community needs and perceptions through social processes and related infrastructure development;
- Provide special thrust towards empowerment of women through a process of social inclusion;
- Spread the culture of volunteerism through the process of social engagement.

FOCUS

JSW Cement has decided to focus interalia on the complete life cycle approach where women shall be empowered in such a way that they become strong positive force of change. Specific interventions are recommended as below:

- Efficient maternal and child health care services;
- Enhance access to improved nutrition services;
- Early childhood education/ pre-primary education;
- Completion of primary and secondary education;
- Access to adolescent reproductive and sexual health and rights;
- Enhancing the output of present occupation;
- Employability and vocational education;
- Responsible parenthood;

STRATEGY

JSW Cement to allocate atleast 2% Average Net profits as required under Companies Act, 2013 for the planning and implementation of CSR. All the CSR initiatives are approved by the CSR Committee and the same are reviewed periodically.

Considering the importance of synergy and interdependence at various levels, the Company would adopt a strategy for working directly or through JSW Foundation or in partnership, as appropriate.

- Priority to be given to the villages in the immediate vicinity of the plant locations defined as Direct Influence Zone (DIZ). The policy enables plants to define their own DIZ with the provision that this could be expanded as per the size of operations. However, certain programs might be expanded beyond this geographical perview and upscaled. This context is defined as Indirect Influence Zone (IIZ);
- All the interventions would be formulated based on need assessment using different quantitative and qualitative methods;
- All the interventions would be adopted based on concurrent evaluation and knowledge management through process documentation;
- Social Mobilization, advocacy at various levels, and/or appropriate policy changes would form part of the interventions in each sector;

INTERVENTIONS

In line with the approach and strategy, the Company plans interventions in the field of health, education, livelihood, vocational education, women empowerment, environment sustainability and responsible citizenship. The key thematic interventions as per the Schedule VII of the Companies Act 2013 include:

- 1. IMPROVING LIVING CONDITIONS (ERADICATING HUNGER, POVERTY, MALNUTRITION, ETC.):** All the plant locations of Company are in the remote area where the access to livelihood and sustenance for the population has remained a

continued challenge. The poor infrastructure and seasonal source of earning livelihood have been the major factor to this. The indicators as per the census and other scientific data indicate these at the initial stage of setting up plant location. Pursuant to the Company's commitment to the local development and nation building, it has initiated various projects. Major projects planned under this theme over next three years include:

- a. Soil and water conservation
- b. Enhancement of crop productivity and crop diversification
- c. Livestock management
- d. Complimenting government schemes such as ICDS- *Integrated Child Development Scheme* and NRHM – *National Rural Health Mission(ANC,PNC, Immunization)*
- e. Entitlements- *Facilitating access to government schemes*
- f. Linkages with the existing government schemes/ programs such as MNREGA, PURA Model - *Providing Urban Amenities in Rural Area model*
- g. Tracking of pregnancy and child birth
- h. Screening of women for disease such as cancer, hypothyroidism, bone density, etc.
- i. Improvement of the infrastructure of Primary Health Centre
- j. Awareness generation at the community level
- k. Establishment of Voluntary Counseling and Testing Centre (VCTC)
- l. Drop-in centre (Targeted intervention)
- m. Sexually Transmitted Infections(STI)/Reproductive Tract Infection(RTI)
- n. Trauma care services
- o. Preventive measure to reduce the incidences of disease
- p. Reduction of incidences of breast cancer among women in the plant neighborhood
- q. Building a cadre of para-medical workers
- r. Emergency preparedness for vector-borne disease

2. PROMOTING SOCIAL DEVELOPMENT (PROMOTING EDUCATION, SKILL DEVELOPMENT, LIVELIHOOD ENHANCEMENT, ETC.): Education is the basis for improving the quality of life of people. Taking a note of this, JSW group both independently and in partnership with local government and civil societies has undertaken various programs. Along with this, enhancing the productivity of available workforce through engaging the youth with appropriate employability skills and assuring sustainable livelihoods continues as one of the top priority. The activities planned under this theme include:

- a. Improving the infrastructure of local schools
- b. Training of teachers

- c. Establish Computer aided learning centre(CALC)
- d. Complimenting Mid-day meal program
- e. Remedial classes for children with slow learning
- f. Life skill education, leadership and motivation of children
- g. Institution based education program for children with different abilities
- h. Create opportunities for access to higher education
- i. Plant operation & Maintenance
- j. Technical knowhow and do-how
- k. Rural BPO
- l. Adoption of ITIs' (Industrial Training Institutes)
- m. Market driven enterprises

3. ADDRESSING SOCIAL INEQUALITIES (PROMOTING GENDER EQUALITY, WOMEN EMPOWERMENT, ETC.): Women are the primary focus for development of the communities and the nation. The Company strongly believes in this philosophy and has planned and spearheaded various programs to strengthen partnership of women in the process of development. Major projects planned to substantiate this include:

- a. Skill building(vocational skills and employment)
- b. Economic empowerment (SHGs and entrepreneurship)
- c. Social Business (BPO, textile, enterprises)
- d. Facilitating linkages for destitute and widow

4. ENSURING ENVIRONMENTAL SUSTAINABILITY:

Nurturing nature and adopting processes to enhance its sustainability remains a major goal of the Company. As vigilant and responsible corporate, the major interventions include:

- a. Solid waste management
- b. Sanitation and personal hygiene
- c. Aforestation
- d. Rainwater harvesting
- e. Harnessing science and technology
- f. Fostering Local innovations

5. PRESERVING NATIONAL HERITAGE:

Preservation and promotion of art, craft, culture, heritage, and monuments is one of the strong focus of Company. Key activities under this theme include:

- a. Preservation of art, crafts, culture, and monuments

- b. Promotion of traditional art and culture
- 6. **SPORTS TRAINING:** Promotion and strengthening of the sports in India has always remained as a key interest area for JSW Foundation.
- 7. **SUPPORTING TECHNOLOGY INCUBATORS IN CENTRAL GOVERNMENT APPROVED ACADEMIC INSTITUTES:** Fellowships/ grants to academic institutions for technology innovations.
- 8. **RURAL DEVELOPMENT PROJECTS:**
 - a. Infrastructure development in rural area including road, toilets, lighting, community centre, etc.

IMPLEMENTATION

A. Implementing agency:

The CSR activities would be implemented by:

- i. The Company, when the activities are related to civil works involving construction of buildings, roads, and other infrastructure related projects.
 - ii. JSW Foundation in all other projects either by itself or in partnership with Government, Foundations or any other institution with relevant expertise and experience in the sector.
- B. Annual plan** would be prepared with clear milestones indicating on a quarterly basis.
- C. Any surplus** arising out of CSR Projects or Programs or activities shall not form of the Business Profits of the Group.

MONITORING MECHANISM

A combination of various mechanisms would be adopted for the monitoring of the CSR programs:

- i. Monitoring meeting on a monthly basis by the respective CSR location In-Charge;
- ii. Quarterly monitoring by the Location Head;
- iii. Half-yearly monitoring by Apex Committee of the Foundation and by the Committee of the Board;
- iv. Yearly monitoring by the Board.

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