

# Business Responsibility and Sustainability Reporting

## SECTION A: GENERAL DISCLOSURES

### I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L26941TN1957PLC003566
2	Name of the Listed Entity	The Ramco Cements Limited
3	Year of incorporation	1957
4	Registered office address	“Ramamandiram”, Rajapalayam – 626 117
5	Corporate address	“Auras Corporate Centre”, 5 <sup>th</sup> floor, No:98-A, Dr. Radhakrishnan Road, Mylapore, Chennai – 600 004
6	E-mail	ksn@ramcocements.co.in
7	Telephone	044-28478666
8	Website	www.ramcocements.in
9	Financial year for which reporting is being done	April 2023 - March 2024 (FY 2023-24)
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited & BSE Limited
11	Paid-up Capital	Rs.23,62,92,380/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr.C.Ravichandran Senior Vice President - ESG The Ramco Cements Limited Tel: 044-2847 7599 E-Mail : ravichandran@ramcocements.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
14	Name of assurance provider	Nil
15	Type of assurance obtained	Nil

### II. Products/services

#### 16. Details of business activities

S. No	Description of Main Activity	Description of Business Activity	% of Turnover
1	Manufacturing	Manufacture of cement	97.03

#### 17. Products/Services sold by the entity

S. No	Product/Service	NIC Code	% of total Turnover contributed
1	Cement	23942	97.03
2	Dry Mortar Products	23911	2.07
3	Ready Mix Concrete	23952	0.13
4	Power Generated from Windmills	35106	0.03
5	Other Operating Revenue	NA	0.29
6	Other Income	NA	0.45
	<b>Total</b>		<b>100.00</b>

**III. Operations****18. Number of locations where plants and/or operations/offices of the entity are situated:**

S. No	Location	Number of plants	Number of offices	Total
1	National	23 [5 Integrated Cement Plants, 6 Grinding Units, 1 Packing Plant, 1 Ready Mix Concrete Unit, 3 Dry Mortar Plants and Wind farms at 7 locations]	30	53
2	International	-	-	-

**19. Markets served by the entity:****a. Number of locations**

S. No	Locations	Number
1	National (No. of states)	16
2	International (No. of countries)	2

**b. What is the contribution of exports as a percentage of the total turnover of the entity?**

0.55%

**c. A brief on types of customers**

The company has both Commercial Customers (B2B Business) and Private Customers (B2C Business). The customers include Trade, Non-Trade and Governments.

**IV. Employees****20. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):**

S. No	Particulars	Total(A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
<b>Employees</b>						
1	Permanent (D)	2,718	2,676	98	42	2
2	Other than Permanent (E)	274	235	86	39	14
3	Total employees (D + E)	2,992	2,911	97	81	3
<b>Workers</b>						
4	Permanent (F)	929	929	100	-	-
5	Other than Permanent (G)	5,426	5,277	97	149	3
6	Total workers (F + G)	6,355	6,206	98	149	2

**b. Differently abled Employees and workers:**

S. No	Particulars	Total(A)	Male		Female	
			No.(B)	% (B/A)	No.(C)	% (C/A)
<b>Differently abled Employees</b>						
1	Permanent (D)	1	1	100	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D + E)	1	1	100	-	-
<b>Differently abled Workers</b>						
4	Permanent (F)	2	2	100	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled workers (F + G)	2	2	100	-	-

## 21. Participation/Inclusion/Representation of women:

Particulars	Total(A)	No. and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	7	1	14
Key Management Personnel	4	-	-

## 22. Turnover rate for permanent employees and workers:

Particulars	Unit	FY 2023-24			FY 2022-23			FY 2021-22		
		Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	%	11.03	4.65	10.93	9.49	2.82	9.39	5.81	17.39	5.92
Permanent Workers	%	4.46	-	4.46	4.34	-	4.34	0.40	-	0.40

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

## 23. a. Names of holding / subsidiary / associate companies / joint ventures

S. No	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ramco Windfarms Limited	Subsidiary	71.50	Yes
2	Ramco Industrial and Technology Services Limited	Subsidiary	94.11	Yes
3	Madurai Trans Carrier Limited	Associate	29.86	No
4	Ramco Industries Limited	Associate	16.23	No
5	Ramco Systems Limited	Associate	15.30	No
6	Rajapalayam Mills Limited	Associate	0.46	No
7	Lynks Logistics Limited *	Associate	-	No

\* Ceased to be an Associate Company during the year.

## VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- ii. Turnover (in Rs.): 9,392.17 crores
- iii. Net worth (in Rs.): 7,144.12 crores

## VII. Transparency and Disclosures Compliances

### 25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-24			FY 2022-23		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. <a href="https://www.ramcocements.in/investors/codes-and-policies">https://www.ramcocements.in/investors/codes-and-policies</a>	-	-	-	-	-	-
Investors (other than shareholders)	Yes. <a href="https://www.ramcocements.in/investors/codes-and-policies">https://www.ramcocements.in/investors/codes-and-policies</a>	-	-	-	-	-	-
Shareholders	Yes. <a href="https://www.ramcocements.in/investors/codes-and-policies">https://www.ramcocements.in/investors/codes-and-policies</a>	7	-	-	2	-	-
Employees and workers	Yes. <a href="https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.pdf">https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.pdf</a>	-	-	-	-	-	-
Customers	Yes. <a href="http://ramcocements.net/dportal/index.asp">http://ramcocements.net/dportal/index.asp</a>	917	2	-	966	-	-
Value Chain Partners	Yes. <a href="https://ramcocements.in/cms/uploads/Vendor_grievance_readressal_policy_84f203a8cf.pdf">https://ramcocements.in/cms/uploads/Vendor_grievance_readressal_policy_84f203a8cf.pdf</a>	-	-	-	-	-	-

