

# OUR PEOPLE-CENTRIC APPROACH

## SOCIAL SUSTAINABILITY – PROGRESS STARTS WITH PEOPLE

### Key Highlights

19% increase in female workforce

35% increase in training manhours

100% Employees received performance and career development reviews

### Strategic Approach

At JSW Energy, we believe that our employees are the driving force behind our sustainable growth. By selecting talent from diverse fields, we aim to lead a paradigm shift and create an environment where everyone can fully demonstrate their unique qualities. Our people are essential to our growth and success.

JSW Energy is committed to the continuous professional and personal development of our employees. We offer training in various areas, including health and safety, skill enhancement, and soft skills. We believe that an agile workforce and a vibrant work environment, combined with our employees' expansive skill sets and technical expertise, are key to delivering innovative and sustainable solutions. This, in turn, creates long-term value for all our stakeholders.

For us, human capital is not just a strategic differentiator; it is at the core of our existence. We consistently strive to foster an environment that supports our employees' growth and aspirations. Leveraging our robust pool of knowledge, skills, competencies, technical expertise,



— Employees at Barmer Plant

and experience, we drive shared organisational objectives and maximise value.

JSW Energy has adopted various policies to ensure the development of our human capital and the community. We believe in the power of our workforce to bring about meaningful change and drive our mission forward. Our dedication to our employees' development is unwavering, and we are proud to support their journey towards achieving both personal and professional excellence.

- Policy on Human Rights
- Policy on Labour Practices and Employment Rights
- Health and Safety Policy
- Policy on Local Considerations
- Policy on Social Development and Community Involvement
- Policy on Indigenous People and Resettlement
- Policy on Cultural Heritage
- Policy on Making Our World a Better Place

## Permanent Employees

Age Group	FY 2024		FY 2023		FY 2022	
	Male	Female	Male	Female	Male	Female
<30	231	32	183	19	49	11
30-50	1,802	80	1,736	74	1,186	48
>50	343	12	287	11	298	11
<b>Total</b>	<b>2,376</b>	<b>124</b>	<b>2,206</b>	<b>104</b>	<b>1,533</b>	<b>70</b>

## Other than Permanent Employees

	FY 2024	FY 2023	FY 2022
Male	5,299	2,310	2,268
Female	172	120	189
<b>Total</b>	<b>5,471</b>	<b>2,430</b>	<b>2,457</b>

## New Hires - Permanent Employees

Age Group	FY 2024		FY 2023		FY 2022	
	Male	Female	Male	Female	Male	Female
<30	104	21	136	11	38	7
30-50	195	6	606	29	80	2
>50	18	0	35	2	10	0
<b>Total</b>	<b>317</b>	<b>27</b>	<b>777</b>	<b>42</b>	<b>128</b>	<b>09</b>

## Employee Turnover

Age Group	FY 2024		FY 2023		FY 2022	
	Male	Female	Male	Female	Male	Female
<30	30	6	8	4	13	3
30-50	90	3	58	4	56	1
>50	33	0	32	2	2	0
<b>Total</b>	<b>153</b>	<b>9</b>	<b>98</b>	<b>10</b>	<b>71</b>	<b>4</b>

## Performance and Career Development Reviews

Employees	FY 2024	FY 2023	FY 2022
Male	2,376	2,206	1,533
Female	124	104	70
<b>Total</b>	<b>2,500 (100%)</b>	<b>2,310 (100%)</b>	<b>1,603 (100%)</b>

## Training Data

Age Group		FY 2024	FY 2023	FY 2022
Total Number of Permanent Staff Attended	Male	2,376	1,645	1,202
	Female	124	79	
Total Number of Training Hours	Male	49,000	37,108	23,198
	Female	4,092	2,331	
Average Training Hours	Male	20.62	17.5	14.47
	Female	33	23.31	



# CARE Model

At JSW Energy, we understand that a dynamic and motivated workforce is essential for meeting our goals and driving our sustainability initiatives forward. As we navigate the shift back to regular operations, our HR team has been pivotal in facilitating this transition. We prioritise the well-being of our employees, recognising that their physical and mental health is fundamental to our success.

## CARE Initiative: A World-Class Employee Experience

### Cross-Functional Collaboration:

The CARE initiative exemplifies our commitment to a world-class employee experience. By promoting collaboration across all functional areas, we aim to achieve desired business outcomes and foster a supportive and productive work environment.

