

August 16, 2022

Bombay Stock Exchange Limited
New Trading Ring,
Rotunda Building, P J Towers,
Dalal Street, Fort
Mumbai-400001
Security Code: 535754

National Stock Exchange of India Limited
"Exchange Plaza", Plot No. C-1, Block G
Bandra – Kurla Complex, Bandra (East),
Mumbai – 400 051


Symbol: ORIENTCEM

Dear Sir,

Sub: Business Responsibility and Sustainability Report (BRSR) for the financial year 2021-22

Please find attached herewith the BRSR forming part of the Annual Report of the Company for the financial year 2021-22.

Yours faithfully,
For **Orient Cement Limited**


Nidhi Bisaria
(Company Secretary)



Encl. As stated

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L26940OR2011PLC013933
2.	Name of the Company	Orient Cement Limited
3.	Year of Incorporation	2011
4.	Registered Office Address	Unit –VIII, Plot No. 7, Bhoinagar, Bhubaneswar-751012, (Odisha)
5.	Corporate Address	5-9-22/57/D, 2 nd Floor, GP Birla Centre, Adarsh Nagar, Hyderabad, Telangana – 500063
6.	Email Address	soumitro.bhattacharyya@orientcement.com
7.	Telephone	91-40-23688600
8.	Website	www.orientcement.com
9.	Financial Year Reported	April 1, 2021- March 31, 2022
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	₹20,48,68,760/-
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. Soumitra Bhattacharyya, Chief Financial Officer 040-23688788 soumitro.bhattacharyya@orientcement.com
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 basis as there is no other entity forming part of the financial statements of the Company.

II. Products/Services

14. Details of business activities (accounting for 90% of the turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Clinker and Cement Manufacturing	Manufacturing and sale of Cement	99.67%

15. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1.	Clinker and Cement	2394	99.67%

III. Operations

16. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	3	30	33
International	NIL	NIL	NIL

17. Markets served by the Company

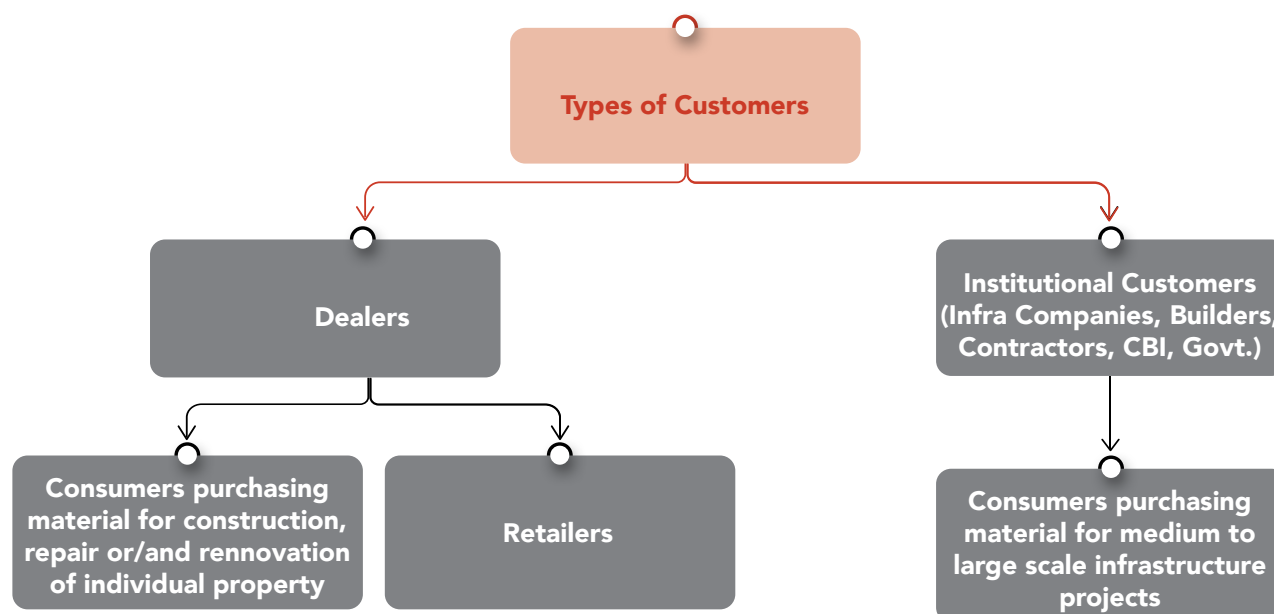
a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	NIL