## 26. Overview of the entity's material responsible business conduct issues

S. No	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Circular Economy	Opportunity	The circular economy presents a significant chance to reduce the consumption of fossil fuels, limestone, and clinker in the production of cement and minimizes the greenhouse gas emissions.	Promoting the increased utilization of alternative fuels as a viable alternative to fossil fuels, the clinker cement ratio can be decreased by elevating the overall share of supplementary cementitious materials (SCMs) in the clinker grinding process	Positive
2	Sustainable Supply Chain Management	Risk	A brand's reputation may be affected by its supply chain, thus it must be constantly monitored in order to ensure a consistent flow of goods.	The assessment of value chain partners is to analyze the importance and potential risks associated with them. Formulating a supply chain policy covering environmental considerations, fair labour practices, human rights, diversity and inclusion, and ethical business conduct is being framed.	Negative
3	GHG Emission and Global Warming	Risk	The primary ingredient in cement production is limestone, which is calcined using fossil fuels. Carbon dioxide is released during the calcination of limestone and fuel consumption in this process. This may have an effect on business continuity, causing interruption, and contribute to global warming.	All the emissions arising from the consumption process fuels, ozone depleting substances and electricity consumption are accounted under scope 1 and scope 2 emission. The inventory is used to frame reduction strategies to reduce emission. The scope 3 emission that arises due to the activities that supports business operations are accounted as an effort to comprehensively track and map all emissions.	Negative
4	Energy Management	Opportunity and Risk	Upgrading the manufacturing process and equipments leads to higher efficiency levels with lower energy consumption, longer service life, and minimized ecological impacts.	Investing in renewable energy and enhancing the efficiency of process. About 45% of energy requirement is planned to be utilized from renewable energy by 2030 which will directly reduce the carbon emission.	Positive

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES****1 a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**b. Has the policy been approved by the Board? (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**c. Web Link of the Policies, if available**

P1 to P9

<https://www.ramcocements.in/investors/codes-and-policies>**2. Whether the entity has translated the policy into procedures. (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**3. Do the enlisted policies extend to your value chain partners? (Yes/No)**

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

**4. Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

P1-P9

At Ramco Cements, we follow and implement the standards set by IS/ISO 9001, ISO 14001, ISO 45001, ISO 50001 and we have obtained certification for our adherence to these guidelines. Our units adopt the ISO 9001 standards to continuously measure, assess, and improve our quality management systems in order to achieve product quality and reliability. ISO 14001 is a dedication to proficiently managing the environment within the facility. By utilizing resources in a more efficient manner and minimizing waste, the organisation improves the environmental performance. This leads to a competitive edge and builds trust with stakeholders. ISO 45001, the provision of safe and healthy workplaces is a mechanism of effectively preventing injuries and avoiding ill health, thereby ensuring the occupational health and safety of workers in the units. The significance of worker involvement and participation in identifying, addressing, and putting into practice mitigation strategies is also emphasized by this standard. Implementing IS/ISO 50001 standards allows organizations to identify and improve energy-intensive areas, resulting in significant energy savings.

**5. Specific commitments, goals and targets set by the entity with defined timelines, if any.**

P1	Our steadfast commitment to upholding the company's policies and our unwavering pursuit of continual improvements to enhance the organization ethically demonstrates our dedication to ethical practices.
P2	In line with the Central Pollution Control Board's (CPCB) directives, we are taking significant steps to phase out the equivalent quantity of plastic packaging consumed from the environment. To facilitate this, we are engaging with third-party agencies, to work on behalf of The Ramco Cements Limited.
P3	Our top priority is safety and well-being of our employees and workers. We are committed to achieving zero injuries and fatalities across all our units. To accomplish this, we have implemented a range of safety measures.
P4	All major organizational decisions will be executed in consultation with the stakeholders. The stakeholder relations committee will supervise the different interests of the Company's stakeholders and consistently address any issues.
P5	We are committed to fostering a diverse and inclusive workplace. This includes ensuring gender equality, providing fair wages, and maintaining a safe and healthy work environment for all our employees and workers. We believe that these are not just ethical imperatives, but also key drivers of our business success.

P6	Our proactive approach to environmental sustainability is evident in our plans to utilize about 45% of our energy requirement from renewable sources by 2030, which will directly impact carbon emissions. We are also enhancing water harvesting measures and aiming to achieve five times water positive by the end of FY2024-25. By implementing sustainable techniques, we are improving the life of mines and minimizing the impact on the ecosystem. Our aim is to consciously mitigate the environmental impact and ecological footprint by incorporating sustainable elements throughout the entire product life cycle, from the design phase through to the end of its life span.
P7	The organization strives to be a part of chambers and associations for advancement and improvement of Cement business in India.
P8	A dedicated policy has been put in place to effectively address community grievances and complaints, ensuring a reliable system for handling such issues.
P9	The organization will continuously enhance its security protocols to mitigate the risk of cybersecurity breaches and strengthen the safeguarding of customer data.

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.

P1 to P9	In order to accomplish our objective, we have established a series of annual activities that will facilitate advancement and ultimately lead to the fulfillment of our commitment.
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### Governance, Leadership & Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Ramco Cements, we firmly believe in the importance of sustainability and its integration into our core values. As we continue to expand, we are dedicated to fostering the growth and prosperity of the communities in which we operate. We are deeply committed to the satisfaction and well-being of all our stakeholders, which serves as a driving force behind our unwavering pursuit of excellence.

Our approach emphasizes meaningful engagement with a diverse range of stakeholders who share our vision of creating lasting value and enhancing the overall quality of life in areas where it is most needed. We place a strong emphasis on the welfare of our employees, ensuring they feel cared for and secure, by developing well-equipped townships within our integrated units, implementing robust health and safety measures at our plants, and providing continuous learning and career development opportunities.

Fostering community development around our manufacturing units is a top priority for us. Inspired by the values of our Founder, we are not only committed to taking positive action but also to effecting real change with a genuine intent to make a significant and lasting impact. As a result, many families now benefit from improved access to quality education, healthcare, safe water, and sanitation, contributing to their well-being now and for generations to come. We want the local communities to feel supported and uplifted by our efforts.