### Employee Well-Being:

Central to this initiative is the focus on employee well-being, both physical and mental, ensuring our workforce remains motivated and resilient.

## Aligning Vision and Engagement

We prioritise aligning our vision, mission, objectives, and strategies with active employee participation and engagement. This approach ensures our workforce is highly motivated to meet Key Performance Indicators (KPIs) within defined timelines, enabling JSW Energy to achieve its business goals sustainably.

## The CARE Model

The CARE model is built on four key elements:



Communication



Agility



Responsibility



Elevation

### Communication

- **Comprehensive Structure:** Establishes a framework to engage employees across functions.
- **Grievance Redressal:** Implements a mechanism to capture valuable insights and address business issues through a knowledge management system.
- **Collaborative Culture:** Promotes continuous learning and multi-level communication, supporting overall business objectives.

### Agility

- **Stakeholder Engagement:** Enhances engagement through innovative and advanced mechanisms, ensuring adaptability and responsiveness in our operations.

### Responsibility

- **Problem-Solving Approach:** Fosters a Kaizen culture of continuous improvement.
- **QC Activities:** Institutionalises Quality Circles on the shop floor, creating an engaged workforce that supports business objectives.

### Elevation

- **Rewards and Recognition:** Augments a culture of multi-functional rewards and recognition, celebrating achievements throughout the organisation.

By integrating the CARE model, we drive our employees to become more adaptable, resilient, and accountable, achieving meaningful results that align with our company goals. We believe that effective communication and agility, combined with a sense of responsibility and elevation, empower our employees to contribute positively to the growth of JSW Energy.



**Top 25**  
India's Best  
Workplaces™  
in Manufacturing  
2024

## JSW Energy Limited

*For inspiring trust among your people, instilling pride in them, creating an environment that promotes camaraderie,  
and delivering a great workplace experience for all your employees*

  
Yashavini Ramaswamy  
Chief Executive Officer  
Great Place to Work Institute, India

JSW Energy has been  
featured among

**Top 25**

India's Best Workplaces™ in  
Manufacturing 2024.

JSW Energy has been also  
recognized as a Great Place  
to work for the second  
consecutive year with trust  
index score of 86 Points.

## Employee Well-being

A thriving and productive workplace stems from employees feeling a deep sense of belonging. At JSW Energy, we prioritise our employees' holistic well-being, understanding that both physical and mental health are essential to their success and satisfaction.

### Comprehensive Health and Wellness Initiatives

#### Health Checkups and Insurance:

We conduct annual health checkups and provide robust medical insurance, accident, and life cover to ensure our employees' physical well-being.

#### Onsite Health Centres:

Accessible onsite health centres are available, offering immediate medical treatment and support to our workforce.

#### Mental Health Focus:

Recognising the importance of mental health, we implement various programmes aimed at helping employees manage stress, maintain a positive outlook, and stay productive and agile.

## Employee Feedback and programmes Enhancement

### Regular Feedback Mechanisms:

We actively seek constructive feedback from our employees to identify any gaps in our health and well-being initiatives.

### Continuous Improvement:

Using this valuable feedback, we continually refine and develop new programmes to meet the evolving needs of our workforce.

### Building a Sense of Belonging

**Engagement and Inclusion:** By fostering an inclusive environment where employees feel valued and heard, we enhance their sense of belonging and commitment to the organisation.

**Supportive Culture:** Our efforts to support employee well-being create a workplace culture that is both happy and productive.

JSW Energy is dedicated to creating an environment where employees feel connected and supported, recognising that their well-being is key to our

collective success. Through our comprehensive initiatives and commitment to continuous improvement, we ensure that our workforce remains healthy, motivated, and engaged.

## People Management through Digitalisation

In today's landscape, where organisations are resuming standard operations, digitalisation is revolutionising the core functionalities of businesses. Digital transformation, once confined to the C-suite, is now a crucial catalyst for rapid progress across all levels and geographies. JSW Energy has wholeheartedly embraced this digital shift, integrating advanced technologies throughout its business processes to enhance efficiency and innovation.



## Digital Transformation at JSW Energy

**Holistic Integration:** Our approach to digital transformation spans all aspects of the organisation, from managing people to streamlining processes. This comprehensive integration ensures that every facet of our operations benefits from cutting-edge advancements.

**HR as a Key Driver:** At the heart of this transformation is our HR department, which plays a pivotal role in accelerating operational excellence. By leveraging digital tools, HR enhances employee management, engagement, and productivity, fostering a more agile and responsive workforce.