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

Nil. The products are sold only in India.

c. Types of customers



IV. Employees

18. Details as at the end of Financial Year, i.e., March 31, 2022:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	858	831	96.85	27	3.14
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D+E)	858	831	96.85	27	3.14

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
WORKERS						
4.	Permanent (F)	342	330	96.49	12	3.50
5.	Other than Permanent (G)	3270	3143	96.12	127	3.88
6.	Total workers (F+G)	3612	3473	96.15	139	3.85

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	3	100	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D+E)	3	3	100	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	1	1	100	-	-
5.	Other than Permanent (G)	1	0	0	1	100
6.	Total differently abled workers (F+G)	2	1	50	1	50

19. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22
Key Management Personnel	3	1	33

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2022			FY2021			FY2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.45	1.75	16.20	10.36	1.28	11.64	16.09	1.23	17.32
Permanent Workers	4.39	-	4.39	9.77	-	9.77	11.61	-	11.61

Note: This includes employees/workmen who have retired during the year.

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

21. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
NIL				

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No)** Yes
(ii) Turnover (in ₹ Lacs): ₹2,72,541.66 lacs
(iii) Net worth (in ₹ Lacs): ₹1,52,542.82 lacs

VII. Transparency and Disclosure Compliances

23. Complaints/Grievances on any of the principles (Principle 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 weblink for grievance redressal policy)	FY2022			FY2021		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	1	0	-	24	0	-
Employees and workers	Yes	0	0	-	0	0	-
Customers	https://www.orientcement.com/wp-content/uploads/2016/05/Whistle-Blower-Policy.pdf	4	0	-	8	0	-
Value Chain Partners		1	0	-	2	0	-
Others (Anonymous)		1	0	-	0	0	-

24. Overview of the Company's business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. 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	Business Continuity amidst Covid-19	Risk	Due to the lockdown imposed on account of Covid-19 and new regulatory requirements put forward by the Government from time to time, businesses are facing challenges w.r.t continuity of operations, selling and distribution.	<ul style="list-style-type: none"> - Dynamic Business continuity plans have been formulated to prepare against the spread of the infection, back-up for critical roles identified and remote working implemented to maintain isolation, where appropriate. - Wide adoption of virtual communication platforms such as MS Teams, Zoom etc. have enabled employees to work remotely and ensured smooth business operations across the organization. 	During the reporting period, proactive risk management has mitigated health and supply chain risks and adverse financial impact from such dislocations has been averted.

Sl. 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)
				<ul style="list-style-type: none"> - Digitisation initiatives like Radio Frequency Identification (RFID) systems in plants to promote contactless entry/exit. - Electronic proof of delivery and automated invoice uploads and verification through customer portal. - Enhancing customer centricity by upgrading our tools to manage customer interactions, market insights and sales transactions through an integrated mobile based platform. - Audio/Video supports taken from service engineers to avoid physical contacts. 	
2	Health and safety of employees and workers	Risk	Due to the Covid-19 outbreak, significant risk to the health of employees persists.	<ul style="list-style-type: none"> - All staff (Plants, Offices, Sales, Off-role, Workmen) have been vaccinated with both doses. - The Covid-19 Crisis Committee and resumption SOPs were formulated that played a key role in addressing challenges during the second wave and implementing safety protocols across the Company. Safety measures as per instructions from the Government were implemented and communicated to all staff members. - To ensure employee safety, emphasis was given on practicing personal hygiene, social distancing and usage of masks. Hand wash and sanitizers were provided. 	<p>To minimise the risk of infection, flexible work from home facilities were introduced and extended as far as practicable. Wherever required, additional costs were incurred to make the facility and offices equipped with necessary Covid-specific protective facilities. Further, additional cost was also incurred to build a robust IT system to support remote working.</p> <p>The Company took cognizance of the significant and rising hospitalisation costs in the wake of the pandemic and doubled its medical insurance coverage for all employees including COVID coverage from 1st Oct-2020 and the same has been renewed up to Sep-2022.</p>