At Ramco Cements, our commitment to creating value is evident in our focus on resource efficiency and minimizing environmental impact. This is achieved through:

- 1) Increasing the production of blended cement and improving the clinker-to-cement ratio.
- 2) Constantly upgrading equipment with energy-efficient technology.
- 3) Improving the share of green energy by investing in WHRS and renewable energy.
- 4) Integrating digital technology to monitor and optimize resource usage through AI tool.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Mr. Ravichandran Chinnayan  
Senior Vice President - ESG  
Email: ravichandran@ramcocements.co.in

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9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

Yes, the Board of Directors are members of 5 Board Committees, vested with responsibility for decision making on sustainability and other related issues. The Committees with well-defined responsibilities, oversee the governance at Ramco Cements. The committee members are nominated by the Board of Directors, based on their areas of expertise and experience.

10. Details of Review of NGRBCs by the Company

Details	Principles	Performance against above policies and follow up action	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	P1	Committees of the Board	Committees of the Board
	P2	Committees of the Board	Committees of the Board
	P3	Committees of the Board	Committees of the Board
	P4	Committees of the Board	Committees of the Board
	P5	Committees of the Board	Committees of the Board
	P6	Committees of the Board	Committees of the Board
	P7	Committees of the Board	Committees of the Board
	P8	Committees of the Board	Committees of the Board
	P9	Committees of the Board	Committees of the Board
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)	P1	Annually	Annually
	P2	Annually	Annually
	P3	Annually	Annually
	P4	Annually	Annually
	P5	Annually	Annually
	P6	Annually	Annually
	P7	Annually	Annually
	P8	Annually	Annually
	P9	Annually	Annually

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?

No

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

Not Applicable



**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****Principle 1**

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

**ESSENTIAL INDICATORS**

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BoD and KMPs	197	Skill Upgradation Programs, Awareness Programs, Safety Programs, Environment and Management Programs, Emergency Preparedness, ESG, Energy Management	61
Workers	129	Programs, Waste Management Programs, Certification Programs	85

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
NIL					
Non-Monetary					
NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)		
NIL					

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed:

S. No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL		

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, Anti-Corruption is governed under the Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy for establishing Vigil Mechanism.

The Company's policies viz. Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy lay down the rules and procedures by which any stakeholder can report the actual or suspected improper activities of any kind, fraud and violation of company's code of conduct. The whistle blower policy extends to individuals who are in full

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time or part time employment with the company or its subsidiaries including those serving as consultants and contract / third party employees.

Web-link : <https://www.ramcocements.in/investors/codes-and-policies>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

Particulars	FY 2023-24	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

6. Details of complaints with regard to conflict of interest:

Particulars	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

No such cases on corruption and conflicts of interest.

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured):

Particulars	FY 2023-24	FY 2022-23
Number of days of accounts payables	50	36

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	69	70
	b. Number of dealers / distributors to whom sales are made	9,632	9,437
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	4	4
Share of RPTs in (%)	a. Purchases (Purchases with related parties / Total Purchases)	1	2
	b. Sales (Sales to related parties / Total Sales)	0.15	0.34
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	35	71
	d. Investments (Investments in related parties / Total Investments made)	15	91

**LEADERSHIP INDICATORS**

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics/ principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
3,884	Training on Right product for right application and Awareness program on sustainable practices.	45

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes. Ramco Cements have a Code of Conduct for Board Members and Senior Management Personnel, Whistle Blower Policy for establishing Vigil Mechanism and Investor Grievance Policy.

**Principle 2**

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

**ESSENTIAL INDICATORS**

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively

Particulars	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	0.01%	0.03%	The R&D investment has led to quality consistency which upholds consistently high standards. Embracing the principles of the circular economy, we initiated the utilization of alternate materials in the raw mix optimization process, reducing costs and minimizing environmental impact.
Capex	2.46%	1.70%	Increased the productivity efficiency along with savings in thermal and electrical costs without the necessity for extra equipment to improve the productivity. Despite the boost in production, emissions have remained stable due to the enhanced efficiency of the equipments.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

No

- b. If yes, what percentage of inputs were sourced sustainably?

NA

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

**a. Plastics (including packaging)**

As per CPCB direction the company is phasing out the equivalent quantity of plastic utilized for packaging from the environment by involving third party agency on behalf of The Ramco Cements Limited.

**b. E-waste**

No E-waste generation from the products.

**c. Hazardous waste**

No Hazardous waste generation from the products.

**d. Other waste**

Nil

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4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same

Yes, Extended Producer Responsibility (EPR) is applicable to the company.

The EPR registration is carried out in integrated plants as PWP (Plastic Waste Processors) to co-process the waste in our kilns.

We have also registered as Brand Owner and abide with all the regulations and guidelines specified by Central Pollution Control Board.

**LEADERSHIP INDICATORS**

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

Currently LCA is not conducted comprehensively, it will be planned and carried out in the subsequent reporting years.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Currently LCA is not conducted comprehensively, it will be planned and carried out in the subsequent reporting years.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

S. No	Indicate input material	Recycled or re-used input material to total material	
		FY 2023-24	FY 2022-23
1	Recycled and reused materials	16%	14%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:

Particulars	FY 2023-24			FY 2022-23		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

The equivalent quantity (100%) of packing material is reclaimed as per the Extended Producer Responsibility.

## Principle 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

## ESSENTIAL INDICATORS

## 1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	2,676	2,676	100	2,676	100	-	-	-	-	-	-
Female	42	42	100	42	100	42	100	-	-	-	-
<b>Total</b>	<b>2,718</b>	<b>2,718</b>	<b>100</b>	<b>2,718</b>	<b>100</b>	<b>42</b>	<b>2</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	235	235	100	235	100	-	-	-	-	-	-
Female	39	39	100	39	100	39	100	-	-	-	-
<b>Total</b>	<b>274</b>	<b>274</b>	<b>100</b>	<b>274</b>	<b>100</b>	<b>39</b>	<b>14</b>	-	-	-	-

## b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	929	929	100	929	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>929</b>	<b>929</b>	<b>100</b>	<b>929</b>	<b>100</b>	-	-	-	-	-	-
<b>Other than Permanent workers</b>											
Male	5,277	5,277	100	5,277	100	-	-	-	-	-	-
Female	149	149	100	149	100	149	100	-	-	-	-
<b>Total</b>	<b>5,426</b>	<b>5,426</b>	<b>100</b>	<b>5,426</b>	<b>100</b>	<b>149</b>	<b>3</b>	-	-	-	-

## c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

Particulars	FY 2023-24	FY 2022-23
Cost incurred on wellbeing measures as a % of total revenue of the company	0.61	0.66

## 2. Details of retirement benefits :

S. No	Benefits	FY 2023-24			FY 2022-23		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100	100	Y	100	100	Y
2	Gratuity	100	100	Y	100	100	Y
3	ESI*	0.7	3	Y	0.8	3	Y
4	Superannuation	3	NA	Y	40	NA	Y
5	NPS#	42	NA	Y	3	NA	Y

\* All eligible employees and workers are covered under ESI benefits.