**Enhanced Operations:** Through digitalisation, JSW Energy optimises its operations, driving faster decision-making and more effective resource allocation. This shift not only improves current processes but also paves the way for future innovations.

By embracing digital transformation, JSW Energy is not just keeping pace with industry standards but setting new benchmarks for operational excellence and innovation.

### Future of Work

JSW Energy recognises the immense value created by its employees across all operations. As we embark on expanding our presence, our HR team is focussed on creating more upskilling opportunities across engineering, operations, maintenance, and project management. This empowers our workforce to embrace challenging roles and develop the skills necessary to thrive with emerging technologies.



— Digital Monitoring, Vijayanagar Plant

### Embracing New Technologies

**Skill Development:** Our expansion into renewable energy and battery storage systems will enable employees to acquire new expertise in cutting-edge technologies. These advancements provide a platform for continuous learning and professional growth.

**Diverse Opportunities:** Diversifying our portfolio opens up opportunities for employees to work on various projects across different sectors and locations. This exposure broadens their horizons and offers diverse perspectives, enriching their professional experience.

### Future of Work at JSW Energy

**Career Growth:** We are committed to offering pathways for career advancement, ensuring that our employees can achieve their professional aspirations.

**Increased Job Satisfaction:** By investing in skill development and providing varied opportunities,

we aim to enhance job satisfaction and foster a motivated workforce.

**Employee Retention:** Our focus on continuous learning and development not only equips our employees for future challenges but also promotes long-term retention by creating a fulfilling and engaging work environment.

JSW Energy is dedicated to building a future where our employees are empowered with the skills and opportunities needed to succeed in a rapidly evolving industry.

### Succession Planning

As organisations expand their operations globally, succession planning has become critical for ensuring business continuity, adapting to evolving market dynamics, and enhancing employee productivity. At JSW Energy, we prioritise this strategic initiative, believing in the power of internal talent development and the infusion of fresh leadership perspectives.



## Enhancing Internal Talent

**Skill Enhancement:** JSW Energy focusses on mobilising internal resources through comprehensive skill enhancement training. These programmes are designed to fast-track employees' vertical growth, preparing them for higher responsibilities and creating a versatile talent pool capable of thriving in a multi-functional environment.

**Balanced Business Operations:** By equipping employees with diverse skills, we ensure they can navigate challenging times and maintain balanced business operations, fostering resilience and adaptability within our workforce.

## Strategic Succession Planning

**Talent Board:** As part of our succession planning, JSW Energy has introduced the 'Talent Board'

for senior leadership. This initiative helps identify and groom potential successors, preparing them for future leadership roles and ensuring the long-term success of the organisation.

### Leadership Development:

Through targeted development programmes, we nurture our internal talent, transforming them into effective leaders who can drive the company's vision and goals.

## Embracing Fresh Perspectives

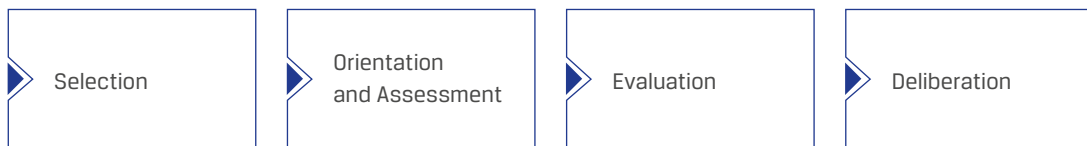
**Open-Minded Hiring:** While we value internal development, we also recognise the importance of bringing in new talent. JSW Energy is open to hiring individuals for top positions who bring fresh ideas and innovative approaches, creating a dynamic balance between experienced internal manpower and new leadership.

## Driving Innovation and Growth

**Innovation and Freshness:** By combining seasoned internal leaders with new hires, we foster an environment of continuous innovation and growth. This blend of experience and fresh perspectives ensures that JSW Energy remains at the forefront of the industry, capable of meeting future challenges with agility and creativity.

At JSW Energy, our commitment to strategic succession planning and leadership development is key to sustaining our growth and maintaining our competitive edge in the global market.

