

# CODE OF CONDUCT, ETHICS & CORE VALUES



**JSL GLOBAL**  
COMMODITIES







**This document outlines the high standards of our culture defined by our ethics, values, and code of conduct that we expect of ourselves, and our behaviour towards our colleagues, clients and customers.**



## **CONTENTS**

Leadership Message	-----	P5
Cultural Ethos	-----	P6
Core Values	-----	P9
Guidelines	-----	P10



# LEADERSHIP MESSAGE

At JSL Global, we are tackling the two most pressing challenges in the stainless steel value chain today—efficiency and sustainability.

Our dedicated team, **united by shared vision and values**, is driving meaningful change and success for our partners and clients, through long-term global partnerships and custom solutions.

*I'm delighted to be part of a remarkable group of individuals who consistently deliver on their promises.*

We are committed to fostering a workplace rooted in the **values of simplicity, reliability, and innovation**, all aligned with our mission for a more sustainable future.

Our team is dedicated to delivering exceptional value and fostering lasting partnerships with utmost dedication, insightful collaboration, and effective solutions.

As we forge ahead, we are not only building a stronger company but also a lasting legacy for a brighter, more sustainable future.



*PGH Prasad*

PGH Prasad, Director & CEO





## CULTURAL ETHOS

Our dedication to core conduct is the cornerstone of our approach, enabling us to forge strong, resilient connections within our team, and with partners and clients.

### *Professional Development*

We are committed to nurturing talent and providing a dynamic platform for professional growth. Our culture encourages innovation and rewards initiative by actively engaging with our teams and offering tailored resources for learning and development. We strive to empower our workforce to achieve their highest potential.

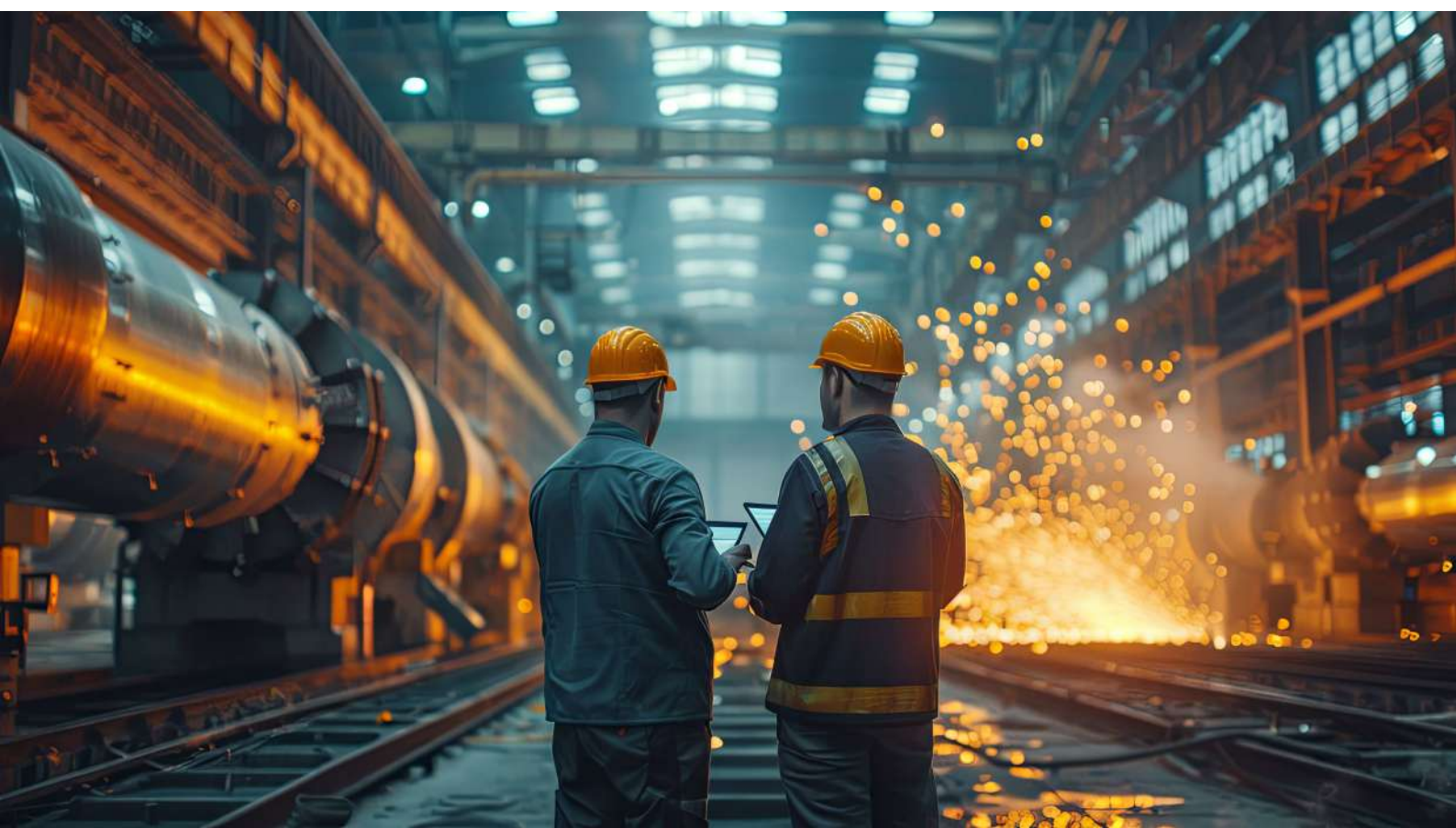
By fostering an environment where diverse perspectives are valued and constructive feedback is welcomed, we ensure success for our clients and partners.