# NPS is opted by willing employees.

## 3. Accessibility of workplaces

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Yes - We have accessibility facility such as Wheelchair facility, Lift and means of access such as Pathways, Ramps, Signage, Pedestrian Crossing, etc.

## 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes

Web Link: [https://ramcocements.in/cms/uploads/Equal\\_Oppurtunity\\_Policy\\_for\\_Specially\\_Abled\\_f3467abcc1.pdf](https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.pdf)

## 5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	-	-	NA	NA
Total	-	-	NA	NA

## 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Any aggrieved worker can record his grievance online in the HRMS self service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online.
Other than Permanent Workers	Yes. Any aggrieved worker can record his grievance online in the HRMS self service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online.
Permanent Employees	Yes. Any aggrieved employee can record his grievance online in the HRMS self service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online.
Other than Permanent Employees	Yes. Any aggrieved employee can record his grievance online in the HRMS self service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online.

## 7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category(A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category(C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	% (D / C)
Total Permanent Employees	2,718	-	-	2,554	-	-
Male	2,676	-	-	2,510	-	-
Female	42	-	-	44	-	-
Total Permanent Workers	929	345	37	953	353	37
Male	929	345	37	953	353	37
Female	-	-	-	-	-	-

## 8. Details of training given to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	% B/A	No.(C)	% C/A		No.(E)	% E/D	No.(F)	% F/D
<b>Employees</b>										
Male	2,676	894	33	1,523	57	2,510	411	16	934	37
Female	42	6	14	7	17	44	-	-	14	32
<b>Total</b>	<b>2,718</b>	<b>900</b>	<b>33</b>	<b>1,530</b>	<b>56</b>	<b>2,554</b>	<b>411</b>	<b>16</b>	<b>948</b>	<b>37</b>
<b>Workers</b>										
Male	929	668	72	-	-	953	247	26	528	55
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>929</b>	<b>668</b>	<b>72</b>	<b>-</b>	<b>-</b>	<b>953</b>	<b>247</b>	<b>26</b>	<b>528</b>	<b>55</b>

## 9. Details of performance and career development reviews of employees and worker:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	% B/A	Total (C)	No.(D)	% D/C
<b>Employees</b>						
Male	2,676	2,676	100	2,510	2,510	100
Female	42	42	100	44	44	100
<b>Total</b>	<b>2,718</b>	<b>2,718</b>	<b>100</b>	<b>2,554</b>	<b>2,554</b>	<b>100</b>
<b>Workers</b>						
Male	929	929	100	953	953	100
Female	-	-	-	-	-	-
<b>Total</b>	<b>929</b>	<b>929</b>	<b>100</b>	<b>953</b>	<b>953</b>	<b>100</b>

## 10. Health and safety management system:

## a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes.

All locations have implemented and are certified for Occupational Health & Safety Management System. The management system covers all employees, workers and interested party's health and safety at each certified location. All our OHC are well equipped facilities with latest technology equipment's with dedicated ambulance at each plant. The system includes everything from planning to developing strategies and procedures, as well as monitoring and analysing data and improving it continually.

## b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

1. Periodical Safety Audit,
2. Hazard Identification of Various Routine and Non Routine Activities
  - i) Classifying work activities
  - ii) Identifying hazards and describing hazardous events
  - iii) Identify risk controls
  - iv) Determine risk
3. Risk Assessment for Identified Hazard
  - i) Estimation of the potential severity of consequence
  - ii) Estimating the likelihood (degree of certainty/uncertainty)
  - iii) Categorization of Risks levels (Intolerable, Substantial and Moderate risk levels are unacceptable risk and Trivial and tolerable levels are acceptable risks)
4. Actions & Time Scale
  - i) Based on the Risk Level, risk reduction/control measures implemented within defined timelines
  - ii) Ensure controls are maintained

## c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Yes/ No)

Yes. We have a safety helpdesk system and it is accessible by any person in the factory through which all unsafe conditions or unsafe acts can be entered and the points are routed to the concerned person for completion of the point and we have a safety committee members site inspection process. Periodical inspection takes place and unsafe acts and unsafe conditions when observed in the inspection are getting rectified.

## d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes - Available in all units to all category of employees (Through Group Medical Insurance, ESI and OHC medical facility)

## 11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	-	-
	Workers	-	-
Total recordable work-related injuries	Employees	-	-
	Workers	-	5
No. of fatalities	Employees	-	-
	Workers	-	-
High-consequence work-related injury or ill health (excluding fatalities)	Employees	-	-
	Workers	-	-



## 12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Ramco Cements ensures Occupational Health and Safety of all its employees by:

- Exhibiting highest standards of corporate behaviour towards its employees, consumers and the society in which the company operates.
- Developing, introducing and maintaining systems across the Company to meet the Company's standards, as well as statutory requirements for ensuring Safety and Health of the employees and protection of Environment.
- Providing Engineering control over the control and eradication of hazards from the system.
- Using advance technology to ensure safety and health.
- Continual Training & development for all workers and employees on safety aspects
- Celebrating Safety Week and conducting various competition to worker participation and consultation for a safe working environment.
- Implementation of IS/ISO 45001 for high level Safety Structure.

## 13. Number of Complaints on the following made by employees and workers:

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	-	NIL	NIL	-
Health & Safety	NIL	NIL	-	NIL	NIL	-

## 14. Assessments for the year:

Particulars	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

## 15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health &amp; safety practices and working conditions.

Nil

## LEADERSHIP INDICATORS

## 1. Does the entity extend any life insurance or any compensatory package in the event of death of

## a. Employees (Y/N)

Yes

## b. Workers (Y/N)

Yes

## 2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The value chain partners' assessment will be initiated in the forthcoming financial year.