### Talent Selection Process



— Skill Enhancement through Training and Discussion

# Health and Safety

## Key Highlights

LTIFR of 0.15 considering all operational plants of JSW Energy for FY 2024

85% contractors have achieved 3 Star rating or more in JSW CARES Assessment

51% contractors have achieved 5 Star (Barmer, Ratnagiri, Solar Vijayanagar)

91,800+ Cumulative Safety Observations Resolved in FY 2024

100% of targeted workers and 98% of targeted employees have completed GWO (Global Wind Organisation) training

British Safety Council 5 STAR Safety Audit preparation including internal Audits ongoing at JSW Hydro and Barmer Plants



Quick Response Vehicle, Hydro Plant Sholtu

## Strategic Approach

At JSW Energy, we prioritise the safety and well-being of our workforce through a comprehensive and robust safety governance structure across all our plant locations. This structure encompasses safety committees, advanced safety systems, and stringent policies that all stakeholders must adhere to. As an ISO 45001 certified company, we are committed to achieving a zero-incidence work environment by implementing rigorous occupational health and safety measures.



**AT JSW ENERGY, THE SAFETY OF OUR EMPLOYEES AND ASSOCIATED WORKFORCE IS PARAMOUNT. OUR MISSION IS TO ACHIEVE THE HIGHEST, WORLD-CLASS SAFETY STANDARDS ACROSS ALL OUR POWER PLANTS.**



## Key Safety Measures and Initiatives

- EHS Policy (Environment, Health & Safety)
  - A comprehensive policy framework guiding our commitment to safety, health, and environmental stewardship
- Robust Safety Management Systems
  - Advanced systems for managing and monitoring safety across all operations, ensuring continuous improvement and adherence to best practices
- Continuous Monitoring and Improvement
  - Ongoing Scheduled monthly and quarterly formal evaluations leading to enhancement of safety systems to maintain an accident-free workplace
- Strict Compliance with Safety and Environmental Regulations
  - Adherence to all relevant safety and environmental standards and regulations, ensuring compliance at all times
- Safety Observation System
  - An online platform promoting a culture of safety among all stakeholders, encouraging proactive identification and reporting of potential hazards
- Safety Committees and Effective Implementation
  - Ten active safety committees oversee the implementation of safety norms and programmes across all operational plants, providing guidance and supervision
- Comprehensive Safety Training
  - Regular safety training modules, both online and offline, for continuous education and awareness among employees
- Proactive Risk Management
  - Barrier Health Management initiative to anticipate high-risk scenarios and implement structured measures to mitigate these risks proactively
- Supply Chain Safety Instructions
  - Clear and detailed safety instructions for our supply chain partners to ensure safety throughout our operations
- JSW CARES Program for Contractor Safety
  - A dedicated program focussing on the safety management of contractors, ensuring their alignment with our safety standards
- Digital Transformation for Enhanced Safety Management
  - Leveraging digital tools and technologies to enhance safety management and operational efficiency
- Continual Improvement Programmes
  - Ongoing initiatives aimed at embedding safety as a core daily agenda, fostering a culture of continuous improvement.

Our management's ultimate goal is to completely eliminate accidents, thereby reducing both the frequency and severity of incidents. To achieve this, JSW Energy is implementing top-tier safety practices and significantly increasing training hours for employees at all operational

levels. This proactive approach is designed to prevent fatalities and ensure a safe, healthy working environment for everyone involved.

## Safety Initiatives and Controls

At JSW Energy Limited, the safety of our employees and associated workforce is paramount. Our mission is to achieve the highest, world-class safety standards across all our power plants. By utilising a range of advanced safety systems and tools, we are dedicated to creating a Zero Harm environment. By implementing cutting-edge safety practices, continuously monitoring and improving safety systems, and providing comprehensive training, we strive to create an accident-free work environment. Our dedication to safety is not just about compliance; it's about fostering a culture where every individual feels responsible for their own safety and that of their colleagues. Through these initiatives, JSW Energy remains steadfast in its pursuit of excellence in occupational health and safety.

Here's an overview of our major safety systems and initiatives:

## Safety Governance Structure

- Comprehensive Committees and Leadership Engagement
  - Each plant location has an established safety governance structure comprising seven safety committees, three DICs, and one Apex Committee
  - Senior leadership at each plant, including Heads of Departments, lead these teams, ensuring a strong focus on safety





- With 5-7 members per committee, approximately 50-60 employees are directly involved in safety matters
- Monthly meetings are held to review the previous month's performance and plan for upcoming activities
- Held every quarter, these meetings provide top management with direct oversight of safety activities at every plant
- Monthly Executive Committee meetings where Safety Review is part of the Agenda. Safety achievements along with any pressing safety issues are discussed & resolved

### Regular Monitoring and Review

- Safety Steering Committee Meetings
- Chaired by the JMD & CEO, these meetings involve reviewing safety performance with all Heads of Plants, the Group Safety Head, and the Corporate Safety Head.