Sl. 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)
				<ul style="list-style-type: none"> - Regular temperature checks were carried out at the office/plant gate. Use of Arogya Setu App was prioritised, work from home opportunities were created for suitable roles and the use of public transport was minimised. - Incoming trucks to the plants and vehicles carrying staff were sanitised and monitored in every shift. - Oxygen concentrators were provided at plant OHC and at Hyderabad office to tackle any emergency situation. - The Company also collaborated with hospitals to facilitate emergency admissions. Beds for staff who tested Covid positive were also made available on need basis during the second wave of Covid-19. 	
3	Local community involvement and social development	Opportunity	Maintaining healthy relationships with local communities has enabled the Company to effectively contribute to social development and thus create foundation for a sustainable business.	<ul style="list-style-type: none"> - The Company continues to engage in CSR activities at all plants to create deeper bonds with the community at large. - At our Plants, apprenticeship programmes are in practice with an objective to provide the local villagers with vocational skills to improve employability. - Both Devapur and Chittapur provide primary and secondary schooling facilities and medical facilities to the local community. 	Please refer Principle-9 of this report & Annexure 3 'Annual Report on CSR' forming part of the Directors' Report for details of the spend made by the Company.

Sl. 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)
4	Labour / industrial relations	Risk	<ul style="list-style-type: none"> - Maintaining stable relations with Labour Unions and addressing labour issues. - Action against human rights violation 	<ul style="list-style-type: none"> - The Company has recognised the role of Labour Unions and has fostered harmonious relations with the Union. - It is also taking proactive and timely steps to resolve issues that crop up from time to time. 	No material impact during the period under review.
5	Environmental Compliance	Risk	Ensuring compliance with MOEF and other regulatory requirements.	<ul style="list-style-type: none"> - The Company continues to closely monitor and comply with regulatory requirements and has the necessary infrastructure at all plants to regularly review the process and ensure compliance. - Third party services contracted to ensure compliance. 	Additional expenditure undertaken to build the necessary infrastructure across the operations and professional fees paid to third party to ensure complete and timely compliance.
6	Energy, Fuel and usage of alternative fuels or hazardous wastes	Opportunity and Risk	<p><u>Risk –</u></p> <ul style="list-style-type: none"> - High volatility in Coal and Petcoke availability and prices. - Hazardous wastes require specific safety protocols to be maintained right through its life cycle (i.e. transportation, handling and disposal/ usage). - Changes in legislative norms on waste collection and utilisation 	<ul style="list-style-type: none"> - Pollution Control Board (PCB) permission is taken for usage of hazardous wastes. SOPs are defined and continuously monitored to ensure compliance. - The Company has a robust infrastructure to arrest pollution. - Continuous efforts and monitoring mechanisms are in place to address process variability and ensure there is no impact on quality. Investments in digitally enabled monitoring and process optimisation systems during the year are supporting this initiative. 	Additional expenditure incurred to install AFR handling systems at both plants. During FY22, 15.1% of alternative fuels were co-processed in kiln and 6.3% of alternative fuels were consumed in Captive Power Plant, substituting fossil fuels and promoting circularity. Total savings achieved during the year by using AFRs was ~₹35 crores. Additional resources deployed to procure and use locally generated agri-waste to improve thermal substitution, promoting interdependence with local communities.

Sl. 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)
			<p>– Process variability caused by variable chemistry of different alternative raw materials/fuels may impact quality.</p> <p><u>Opportunity –</u> AFR including hazardous wastes help mitigate availability, lower cost, promote a circular economy and contribute towards sustainability goals.</p>		
7	Material/Services sourcing	Risk	<p>Surge in the cost of raw materials</p> <ul style="list-style-type: none"> - High dependency on local vendors/ sources. - Increased logistics costs due to rise in fuel price. - Quality and consistency in parameters of raw materials is a challenge. - Service provider's adherence to statutory compliances like labour, SHE etc. 	<ul style="list-style-type: none"> - Optimize fuel procurement based on arbitrage and availability locally as well as globally. - Efforts are ongoing to enlarge supplier base and have long term contracts. - Adoption of Green Logistics Policy i.e., explore and apply reverse logistics wherever possible to minimise dead freight. - Progressive shift from road to rail mode to reduce cost and emissions. 	The availability challenges were successfully met and cost impacts largely mitigated, avoiding any dislocation.