3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particulars	Total No. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24	FY 2022-23	FY 2023-24	FY 2022-23
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working Conditions	Nil

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No corrective actions were required to be taken, as no significant risk / concern was reported on health, safety and /or working conditions in value chain partners.

## PRINCIPLE 4

## Businesses should respect the interests of and be responsive to all its stakeholders

## ESSENTIAL INDICATORS

## 1. Describe the processes for identifying key stakeholder groups of the entity.

Any individual and group of people, etc. who are impacted due to business operations and projects of the Company are the stakeholders. Any of such individual and group of people that adds value for business and have greater impact on the business are the key stakeholders for the Company. The key stakeholders inter alia include Employees, Shareholders/Investors, Distributors, Customers, Channel Partners, Research Analyst, Vendors, Suppliers, Regulators and Government Agencies.

The process for identification of such key stakeholders is of Qualitative nature. It is conducted in consultation with and feedback from different departments along with Senior Management and Board.

## 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

S. No	Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
1	Investor	No	Mail, Advertisements in Newspapers, Press Releases, Virtual and In-person Meetings and Website	Quarterly, Half-yearly, Annually and as and when needed	Announcing the financials results to the investors, Dividend, Annual Reports, General Meetings, educating and encouraging the shareholders to exercise their voting rights in shareholders' meetings, explaining the procedures for claiming the shares before they get transferred to IEPF and subsequently the procedures for claiming back the dividends and shares, so transferred to IEPF.
2	Customers	No	Multiple Channel - physical and digital	Frequent and on need based	Awareness and product training
3	Employees	No	Emails, Notices and SOPs and other communication mechanisms	On need basis	Follow up for SOPs and compliances with policies of the Company
4	Leadership	No	Emails, Notices and SOPs and other communication mechanisms	Daily	Follow up for SOPs and compliances with policies of the Company
5	Local Communities	No	Interaction with the leaders of local community, elected panchayat members and officials of district administration	Frequent and on need based	Support socially / by CSR Activities to satisfy needs of society / communities
6	Suppliers	No	Email/ con-calls, meetings, Video - conferences	Frequent and on need based	Purchase of packaging material, Equipments, Consumables, etc.
7	Logistics & Mining Contractors	No	E-Mails, Phone Calls and Physical Meetings	Routine	Liaisoning with transport agencies, Purchase of materials, etc

## LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Ramco has formulated several Committees of which Board Members are a part to address stakeholders concerns. These are as follows:

- I. **Audit Committee:** The committee is entrusted with the Business, Economic and Environmental responsibilities of the organization. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements.
- II. **Nomination and Remuneration Committee:** The committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings. The Committee also recommends the remuneration of Senior Management Personnel of the Company.
- III. **Stakeholders Relationship Committee:** This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group.
- IV. **Risk Management Committee:** The committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of Risk Management Policy and also provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organization's risk management system.
- V. **CSR Committee:** The Committee is entrusted with the social responsibility obligations of the company. This committee is responsible for developing and modifying the organization's CSR policy, as well as for identifying the CSR programs and related expenditure for the Company to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee, as is keeping the Board updated of the organization's CSR activities.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes. The stakeholder consultation is used to support the identification and management of environmental and social topics of importance. The formulation of the Company Policies pertaining to Environment and Social have been a result of continuous interactions with the Government Regulatory Authorities, Distributors, Suppliers and the local community.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.

Company directly or through its manufacturing units promotes education and takes required steps for uplifting of under privileged in the society. Apart from these, Ramco also works in promotion of health care, supply of drinking water, create awareness in fields of Mental health (Atmaprasara), Environment (Ecopro), Rural development, water and sanitation and many such relevant fields.

**PRINCIPLE 5****Businesses should respect and promote human rights****ESSENTIAL INDICATORS**

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2,718	322	12	2,554	-	-
Other than permanent	274	-	-	302	-	-
Total Employees	2,992	322	11	2,856	-	-
<b>Workers</b>						
Permanent	929	159	17	953	18	2
Other than permanent	5,426	-	-	5,070	-	-
Total Workers	6,355	159	3	6,023	18	0.30

2. Details of minimum wages paid to employees and workers:

Category	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% B/A	No.(C)	% C/A		No.(E)	% E/D	No.(F)	% F/D
<b>Employees</b>										
Permanent	2,718	-	-	2,718	100	2,554	-	-	2,554	100
Male	2,676	-	-	2,676	100	2,510	-	-	2,510	100
Female	42	-	-	42	100	44	-	-	44	100
Other than permanent	274	-	-	274	100	302	-	-	302	100
Male	235	-	-	235	100	255	-	-	255	100
Female	39	-	-	39	100	47	-	-	47	100
<b>Workers</b>										
Permanent	929	-	-	929	100	953	-	-	953	100
Male	929	-	-	929	100	953	-	-	953	100
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	5,426	3,061	56	2,365	44	5,070	2,813	55	2,257	45
Male	5,277	2,917	55	2,360	45	4,955	2,703	55	2,252	45
Female	149	144	97	5	3	115	110	96	5	4

3. a. Details of remuneration/salary/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	16,50,000	1	7,00,000
Key Managerial Personnel	4	10,17,46,219	-	-
Employees other than BoD and KMP	2,672	8,16,950	42	6,61,000
Workers	929	6,87,164	-	-

## » Business Responsibility and Sustainability Reporting

## b. Gross wages paid to females as % of total wages paid by the entity:

Particulars	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	0.70	0.50

## 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes

## 5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have HCM Grievance portal, Works Committee and Joint Council Committee and they meet periodically or as and when the need arises.

## 6. Number of Complaints on the following made by employees and workers:

Particulars	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

## 7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:

Particulars	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	-	-
Complaints on POSH upheld	-	-

## 8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

- The identity of the Aggrieved employee, Respondent, Witnesses, Statements and other evidence obtained in the course of inquiry process, recommendations of the committees, action taken by the Employer is considered as confidential and not published or made known to anyone.
- Reporting relationship between complainant and complainee is diverted till the enquiry process is completed.
- Management always pay special attention towards complainant working condition and career growth to ensure that there are no adverse consequences due to the complaint.