### Lone Worker Safety

- Enhanced Vigilance for Isolated Workers
- Special safety processes and devices are in place for lone workers to ensure their absolute safety

- In case of any safety concern, alarms are raised to multiple relevant personnel, enabling quick assistance to the lone worker

### Safety Perception Survey

- Identifying Critical Safety Issues
  - Conducted at Ratnagiri and Vijayanagar, this survey included over 90% of employees and contract workers
  - Aimed at uncovering critical but hard-to-notice safety issues, the survey results are analysed with the help of a knowledge partner
  - Identified gaps are addressed by modifying systems and processes, providing adequate facilities, and planning welfare activities
  - Similar surveys and initiatives are also implemented at Barmer and Vijayanagar sites

### Scaffolding Inspector Certificate Training

- Ensuring Construction Safety Awareness
  - Employees receive training on the safety aspects of scaffold construction before working on such structures
  - These awareness sessions ensure that all employees are well-informed about scaffold safety



— GWO\* Trained Workers - Wind Power, Sandur

\* Global Wind Organisation

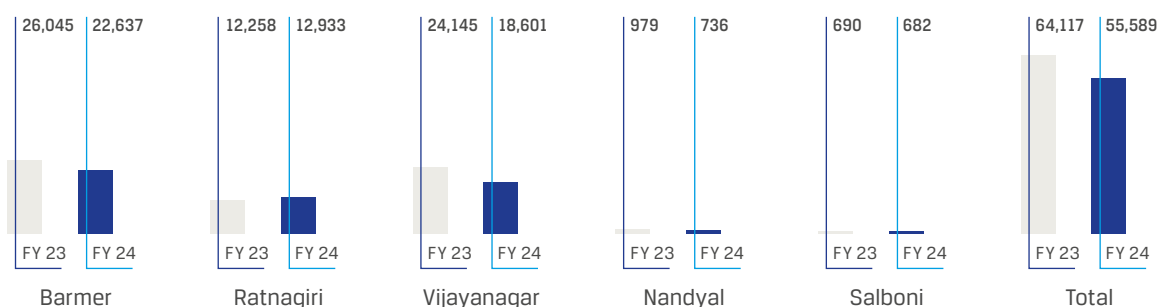
## Safety Observation System (SO)

- Proactive Hazard Identification
- Safety Observation System continues to spearhead the resolution of big and small safety concerns at all locations and it plays a significant role to usher in a culture of safety

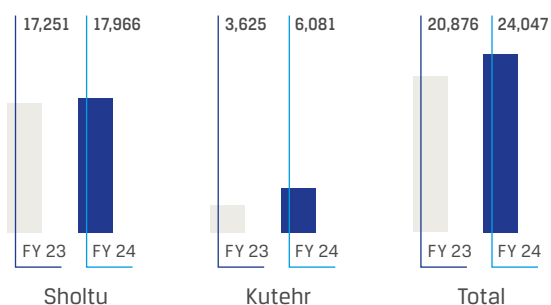
amongst the employees and workers. A comparative performance of SO's in the last two years is provided below. It can be seen that while the operational plants (mainly thermal) have a maintained their SO performance, there is significant increase in the

SO (FY 2024) of the ongoing projects in the Hydro and Renewable where more safety observations happen due to extensive construction work where the element of Risk is much higher than the operational plants.

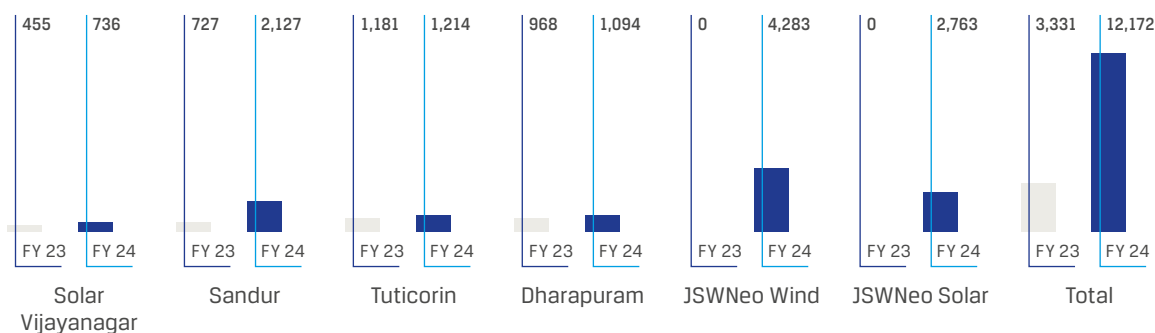
## Thermal Power Plants - Safety Observation - FY 2023 vs FY 2024 (Numbers)