Sl. 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)
				<ul style="list-style-type: none"> - Quality parameters are contractually specified, tracked through our in-house labs and strictly enforced - EHS Policy is an integral part of all service contracts, which is shared with the provider and strictly enforced. 	
8	Water management	Risk	<ul style="list-style-type: none"> - Excessive consumption of water for operations as well as for dust suppression. - Discharge of effluents contaminating soil and ground water. 	<ul style="list-style-type: none"> - Most water requirements to run the plants are fulfilled with available water from mines and rainwater reservoirs. - Close monitoring and management of water consumption to ensure our plants are water positive. - Treated water utilised for dust suppression and green belt development. - Zero liquid discharge. 	<p>Additional expenditure incurred on infrastructure for water conservation and rainwater harvesting initiatives.</p> <p>Despite the fact that we have not been drawing water from nearby rivers, necessary permissions are being retained for any emergency needs.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes Note 1	Yes	Yes	Yes	Yes	Note 2	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Note 3	No	No	Yes	No	No		Yes	No
c. Weblink of the policies, if available	*	**	-	#	##	***		#	-
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes		Yes	Yes
3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	No	No	No	Yes		No	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 the Company and mapped to each principle.	The policies are based on prescribed principles, Bureau of Indian Standards (BIS), conformance to the spirit of International Standards on, ISO 9001, ISO 14001, ISO 45001, ISO 50001 GRI-standards and ILO principles, GCCA/ WBCSD, PAT (Performance, Achieve Trade) NABL, GPTW (Great Place to Work) wherever applicable.								
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The commitments and goals wherever required are set by the Company and have been mentioned in respective principle.								
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	NA								

Note-1:- The policy is embedded in the Company's quality, environment, energy, safety policies which, inter alia, relate to safe and sustainable products.

Note-2:- The need for a formal policy was not identified.

Note-3:- The Code of Conduct for Directors and Senior Management and the Whistle Blower Policy of the Company are approved by the Board of Directors of the Company and are signed by the Managing Director & CEO of the Company.

*<http://www.orientcement.com/wp-content/themes/orient/assets/pdfs/Acrobat-Documents.pdf>

**<http://www.orientcement.com/sustainability/>

#<https://www.orientcement.com/wp-content/uploads/2021/05/corporate-social-responsibility-policy.pdf>

##<http://www.orientcement.com/wp-content/uploads/2018/03/OCL-Human-Rights-Policy.pdf>

***<http://www.orientcement.com/sustainability/>

Governance, leadership and oversight

7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>) Statement by the Managing Director & CEO highlighting the relevance of sustainability to the organisation is mentioned at page nos. 10 to 12 of Annual report FY22. Please refer page nos. 26 to 29 of Annual Report FY 22 for ESG targets and achievements of the Company.	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Desh Deepak Khetrpal Managing Director & CEO DIN: 02362633
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The business responsibility performance of the Company is assessed on a regular basis by the Senior Leadership Team comprising the Managing Director & CEO, Chief Financial Officer, Plant Heads, HR Head, Sales and Marketing Head and Procurement Head. Overall performance is assessed at least once in a year by the Board. The targets related to environmental KPI, such as reduction of water usage in operations, use of alternative fuels and raw materials as well as mitigation and management of climate change impacts are part of the KRA of senior management. The Managing Director reviews performance against these KRAs on a quarterly basis. The Board is kept briefed about the progress on these parameters.

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/Quarterly/ Any other – please specify)										
	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P		
	1	2	3	4	5	6	7	8	9	1	2	3	4	5	6	7	8	9		
Performance against above policies and follow up action																			Managing Director & CEO	Quarterly
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																			Managing Director & CEO	Quarterly

11.

	P	P	P	P	P	P	P	P	P	
	1	2	3	4	5	6	7	8	9	
Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.										Yes, the Company has engaged M/s TUV India Private Limited for conducting the Limited Assurance of this report.

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

Questions	P	P	P	P	P	P	P	P	P
	1	2	3	4	5	6	7	8	9
The entity does not consider the Principle material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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.

Orient Cement has put in place a strong and transparent governance framework to instil and enforce ethical values in the Company's overall culture and protect the interests of all stakeholders. To prevent unlawful practices, the Company's Code of Conduct specifies objectives, duties and guidelines for employees as well as the senior management, which needs to be adhered to by all. It reinforces the Company's commitment to comply with expected standards of ethical behaviour and prepares all employees to inculcate the principles defined by the Code of Conduct in their day-to-day practices. The deviations, if ever, detected/reported, are dealt with the required firm hand and visibility.