## 9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

## 10. Assessments for the year

<b>Particulars</b>	<b>% of plants and offices that were assessed (by entity or statutory authorities or third parties)</b>
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at Workplace	100
Wages	100

## 11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

No risk / concern has arisen hence there is no corrective action undertaken.

**LEADERSHIP INDICATORS**

## 1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No Grievance / complaints received hence there is no modification of business process.

## 2. Details of the scope and coverage of any Human rights due-diligence conducted.

Through Awareness and Robust legal & regulatory requirements compliances at all levels through our Internal HR Audit system & Safety Audit on periodical basis.

## 3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes. As per legal requirements.

## 4. Details on assessment of value chain partners:

<b>Particulars</b>	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	Nil
Discrimination at Workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil

## 5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No risk / concern has been raised hence there is no corrective action undertaken.

**PRINCIPLE 6****Businesses should respect and make efforts to protect and restore the environment****ESSENTIAL INDICATORS**

## 1. Details of total energy consumption and energy intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
<b>From renewable sources</b>			
Total electricity consumption (A)	TJ	1,692	946
Total fuel consumption (B)	TJ	2,656	1,672
Energy consumption through other sources (C)	TJ	-	-
Total energy consumed from renewable sources (A+B+C)	TJ	4,348	2,618
<b>From non-renewable sources</b>			
Total electricity consumption (D)	TJ	3,314	3,391
Total fuel consumption (E)	TJ	39,722	31,332
Energy consumption through other sources (F)	TJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	TJ	43,036	34,723
Total energy consumed (A+B+C+D+E+F)	TJ	47,384	37,341
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	TJ/ Rupees in million	0.51	0.46
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)*	TJ/Rupees in million adjusted for PPP	11.60	10.50
Energy intensity in terms of physical output	TJ/ Tonne of cement	2.61e <sup>-3</sup>	2.51e <sup>-3</sup>

\* The revenue from operations has been adjusted for PPP, based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88.

The symbol “e” denotes the value “10” throughout this report.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Our plants are participating in PAT cycle VII and VII-A for which the assessment year is during Financial Year 2024-25

3. Provide details of the following disclosures related to water:

Parameter	Unit	FY 2023-24	FY 2022-23
Water withdrawal by source			
(i) Surface water	Kilolitres	17,05,493	16,32,639
(ii) Groundwater	Kilolitres	8,16,320	7,47,617
(iii) Third party water	Kilolitres	-	-
(iv) Seawater / desalinated water	Kilolitres	-	-
Total volume of water withdrawal (i + ii + iii + iv)	Kilolitres	25,21,813	23,80,256
Total volume of water consumption	Kilolitres	25,21,813	23,80,256



Parameter	Unit	FY 2023-24	FY 2022-23
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Kilolitres/ Rupees in million	26.97	29.26
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	KL/Rupees in million adjusted for PPP	617.11	669.43
Water intensity in terms of physical output	Kilolitres/ Tonne of Cement	1.39e <sup>-1</sup>	1.60e <sup>-1</sup>

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

4. Provide the following details related to water discharged:

Zero Liquid Discharge is accomplished in all our Integrated cement plants and grinding units.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:

In the cement manufacturing process, there are no effluent produced. The water that is used in the plant and township areas undergoes treatment and is then utilized for in-premise requirements.

- The TPP effluent water is treated in effluent treatment plant. The wastewater from boiler blow down, DM plant regeneration, UF & RO rejects and cooling tower blow down of TPP are being neutralized in neutralization tank. The treated water is utilized for equipment cooling in cement plant.
- The Sewage treatment plant is in operation to treat domestic sewage from township, plant, canteen and offices. The treated water is utilized for green belt development.
- The Automobile garage wash water is being treated separately at Oil & Grease Trap.
- The treated effluent water is used for greenbelt, fugitive emission suppression and in cement plant process activities.
- By adopting all these strategies zero liquid discharge is accomplished in our units.

6. Please provide details of air emissions (other than GHG emissions) by the entity:

Parameter	Unit	FY 2023-24	FY 2022-23
NOx	MT	10,701	9,253
SOx	MT	387	268
Particulate matter (PM)	MT	810	708

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

» Business Responsibility and Sustainability Reporting

## 7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) &amp; its intensity:

Parameter	Unit	FY 2023-24	FY 2022-23
Total Scope 1 Emission (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Million Metric tonnes of CO <sub>2</sub> equivalent	9.98	8.00
Total Scope 2 Emission (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Million Metric tonnes of CO <sub>2</sub> equivalent	0.74	0.78
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Million Metric tonnes of CO <sub>2</sub> equivalent/ Rupees in Million	1.15e <sup>-4</sup>	1.08e <sup>-4</sup>
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Million Metric tonnes of CO <sub>2</sub> equivalent/ Rupees in million adjusted for PPP	2.62e <sup>-3</sup>	2.47e <sup>-3</sup>
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Million Metric tonnes of CO <sub>2</sub> equivalent/ Tonnes of cement	5.90e <sup>-7</sup>	5.91e <sup>-7</sup>

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

## 8. Does the entity have any project related to reducing Green House Gas emission?

The company has initiated several measures to reduce the GHG emissions. The usage of Fossil fuels is reduced by adopting Waste Heat Recovery system and wheeling of wind energy. Rooftop solar panels are installed that adds to the share in green energy.

## 9. Provide details related to waste management by the entity:

## a. Total Waste generated

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste	325	195
E-waste	4	3
Biomedical waste	0.4	0.4
Battery waste	11	14
Other Hazardous Waste	103	40
Other Non-Hazardous Waste	7,317	6,351
CPP Fly ash	1,17,571	1,33,020
Total Waste Generated	1,25,331	1,39,623
Waste intensity per rupee of turnover (MT/Million INR) (Total waste generated / Revenue from operations)	1.34	1.72
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/Million INR) (Total waste generated / Revenue from operations adjusted for PPP)	30.67	39.27
Waste intensity in terms of physical output - (tonnes/MT)	6.90e <sup>-3</sup>	9.39e <sup>-3</sup>

- b. For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Parameter	FY 2023-24	FY 2022-23
Category of waste		
(i) Recycled	1,25,209	1,39,566
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,25,209	1,39,566

- c. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	FY 2023-24	FY 2022-23
Category of waste:		
(i) Incineration	14	13
(ii) Landfilling	-	-
(iii) Authorised Disposal Facility	107	43
Total	121	56

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes

The particulate matter collected in the air pollution control equipment are used to collect and re-utilized in the respective product section.