## Hydro Plants - Safety Observation - FY 2023 vs FY 2024 (Numbers)



## Renewable Plants / Projects - Safety Observation - FY 2023 vs FY 2024 (Numbers)



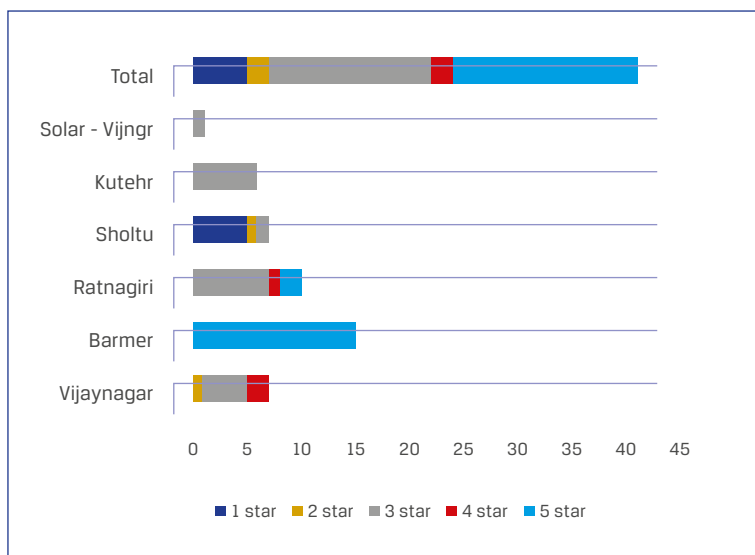


## Contractor Safety Management

- JSW CARES Program
  - Actively implemented at all major JSW Energy locations
  - Evaluates safety systems, documentation, and performance
  - Conducted biannually for each contractor
  - Contractors rated on a 5 STAR scale
  - 5 STAR contractors become preferred partners for JSW Energy

The comparative status of last 2 years JSW CARES program is provided below:

### JSW CARES FY 2023



### Important Metrics

**100%**

of all JSW Energy High Risk Contractors evaluated by JSW CARES

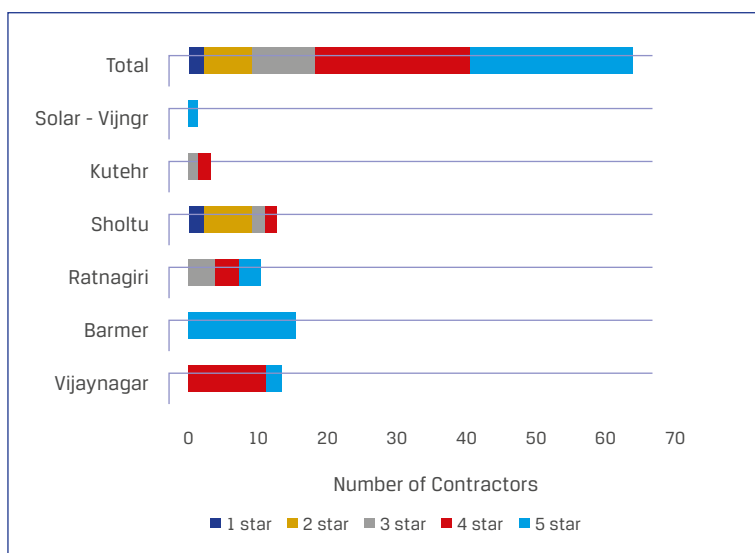
**85% (54)**

contractors are 3 STAR and above

**32**

contractors (51%) contractors have now achieved 5 STAR rating

### JSW CARES FY 2024



Also looking at the 'total' in the above charts, we can easily decipher that the number of 4 star and 5 Star rated contractors have increased significantly as compared to the previous year, thereby indicating that the contractors have improved their safety systems with adequate support from JSW Energy teams.