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	%age of persons in respective category covered by the awareness programmes
Board of Directors Key Managerial Personnel	The Board of Directors and KMPs have attended approximately 20 familiarization opportunities around the Board Meetings and other Committee Meetings.	The topics are aligned with the material topics as identified during the stakeholder consultation, including, but not limited to, compliance and governance parameters, Occupational Health and Safety, Business Growth and Strategy, Environment and Sustainability, Regulatory changes and Corporate Social Responsibility, etc.	100%
Employees other than Board of Directors and KMPs	The Employees other than Board of Directors and KMPs have undergone 89 awareness sessions and training programmes.	The topics were aligned with material topics as identified during stakeholder consultation, including, but not limited to, POSH, Water & Energy Conservation, IT Security, Incident Investigation, Productivity, Environment Protection, Digitisation and Fire Safety	80%
Workers	11 Awareness (all Plants) and 9 Skill Development Programmes at Chittapur Plant.	Awareness Programmes on Health & Safety and On-skill Development Programmes	Awareness Programmes were attended by 98% workers and skill development programmes by 69% workers

Open house sessions are conducted time to time by the Managing Director & CEO of the Company on Workplace@facebook.com and/or through Zoom. In the said sessions, the Managing Director & CEO addresses the employees and familiarises them with business updates, developments in the Cement Industry, challenges faced, new initiatives taken on environment and social fronts to address the commitments of the Company, etc. These sessions are attended by the employees in large numbers. Recordings of such sessions are also available for employees to view them at their convenience on the Workplace platform. In addition to these engagements during the financial year, Plant Leadership Team and Functional Leadership team had many sessions in smaller groups to reiterate various principles, values and policies across levels.

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:

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and

Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

The Company periodically analyses the regulatory compliance risks pertaining to its business and necessary actions are taken, to mitigate such risks. Its commitment towards regulatory compliance is further confirmed by the online compliance tool 'Kavach'. The tool is administered by the Legal Head of the Company and maps statutory compliances to each area of business activity.

No order or penalty that may adversely impact the Company and its future operations were passed or imposed by any Regulatory authority or Courts on the Company.

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.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
	Not applicable

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

The policy related to the prevention of bribery and corruption is embedded in the Company's Codes of Conduct (viz, Code of Conduct for Employees, Code of Conduct for Directors and Senior Management and Supplier Code of Conduct), Whistle Blower Policy and HR policies and practices.

The required steps to ensure proper reporting of incidents are outlined in the Whistle Blower policy. All complaints received from whistle blowers are placed before the Audit Committee and the Board of Directors on a quarterly basis. The Company also creates awareness about the Whistle Blower mechanism and Code of Conduct to ensure proper implementation of the Codes.

The relevant policies can be accessed at <https://orientcement.com/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:

The Directors, KMPs, employees or workers have not been subjected to any action by law enforcement agencies for charges of bribery/corruption in the current financial year as well as the previous financial year.

6. Details of complaints with regard to conflict of interest

No complaints with regard to the conflict of interest of Directors and KMPs has been received in the current fiscal year as well as the previous year.

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 conflict of interest.

Not applicable

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	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
20 Unique Programs (conducted at Plant locations multiple times)	Training sessions were conducted for Contractors, (including their supervisors & workmen) covering majorly maintaining inward & outward registers, to verify needful documents for inward & outward-returnable and non-returnable materials, behaviour based safety and avoid unsafe practices, limestone mining practices, types of emergencies & threats, electrical safety awareness, firefighting and maintenance of fire hydrant, etc.	71.80%
12 Unique programs (conducted at multiple locations and times)	Awareness programs for our Channel Partners, Influencers and Customers were conducted with primary objective – Product awareness, construction practices/learnings from the various technical points to strengthen appropriate construction practices, Premium Product awareness –StrongCrete– unique features, benefits and cost saving; value added services provided by the technical team; technical trainings at Plants; health programs for value chain partners and their family members	72.85%

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.

The Company's Code of Conduct for Directors and the senior management requires that they take utmost care while involving themselves in any transaction directly or indirectly in which they have a direct or indirect interest that conflicts, or may conflict, with the interests of the Company. They are expected to:

- avoid conflicts of interest
- not to accept benefits from third parties
- declare interest in a proposed transaction or arrangement (transactional conflicts)
- declare interest in an existing transaction or arrangement

Every member of the Board and senior management is required to submit an affirmation of compliance with the provisions of the Code of Conduct annually.