## *Safety and Wellbeing*

We maintain rigorous security policies and practices to ensure the safety and well-being of our teams. Additionally, we encourage our team to maintain a healthy work-life balance. We are committed to ensuring the safety of employees, contractors, and communities in every aspect of our operations.

## *Ethics and Compliance*

We are dedicated to achieving full compliance with relevant local and global regulations for every project we undertake with our clients and partners. Leveraging our extensive experience with global value chains, we proactively adapt to evolving trade dynamics worldwide. We prioritize transparent communication to ensure effective project management and uninterrupted trade operations.





# CREATING VALUE THROUGH TRUST, INNOVATION, AND SERVICE EXCELLENCE

The illustrious Jindal Group's five-decade heritage has shaped our values and business ethos. Our inheritance of the group's rich traditions has defined how we nurture relationships and conduct business. With this legacy, our people bring to the table a wealth of experience, absolute reliability, and an innovative approach. Every interaction and relationship is a reflection of the group's practice of trust, commitment, and an unwavering focus on quality to create lasting value to all the internal stakeholders and external communities we work with.







## ***Simplicity***

We believe in stripping away unnecessary complexity to focus on what truly matters. Simplicity is at the heart of everything we do - processes, communications, and solutions.

## ***Reliability***

When we promise a trade, it's guaranteed. Our partners and clients trust us because we deliver on our commitments without fail. Reliability is the cornerstone of our relationships.

## ***Innovation***

We consistently seek new ways to create value and stay ahead in this ever-evolving industry. From critical strategy to the latest technology, our innovation helps our partners succeed.

# WORKING RIGHT

VALUES	COMMITMENT
<b>Accountability</b>	Take full responsibility for your actions and decisions. Be prepared to justify your actions and accept consequences. Do not deflect blame onto others or avoid taking ownership for errors or poor performance.
<b>Collaboration</b>	Foster a positive and cooperative work environment by respecting others' ideas and supporting team goals. Communicate openly. Do not undermine colleagues, monopolize discussions, or ignore others' contributions. Avoid creating division within teams.
<b>Compliance</b>	Follow all legal requirements, company policies, and industry regulations. Stay informed about changes to regulations. Do not ignore or violate laws, policies, or regulatory standards. Avoid cutting corners that could lead to non-compliance.
<b>Confidentiality</b>	Safeguard sensitive company, client, and employee information. Only share confidential information with authorized personnel. Do not share private information with unauthorised individuals.
<b>Customers</b>	Ensure customer satisfaction by providing high-quality products/ services and excellent support. Respond to feedback constructively. Do not ignore customer feedback or provide false or misleading information about products or services.
<b>ESG</b>	Integrate Environmental, Social, and Governance (ESG) principles into business strategies. Promote sustainability, social responsibility, and sound governance. Do not ignore ESG factors in decision-making or engage in practices that harm the environment, society, or the integrity of corporate governance. Act responsibly to minimize environmental impact. Promote sustainability in business operations and decision-making. Do not engage in environmentally harmful activities, or neglect responsibilities towards sustainability goals.
<b>Ethics</b>	Make decisions and act in a way that aligns with company values and ethical standards. Escalate ethical concerns appropriately. Do not engage in conflicts of interest, unethical practices, or actions that undermine the company's values or mission.
<b>Fair Competition</b>	Compete fairly and ethically in the market. Respect competitor's products and intellectual property. Focus on innovation. Do not engage in unfair business practices, such as price-fixing, monopolizing, or disparaging competitors.



<b>Government</b>	Comply fully with all legal and regulatory requirements. Maintain open and lawful relationships with government bodies. Do not engage in corrupt practices, such as bribery or lobbying in unethical ways. Avoid participating in illegal political contributions.
<b>Human Rights</b>	Respect and uphold all human rights across operations and partnerships. Ensure that working conditions are safe and fair. Support diversity and non-discrimination. Do not engage in or support human rights abuses such as forced labor, child labor, or unsafe working conditions. Avoid discrimination and exploitation.
<b>Innovation</b>	Encourage creativity and continuous improvement. Support an open-minded approach to problem-solving and innovation. Do not resist change, dismiss new ideas, or discourage innovation. Avoid relying solely on old methods when new approaches are viable.
<b>Integrity</b>	Uphold the highest standards of honesty and ethical behaviour in all actions. Admit mistakes and correct them. Do not falsify records, misrepresent information. Do not engage in deceitful or fraudulent practices, or dishonesty. Do not lie.
<b>Partners/Clients</b>	Foster trust-based relationships with partners and clients through honest and fair dealings. Ensure transparency in agreements. Do not mislead clients, overpromise, or engage in unfair or unethical business practices. Avoid exploiting relationships for personal gain.
<b>Professionalism</b>	Maintain a respectful and professional demeanor at all times. Uphold company reputation through words and actions. Do not act in a way that harms the company's image or engage in unprofessional conduct, including gossiping or spreading rumors.
<b>Respect</b>	Treat all colleagues, clients, and stakeholders with dignity and equality. Value diversity and inclusivity. Do not engage in discriminatory, offensive, or disrespectful behavior. Avoid biased treatment and pre-conceived notions.
<b>Transparency</b>	Communicate openly, honestly, and regularly. Provide clear information to all stakeholders. Do not hide critical information, mislead others, or create ambiguity through vague communication.
<b>Trust</b>	Build trust through transparency, accountability, and reliability. Honor commitments. Do not break promises, withhold information, or engage in dishonest conduct.
<b>Work-Life Balance</b>	Encourage a healthy work-life balance. Support flexibility when appropriate to maintain employee well-being and productivity. Do not promote overworking or ignore the personal well-being of employees. Avoid creating unrealistic expectations around workload.

**CREATING VALUE THROUGH TRUST,  
INNOVATION, AND SERVICE EXCELLENCE**



**JSL GLOBAL**  
COMMODITIES