## Barrier Health Management (BHM)

- Overview
  - BHM program handles high-risk processes at JSW Energy
  - Successfully implemented for the past 4 years
- FY 2024 Initiatives
  - Launched 5 new BHM programs across four major Thermal and Hydro power plants i.e. BHM Risks number 21 to 25. All the 5 BHM risks have been completed at all the 4 locations. The new equipment/processes are also installed/integrated
  - BHM Utilises systematic risk identification through collective brainstorming and focussed discussions
  - Risk mitigation strategies include improvements in processes, equipment, and engineering/administrative controls
- Technical Tool
  - Bow-Tie methodology used to identify improvements in potential accident causes
- Management of Change (MoC)
  - New equipment/processes go through the MoC process for information flow to all relevant stakeholders and operational teams
- Permit to Work (PTW) System
  - PTW is mandatory across all plants
  - No work is authorised without an approved PTW
- Job Safety Analysis (JSA)
  - JSA is integrated into the PTW system
  - Every PTW requires a completed JSA to be approved
- Hazard Identification & Risk Analysis (HIRA)
  - HIRA is conducted for all annual repetitive maintenance activities
  - Risks identified in HIRA are reviewed and included in the JSA
  - Additional hazards are added to the HIRA list with required mitigation actions

- Lock Out & Tag Out (LOTO) System
  - All plants are equipped with necessary LOTO equipment
  - LOTO is used for isolating electrical and mechanical energy during maintenance
  - LOTO application follows finalised standard operating procedures (SOPs)
  - Maintenance teams receive extensive training on LOTO implementation
  - No PTW is approved without the application of LOTO where energy isolation is required

## Occupational Health Centres (OHC)

- Each plant location is equipped with an OHC staffed by qualified doctor and support personnel
- OHCs handle and record first aid cases, minor injuries, and ailments
- Basic medical tests and annual medical check-ups for the workforce are conducted at these centres
- The Vijayanagar plant location is additionally supported by Sanjeevani Hospital, run by the JSW Group, for emergencies beyond the OHC's capacity



Worker Medical Check-up at OHC Ratnagiri



## Safety Performance Indicators

		FY 2024	FY 2023	FY 2022
<b>Operational Plants</b>				
Fatal	Employee	0	0	0
	Worker	1	0	1
Loss-Time Injury	Employee	0	0	0
	Worker	1	0	0
LTIFR	Employee	0	0	0
	Worker	0.15	0	0.1
<b>Under Construction Projects</b>				
Fatal	Employee	0	0	0
	Worker	2	0	0
Loss-Time Injury	Employee	0	0	0
	Worker	3	0	0
LTIFR	Employee	0	0	0
	Worker	0.40	0	0

Based on the incident reports and Root Cause Analysis (RCA) at various operational plants and under-construction projects of JSW Energy Ltd, the following major Corrective and Preventive Actions (CAPA) have been implemented across all plants & project locations -

- Along with the Safety induction training, all workers in solar plants shall be given an additional electrical safety training including the do's & don'ts before they can work inside the plant
- Refresher PTW training to be provided to JSW Energy and Contractor teams, explaining the critical skill of Risk Identification and mitigation strategies
- Risk Assessment of lightening arrestors (LA) in the Solar plants to be done and based on the assessments the CAPA shall be completed
- No worker to be deployed inside the plant without a competency & skill assessment
- At all solar plants, no PTW to be authorised without additional approval by JSW Site incharge / Authorised JSW team member apart from the C Licence Holder.
- Pre-Startup Risk Assessment and Checklist to be completed before use of all critical equipments & machinery
- Regular TBT before start of jobs
- Monthly Mock drills for high risk situations
- Utilising LOTO safety system for all Electrical related jobs
- Safety Observation system being followed at all locations
- Special trainings like GWO (Global Wind Organisation) trainings at all WTG locations
- Emergency Response training & mock drills
- BHM High Risk mitigation initiatives
- Contractor Safety Management (CSM) through PQA improvement and JSW CARES assessment

The safety department at all locations continuously monitors the implementations of the safety systems & procedures by different project departments and every month conducts a Reward and Recognition programme for employees and associates for reporting the safety observations, nearmiss and potential hazards. The leadership team gives away the awards and urges & motivates all to continue working safely and reporting the unsafe leading to 'Zero Harm'.

A Safety Stand down meeting is conducted across all plants of JSW Energy sharing the critical incidents and the safety precautions & behaviours that should be followed by all workers & employees of the company so that a similar incident is not repeated at any plant.