The sludge generated in the STP is being used as manure in greenbelt activities, in place of chemical fertilizers. The chemical fertilizers are avoided inside the premises by utilizing the sludge as bio manure.

The organic wastes are segregated and composted in the vermicomposting yard. The compost is utilized for the plantations in premise. Other wastes like wood, paper and plastics are utilized as alternate fuel in the kiln.

Bio-gas plant is operated in the premises using the kitchen waste that are collected from the township. The LPG is replaced by biogas in the industry canteen.

The Bio-medical waste from the Occupational Health center are segregated based on the type of waste and sent to authorized Biomedical waste processor.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:

None of the facilities are located near ecologically sensitive areas.

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

S. No	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	T.Koppuchitampatti Lime Kankar and Clay Quarry Lease-IV, Extent 294.18.5 Ha, Virudhunagar District, Tamil Nadu	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	06-07-2023	Yes	Yes	-
2	Maravarperungudi Lime Kankar and Clay Quarry Lease-I, Extent 498.87.0 Ha, Virudhunagar District, Tamil Nadu	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	12-07-2023	Yes	Yes	-
3	Vadakkunatham Lime Kankar and Clay Quarry Lease-V, Extent 123.26.5 Ha, Virudhunagar District, Tamil Nadu	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	12-07-2023	Yes	Yes	-

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non compliances:

Compliant with all the relevant regulations

#### LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress:

For each facility / plant located in areas of water stress, provide the following information:

- Name of the Area: Salem(TN), Method(KA)
- Nature of operations: Cement grinding Unit
- Water withdrawal, consumption and discharge:

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water withdrawal by source</b>			
(i) Surface Water	KL	-	-
(ii) Groundwater	KL	31,873	34,022
(iii) Third party water	KL	-	-
(iv) Seawater / desalinated water	KL	-	-
(v) Others	KL	-	-
Total volume of water withdrawal	KL	31,873	34,022
Total volume of water consumption	KL	31,873	34,022
Water intensity per rupee of turnover	KL/Rupees in million	3.39e <sup>-1</sup>	4.16e <sup>-1</sup>

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment entity</b>			
(i) To surface water			
- No treatment	KL	-	-
- With treatment	KL	-	-
- Primary treatment	KL	-	-
- Secondary treatment	KL	-	-
- Tertiary treatment	KL	-	-
(ii) To Groundwater			
- No treatment	KL	-	-
- With treatment	KL	-	-
- Primary treatment	KL	-	-
- Secondary treatment	KL	-	-
- Tertiary treatment	KL	-	-
(iii) To Seawater			
- No treatment	KL	-	-
- With treatment	KL	-	-
- Primary treatment	KL	-	-
- Secondary treatment	KL	-	-
- Tertiary treatment	KL	-	-
(iv) Sent to third-parties			
- No treatment	KL	-	-
- With treatment	KL	-	-
- Primary treatment	KL	-	-
- Secondary treatment	KL	-	-
- Tertiary treatment	KL	-	-
(v) Others			
- No treatment	KL	-	-
- With treatment	KL	-	-
- Primary treatment	KL	-	-
- Secondary treatment	KL	-	-
- Tertiary treatment	KL	-	-
Total water discharged	KL	-	-

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

2. Please provide details of total Scope 3 emissions & its intensity:

Assessment has to be carried out in the upcoming year.

Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency

No

## » Business Responsibility and Sustainability Reporting

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities  
Not Applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Installation of waste heat recovery system at Kolimigundla unit.	A new generator of 3.15 MW had been commissioned.	WHRS reduces the dependency on fossil fuel and as an initial step towards Net Zero.

5. Does the entity have a business continuity and disaster management plan?

Yes.

All our units are aided with on-site emergency plan which holds in the disaster management plan. The on-site emergency plan are framed as per the corporate safety manual. The plan is targeted to contain the incident, minimize casualties and prevent further injuries, migratory measures, quick and streamlined relief and rescue operation without unnecessary delay, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. This can be achieved by:

- Informing the workplace hazards to the workers through awareness training.
- Identifying the areas where there is uncertainty in safety. What if analysis is carried out in appropriate area.
- Implementing controls to eliminate risk, or if elimination is not possible, reducing the risk to as low as is reasonably practicable.
- Monitoring implementation by inspecting & auditing controls to ensure they are working as expected.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Value chain partners assessment will be initiated in the forthcoming financial year.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

The Value chain partners assessment will be initiated in the forthcoming financial year.

**PRINCIPLE 7**

**Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**ESSENTIAL INDICATORS**

1. a. Number of affiliations with trade and industry chambers/ associations.