Principle 2: Business should provide goods and services in a manner that is sustainable and safe

Orient Cement strives to manufacture products that have a minimal impact on the environment and communities in which it operates. Orient Cement's website gives the knowledge required for IHB-Individual House Builders about good construction practices through home building videos, estimating and costing tools of several stages through cost calculator and literature on Vaastu compliance. All these inputs are available at the link: <https://www.birlaa1.com/planning-tool.html> and will help the IHB's in building a sustainable dream home with optimum usage of resources. Our blended cement has been certified as a "Green Product" by CII, Green Products and Services Council since 2019.

Sustainability has always been embedded in the philosophy and operations of the Company through operational and resource efficiency. To fulfil this endeavour, the Company proactively aims to limit its ecological footprint across its business operations and further strengthen responsible practices that make way for sustainable development.

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

Segment	FY2022	FY2021	Details of improvements in environmental and social impacts
R&D (Capex)	7.08%	1.50%	<p>Details of projects implemented in FY22</p> <ul style="list-style-type: none"> • Installed LAFR (Liquid Alternative Fuel & Raw material) system at Devapur to enhance % of AFR-HW co-processing in kiln circuit • Increased the capacity of AFR feeding system at Devapur & Chittapur • Lab equipment to support process optimisation and sustain product quality

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
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) (b) E-waste (c) Hazardous waste and (d) other waste.

Yes, the Company's sourcing policies and procedures aim at continuously increasing sustainable sourcing. These include vendor selection process, vendor onboarding process, contract negotiation and award process and post contract support for all supply and service contracts. All the vendors'/service providers' expectations are clearly communicated, discussed and aligned for a sustainable journey in the sourcing lifecycle.

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

Approximately 55% of our vendors/suppliers of input materials (including vendors/suppliers of alternative fuels and raw materials) have confirmed compliance with the requirements of social and environmental standards and are certified by International Organization for Standardization in this regard. The Company has also been increasing its share of transportation of cement and raw materials in favour of railways. The Company also conducts regular safety training sessions for drivers, including those employed by logistics partners.

Cement is packed in PP (Polypropylene) bags which generates certain quantity of plastic waste depending upon sales. We procure equivalent quantity of plastic waste from multiple sources and co-process it in the kiln circuit including internal plastic wrappers as a fuel in line with plastic waste management guidelines. E-waste and hazardous waste generated is disposed to authorised recycler(s).

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, EPR is applicable to Orient Cement. The Company has submitted its action plan on plastic waste management to the Central Pollution Control Board (CPCB), in line with the EPR policy.

Leadership Indicators –

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

Indicate input material	Recycled or re-used input material to total material	
	FY2022	FY2021
Fly Ash & Chemical Gypsum	16.51%	16.54%

Note: There is a slight reduction in percentage of recycled material due to higher overall raw material consumption in FY22 although the absolute quantity of recycled material consumption has increased during the reporting period.

2. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY2022			FY2021		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Please refer essential indicator 8 of Principle-6					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
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The end product is cement and it is utilised in the form of concrete for construction purposes. Therefore, it cannot be reclaimed. As regard, packaging material, please refer essential indicator 3 above

Principle 3: Business should respect and promote the wellbeing of all employees, including those in their value chains

Orient Cement is a people-centric organisation and believes that employee well-being plays a crucial role in our productivity and success. The Company adopts fair employment practices and provides equal employment opportunities to individuals who are qualified to perform the assigned jobs. The Company pays special attention to the health and safety of employees with a focus to reduce safety hazards through engineering and management solutions.

The commitment to safe and sustainable working conditions is highlighted by the Company's philosophy of "Work Safe-Live Safe" and incorporated in the Corporate operating processes through Company's Environment, Health & Safety (EHS) policy. To ascertain the employees' wellbeing, the Company has stringent safety protocols and procedures which are implemented across all operational sites. These safeguards have been designed in response to the various health risks identified for the cement industry. The Company has mechanised all its mining operations and has SOPs in place for each operation, to avoid workplace accidents. It also ensures the implementation of safety toolbox talks at every site post permit issuance but before a job is undertaken.

The Company has taken proactive steps for the wellbeing of its employees as well as their family members. 24*7 healthcare facilities are provided to employees, their families and the local

villagers in and around the plant vicinity. The Company has tied up with Dr Reddy's and other local hospitals/doctors to conduct online sessions on COVID precautions, managing diabetes, cardio wellness, balanced diet, health and immunity including yoga sessions. It also conducted programmes on breast cancer awareness, PCOS and PCOD, menstruation hygiene and other webinars for women. The Company partnered with YOURDOST to support employees with emotional wellness programmes that were conducted through online webinars and one-on-one sessions.