### Job-Specific Trainings

- Safety Skills Mapping
  - A structured process for mapping safety skills of both JSW Energy employees and contractor employees
- Competency Development Programme
  - Based on the skill assessment, a competency development programme is undertaken for JSW Energy employees
  - The programme's effectiveness is reviewed quarterly
- Training Need Identification (TNI) Matrix
  - Created for each employee to map required safety trainings based on their work area and function
  - Not all employees require all specialised safety trainings, so training needs are customised



- Safety Training Calendar
  - Developed based on the Training Need Identification matrix
  - Monthly Training Modules are established as topics for each specific month
  - The calendar is adaptable and can be updated with additional safety trainings as needed when specific hazard risks increase on site
- Height-Specific Training for Dam and Powerhouse Projects
  - Authority to Halt Work
    - Supervisors, Engineers, Line Managers, and Heads of Department are granted the authority to stop work if hazardous conditions are observed on site
  - Medical Fitness and VERTIGO Test
    - Workers must receive medical clearance to work at heights, confirmed by passing the VERTIGO test
    - Test modules are constructed at plant locations for specific workers already trained for work at height
- Confined Space Training
  - Physical Confined Space Module
    - Available at plant locations for hands-on training to familiarize workers with confined space conditions.
- Entry & Exit SOP and Rescue Drills
  - Training includes standard operating procedures for entering and exiting confined spaces, along with rescue drills.

- Competency and Skill Development
  - Competency Mapping
    - Top leaders ensure that both employees and contractors' employees are regularly updated and skilled in their functional areas.
  - Gap Analysis
    - Conducted for each employee to identify functional, behavioural, and safety training needs.

- Training Need Identification (TNI)
  - Based on the gap analysis, a TNI is performed to determine specific training requirements for each employee.
- Training Calendar
  - A training calendar is developed to address the identified training needs.

Job-specific functional, behavioural, and safety training are provided according to the training calendar. Trainings conducted during FY 2024

Training Type	Male	Female
Functional	2,037	119
Technical	1,013	72
Behavioural	2,066	166
Safety	2,237	130



— Safety March, Barmer Plant

## Digitalisation in Safety Management

In this era of technological upscaling, digitisation in safety management is firmly established at JSW Energy. We have embraced a software-based system to log and manage all safety observations, incidents, observation closures, safety compliances, and incident investigations. This system, known as 'mysetu,' is utilised across all operational plants of JSW Energy, ensuring a standardised approach to safety management.

Additionally, our Contractor Safety Management is streamlined through an in-house developed software created by our plant teams. Employee competency mapping and training needs are also tracked and monitored using a comprehensive software developed by our on-site teams. These digital tools are invaluable for analysing and reporting various safety parameters, facilitating better quality decision-making, and saving precious time, which enhances the efficiency of our safety management processes.

JSW Energy is working towards utilising the capabilities of AI and Virtual Reality in the domain of Safety Training. Two AI-enabled VR training sessions were held



at our Ratnagiri thermal power plant. Demo training on conveyor belt safety and PPE safety, using VR modules, was conducted by external digitisation partners for all the HOD's of the plant. The module procurement process has been initiated. Going forward the same safety training modules shall be extended steadily to all the power plants.

Other AI-enabled safety tools and modules are also being explored for inclusion in the safety domain.

### Way Forward

The following major safety related activities are being targeted in FY 2025 apart from the routine safety initiatives of Safety Observations, Safety Trainings, Induction Trainings, Road Safety initiatives, etc.

- BSC 5 STAR GAP Audit, Hand Holding and Final 5 STAR Audit at Sholtu Hydropower Plants
- BSC 5 STAR Safety GAP Audit and Final Audit at Barmer Thermal Power Plant
- Extending and Implementing of software-based logging and mitigation of all unsafe situations / incidents to all RE plants
- PTW and Risk Assessment Trainings for JSW Mytrah Fleet plants
- Safety & Sustainability External Review & Gap Analysis for all JSW Mytrah Fleet plants
- Target to complete 5 STAR rating in JSW CARES for all critical contractors and 4 STAR for non-critical
- SOP's development for all critical WTG & Solar Safety operations & its subsequent vetting by third party
- Continuity of GWO (Global Wind Organisation) Safety Trainings as per requirement at all WTG locations



**JSW ENERGY IS WORKING TOWARDS UTILISING THE CAPABILITIES OF AI AND VIRTUAL REALITY (VR) IN THE DOMAIN OF SAFETY TRAINING. AI ENABLED VR TRAINING SESSIONS WERE HELD AT OUR RATNAGIRI THERMAL POWER PLANT.**