14

- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No	Name of the trade and industry chambers associations	Reach of trade and industry chambers/ associations (State/National)
1	Global Cement and Concrete Association	National
2	Bureau of Energy Efficiency	National
3	National Council for Cement and Building Materials	National
4	Confederation of Indian Industry	National
5	Cement Manufacturers Association	National
6	Indian Wind Power Association	National
7	The Employers' Federation of Southern India	National
8	The Madras Chamber of Commerce & Industry	State
9	Madras Management Association	State
10	Virudhunagar Chamber of Commerce and Industry	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Competition Commission of India	The Builders Association of India has filed a complaint against The Ramco Cements Limited (The Company) & Cement Manufacturers Association (CMA) and other leading cement companies, before the Competition Commission of India (CCI) in the year 2006. Vide its order dated 20-06-2012, a sum of Rs. 258.63 crores were imposed as penalty against The Ramco Cements Limited for contravening the provisions of section 3(1) read with section 3(3) (a) and 3(3)(b) of the Competition Act 2002. Against the said order, the cement companies went for an appeal to the Competition Appellate Tribunal (COMPAT) and the Honourable Appellate Tribunal was pleased to refer the matter before CCI for fresh adjudication. Thereafter, by order dated 31-08-2016, CCI reiterated the substantial portion of its earlier order imposing Rs. 258.63 crores towards alleged cartelisation. Aggrieved by the said order, the Company filed an appeal before COMPAT and obtained an interim order on 28-11-2016, wherein the Company was directed to deposit 10% of the penalty amount in the registry of COMPAT by way of Fixed deposit, within 60 days from the date of the order. Accordingly, the Company has deposited the amount of Rs. 25.86 crores (10% of Rs.258.63 crores) on 30-11-2016. In the year 2017, central government abolished COMPAT and all its powers and functions were vested with NCLAT. Vide order dated 25-07-2018, NCLAT dismissed the Company's appeal along with the appeals of other cement companies. Aggrieved by the NCLAT order, the company preferred an appeal before the Honourable Supreme Court and the Honourable court was pleased to admit the same and directed to continue the interim order passed by NCLAT. Accordingly, the Company re-deposited a sum of Rs. 25.86 crores [ i.e., 10% of the penalty amount of Rs.258.63 crores] and the said deposit is classified under "Bank Balances other than Cash and Cash Equivalents"	The proceedings are ongoing.

**LEADERSHIP INDICATORS**

## 1. Details of public policy advocated by the entity

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	Net Zero Emission Road-map for Indian cement Industries	Inputs shared during working group meetings and E-Mail.	Yes	Whenever required	-
2	Sustainable product and usage	Through advertisement, training on Right product for Right application through the MACE team.	No	Periodically	-

**PRINCIPLE 8****Businesses should promote inclusive growth and equitable development****ESSENTIAL INDICATORS**

## 1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

S. No	Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Expansion projects and greenfield projects undergo an Environmental Impact Assessment (EIA) for Environment Clearance. Furthermore, a socio-economic study of the surrounding study area is conducted as part of the EIA report. The EIA study carried out in the FY 23-24 is mentioned in Q. No-12 of Principle 6.						

## 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&amp;R) is being undertaken by your entity:

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families(PAFs)	% of PAF covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

## 3. Describe the mechanisms to receive and redress grievances of the community

To ensure effective community engagement and resolution of grievances, every unit has a specialized CSR team. These teams collaborate closely with various stakeholders such as the local community and district administration aiming to devise and execute projects that offer the most suitable solutions.

## 4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Particulars	FY 2023-24	FY 2022-23
Directly sourced from MSMEs/ small producers	2%	2%
Directly from within India	92%	88%



5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Parameter	FY 2023-24	FY 2022-23
Rural	36%	37%
Semi-urban	27%	27%
Urban	9%	8%
Metropolitan	28%	28%

## LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

No negative impact

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No	State	Aspirational District	Amount Spent (In INR)
1.	Tamil Nadu	Virudhunagar	1,87,87,500
2.	Andhra Pradesh	Visakhapatnam	48,51,000

3. a. Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

No

- b. From which marginalized /vulnerable groups do you procure?

NA

- c. What percentage of total procurement (by value) does it constitute?

NA

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge

NA

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

NA

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Art & Culture	12,580	8.00
2	Disaster Relief	33,253	24.90
3	Education	15,985	87.44
4	Environment Sustainability	1,785	48.91
5	Health	1,26,462	53.66
6	Rural Development	1,09,679	11.89
7	Sports	7,200	19.44

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
8	Sanitation	10,143	40.86
9	Vocational Skills	1,106	56.87
10	Water	32,115	15.96
11	Women Empowerment & Livelihood	30	100.00

**PRINCIPLE 9**

**Businesses should engage with and provide value to their consumers in a responsible manner**

**ESSENTIAL INDICATORS**

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company is educating all construction professionals – Masons, Architects, Contractors, Engineers – through its awareness/promotional programs. All the complaints were resolved during the year and no customer complaints were pending at the end of the year.

The Company carries out consumer surveys / consumer satisfaction trends, through interaction with end users and the information is utilized to improve the business operations/ services.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	The company ensures that all its products meet statutory requirements, with necessary information on the packaging as per BIS standard.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

Particulars	FY 2023-24			FY 2022-23		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

4. Details of instances of product recalls on account of safety issues:

Particulars	Number	Reasons for recall
Voluntary recalls	-	Not Applicable
Forced recalls	-	Not Applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. Cybersecurity and Data Privacy Policy is available in website

Web link : <https://ramcocements.in/investors/codes-and-policies>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services

We had implemented a robust set of cybersecurity measures to ensure the system security and safety and privacy of our customer's data. These measures include:

- Secure Server/Network Infrastructure
- Strong Access Controls
- Data Minimization and Privacy by Design
- Encrypt Data
- Regular Software Updates and Patch Management
- Regularly Backup Data
- Secure Communication Channels
- Regular Security Audits and Penetration Testing

By adhering to these security protocols, we have significantly reduced the risk of cybersecurity breaches and fortified the protection of customer data.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches

NIL

- b. Percentage of data breaches involving personally identifiable information of customers

NIL

- c. Impact, if any, of the data breaches

Not Applicable

#### LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Ramco provides information about the product and services through its Website, News Paper /TV advertisements, Facebook and Instagram. Primary source of the information is our corporate website which can be accessed on <https://www.ramcocements.in>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services

Information regarding usage of product and end use applications are given in the respective product catalogue, Website of the Company, etc. The information on proper usage of products is provided with live demonstrations to Masons, Architects and Dealers at Ramco Research and Development centre.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services

The products and services offered by Ramco Cements does not constitute in the category of essential services and hence this disclosure is not applicable.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The required information are given on all the products of the Company as required by the applicable laws. For some products, information over and above the mandated requirement is also provided. Customer satisfaction survey and the feedback is a continuous process as the dealers, sales and technical team are in constant touch with the customers to ensure that this is communicated transparently across the value chain.

We are in touch with customers through promotional meetings and one to one interactions with them through sales and MACE team at various places. As and when challenges /queries of customers come up they are redressed.

*Note: Previous year's BRSR figures have been restated wherever necessary.*