



Governance – Fundamentals for Delivering Value

Strong and ethical leadership remains our fundamental principle for conducting business responsibly and delivering value to our stakeholders. We proactively ensure that our organisation adheres to the set of principles and policies building a strong corporate governance framework and steering our day-to-day operations.

Board of JSW Energy

The Board at JSW Energy is a diverse group of members with an optimum mix of skills and expertise. Through our skilled set of members, we reaffirm our adherence to our core corporate principles, while incorporating the voice of our stakeholders and addressing various business needs of the organisation. The core principles of corporate governance are Accountability, Transparency, Integrity, Social Responsibility, Environment, and Regulatory Compliance.

The Board is composed of 5 independent directors including 1 woman director and 3 executive directors. The responsibility of oversight of functioning lies with the Board. It also evaluates and formulates the strategic direction for reaching its set goals. The Board also evaluates the management policies and their effectiveness, while integrating the interests of its stakeholders.

Board Committees



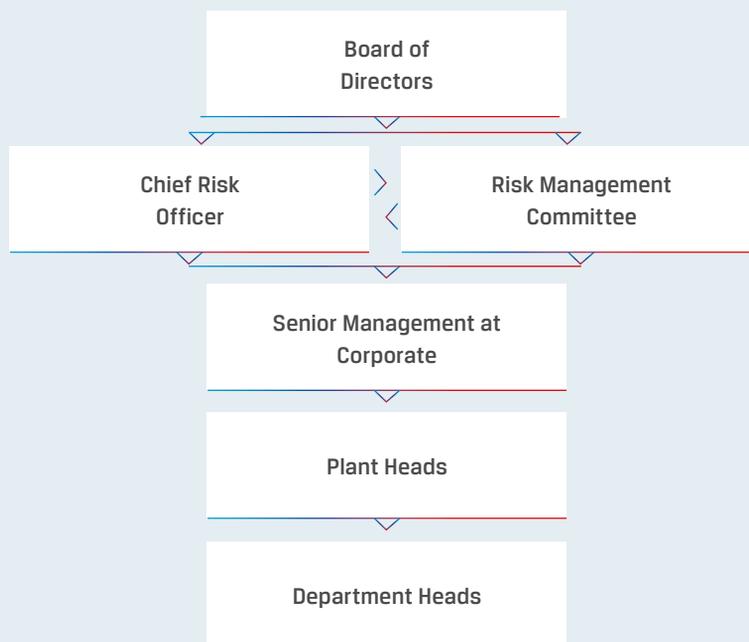
The Board level Sustainability Committee drives the climate change agenda including water and biodiversity as important aspects considering the nature of our business. The Board of the Company is well versed with the terms of reference with respect to managing the above aspects to ensure compliance.

Risk Management

JSW Energy has established a robust risk management framework to anticipate, prevent and mitigate risks, while accomplishing its objectives and strategic goals. We follow a globally recognised COSO framework for Enterprise Risk Management. At JSW Energy, risk management is a continuously evolving process driven

by its Board of Directors. This is assisted by the Risk Management Committee and Plant Heads, who review and monitor the effectiveness of its risk management processes in accordance with its core governance principles.

Risk Management at JSW Energy



Business Ethics

The Company embodies high standards of ethics and integrity in its operations. Our Code of Conduct and policies form the bedrock for our operations. We drive our employees, suppliers and other stakeholders to abide by this Code by creating awareness and resulting in a transparent, accountable and ethical business organisation.

The Code of Conduct remains the cornerstone for our sustained and responsible operations. The Code of Conduct for Board & Senior Management, other policies such as Remuneration Policy and Responsible Business Policy can be accessed at the link: <https://www.jsw.in/investors/energy/jsw-energy-corporate-governance-policies>



Vigil Mechanism

In accordance with Section 177 of the Companies Act, 2013, the Company has constituted a vigil mechanism for employees to report concerns about unethical behaviour, actual or suspected fraud, or violation of its Code of Conduct or policies. This mechanism stimulates the employees to signal violations and augment the organisation to conduct business with high standards of professionalism. The Policy specifies the procedure for reporting instances of unethical behaviour or improper activity. This includes misuse or improper use of accounting policies and procedures, resulting in misrepresentation of accounts and financial statements. The Policy also outlines the reporting authority and the Company affirms that no employee has been denied access to the Ethics Counsellor / Audit Committee.

In the current reporting period, there were no confirmed incidents of corruption reported

Prevention of Sexual Harassment

JSW Energy is an equal employment opportunity employer and is committed to creating a safe working environment that enables employees to work without fear of prejudice, gender bias, and sexual harassment. The Company adheres to the Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, by enacting a policy and duly constituting Internal Complaints Committees across locations.

Respecting Human Rights

We remain committed to supporting and practicing high standards of labour practices and human rights across our operating locations. The organisation has zero tolerance towards discrimination and harassment of any of the employees and workers. We take intense efforts to strictly adhere to the applicable laws and uphold the spirit of human rights. During the reporting period, no incidents of discrimination were reported. Further, no operations were considered to have a significant risk of incidence of child labour and forced labour.