Programmes have also been conducted to spread awareness about various health and fitness matters for the families of channel partners, drivers etc.

From the day of induction, all employees and workers undergo several modules of training to learn and improve their safety skills. This training is imparted to all employees, including temporary and contractual labourers. Employees first undergo a routine check-up to assess their physical fitness. Upon being inducted into the organization, employees take part in the Safety Induction programme wherein they learn fire, electrical and infrastructure safety protocols to be followed. Behaviour Based Safety Training Program is conducted for the existing employees to refresh their knowledge and practice of safety protocols. Routine safety inspections and audits (internal as well as external) are conducted to ensure proper implementation of safety practices by all employees, from the leadership team to the contractual workforce, security guards and guests.

Essential indicators:**1. a. Details of measures for the wellbeing of employees:**

The Company lays emphasis on ensuring employee wellbeing through various people-centric policies. Along with health and accident insurance policies, non-occupational medical and healthcare services are offered to permanent employees and workers. The details are provided below:

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)
Permanent employees											
Male	831	831	100	831	100	0	0	831	100	0	0
Female	27	27	100	27	100	27	100	0	0	27	100
Total	858	858	100	858	100	27	3.14	831	96.85	27	3.14
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

At Plants, members are covered through facility available at their respective locations. For members based out of office locations (where the number of total employees at each location is very less) we have explored tie-ups with professional facility partners.

b. Details of measures for the wellbeing 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)
Permanent workers											
Male	330	330	100	330	100	0	0	Not Applicable			
Female	12	12	100	12	100	12	100	NA	NA	12	100
Total	342	342	100	342	100	12	100	NA	NA	12	3.50
Other than Permanent workers											
Male	3143	3143	100	3143	100	0	0	Not Applicable			
Female	127	127	100	127	100	127	100	NA	NA	127	100
Total	3270	3279	100	3270	100	127	3.88	NA	NA	127	3.88

2. Details of retirement benefits, for Current FY and Previous Financial Year.

The Company also offers provisions for PF, Gratuity and ESI to the employees and the details are provided below:

Benefits	FY2022			FY2021		
	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.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI*	0.58	100	Y	4.42	100	Y
Others- please specify	-	-	-	-	-	-

*In FY 2021-22 only 5 members were covered under ESI and during FY 2020-21, 38 members were covered under ESI.

3. Accessibility of workplaces

Are the premises/offices of the Company 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 Company in this regard.

Yes, we have made our offices accessible through ramps, lifts, etc., wherever required and the facility of western restrooms is available across operational sites.

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

The equal opportunity policy is embedded in the Code of Conduct of the Company which can be accessed at <https://www.orientcement.com/wp-content/themes/orient/assets/pdfs/Acrobat-Document.pdf>. The Code of Conduct is shared with all the employees as a part of their induction programme.

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

Maternity and paternity benefits are also offered to the employees of Orient Cement. 100% employees of Orient Cement have returned to work after their parental leave. The details are provided below:

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	No permanent worker	
Female	100%	100%	availed maternity benefit.	
Total	100%	100%		

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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes
Other than permanent workers	Yes
Permanent employees	Yes
Other than permanent employees	Yes

Orient Cement’s open-door policy provides opportunities for employees to freely communicate their concerns. Mentioned hereunder are a few initiatives by the Company to ensure a conducive working environment.

- **WE CARE:** This platform enables employees to share their ideas, suggestions, feedback, and grievances. Employees are updated about the progress of the issues forwarded through ‘wecare@orientcement.com’ from time to time. 27 responses were received on the WE CARE platform during the reporting period and they were resolved within the defined timeline.
- **POSH (Prevention of Sexual Harassment):** The policy on prevention of sexual harassment has been formulated to ensure safety of its team members at workplace (including while on official work outside base location). A dedicated internal committee has been formed to address any issues raised by any team member/s. The Company also conducted awareness sessions and launched an e-learning module to offer a better understanding of the policy.
- **Whistle-blower Policy:** This policy enables internal team members and external stakeholders to raise concerns. The concerns are addressed by the Whistle-Blower Committee headed by the Managing Director & CEO, Chief Financial Officer and the Chief HR Officer. It is also reported to the Audit Committee and the Board of Directors. The Committee investigated all matters reported during the financial year and took necessary action.

Employees and Workmen also have the opportunity to report their grievances or suggestions to respective locational HR SPOC (Single Point of Contact) and functional heads. Respective grievances are addressed as per the defined grievance redressal procedure. The Company also conducts programmes such as E-Samriddhi and P-connect that allow employees to communicate their concerns with team members and the top management. All points that are raised are tracked and updated back to individuals/teams in a transparent manner. It also enables quick resolution of various issues. To improve the working environment, various committees - Canteen Committee, Sports Committee, School Committee, Colony Committee, Welfare and Safety Committee and Workmen Committee - have been formed. A welfare officer is appointed as the convener of each committee and grievances are addressed on a priority basis. Team member(s) can also express their concerns to Manager, Skip Level Manager, HOD, location HR Head, Plant Head/Functional Head, Chief HR Officer as well as the Managing Director & CEO.

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

None of the permanent employees are members of any Association(s) or Union(s) recognised by the listed entity. However, the male and female workers at Devapur Plant of the Company are part of a workers' union recognised by an authorised entity. The details of such membership/s are provided below:

Category	FY2022			FY2021		
	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	NIL	NIL	NIL	NIL	NIL	NIL
-Male	NIL	NIL	NIL	NIL	NIL	NIL
-Female	NIL	NIL	NIL	NIL	NIL	NIL
Total Permanent Workers	270	270	100	276	276	100
-Male	258	258	100	265	265	100
-Female	12	12	100	11	11	100

8. Details of training given to employees and workers:

Training is an important aspect of talent and skill development and the Company conducts various programmes to meet these requirements throughout the year. The details are provided below:

Category	FY2022					FY2021				
	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)
Employees										
Male	831	521	63	620	75	827	827	100	598	72
Female	27	11	41	18	67	32	32	100	20	63
Total	858	532	62	638	74	859	859	100	618	72
Workers										
Male	330	319	97	72	22	337	337	100	0	0
Female	12	12	100	0	0	11	11	100	0	0
Total	342	331	97	72	21	348	348	100	0	0

Note: Due to the Covid-19 pandemic, every member was given health and safety training virtually and/or physically.

9. Details of performance and career development reviews of employees and workers:

Performance reviews are conducted twice a year, along with yearly career development reviews. For workmen, performance and development reviews are conducted yearly and rewards are linked to skills and performance. The details are provided below:

Category	FY2022			FY2021		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	831	831	100	827	827	100
Female	27	27	100	32	32	100
Total	858	858	100	859	859	100
Workers #						
Male	330	178	53.90	337	72	21
Female	12	3	25	11	0	0
Total	342	181	52.92	348	72	20.68

Note: (1) Performance Reviews are conducted for all non-unionised workmen on a yearly basis.

(2) Unionised workmen who have spent at least 5 years in a particular grade/trade are reviewed along with HODs on a yearly basis.

10. Health and Safety Management System:

At Orient Cement, vigilance is incorporated in the way of doing work, to continually ensure the health and safety of all our employees. Our commitment to safe and sustainable working conditions is highlighted by our philosophy of 'Work Safe-Live Safe' and our Corporate Environment, Health & Safety (EHS) Policy. To ascertain our employees' wellbeing, we have stringent safety protocols and procedures which are implemented across all our operational sites.

We also implement safety toolbox talks and awareness sessions at every site before work permit issuance. Our employees have access to detailed information on all safety protocols through our Corporate Safety Manual and safety trainings, which are conducted at various stages. Annual medical examinations are being organised for all employees to monitor health status as per guidelines.

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 plants of Orient Cement have implemented ISO 45001 – Occupational, Health and Safety Management System and the scope of certification covers product manufacture and supply.

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

To ensure adherence to prescribed safety norms, teams visit workplaces/locations to carry out inspections and assessments of potential hazards that could harm workers. Teams interact with the workmen and explain hazards and risks involved in allocated activities through toolbox talks. The Company also

has a Hazard Identification and Risk Assessment (HIRA) process that involves identification of existing as well as potential routine and non-routine workplace hazards viz., periodic review of risks, determining and implementing hierarchy of controls for safe operations. Hazards related to working at height, working in confined spaces, hot works, conveyor belts, inadequate guarding, maintenance, etc. are covered under the HIRA register.

c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)

Yes, apart from implementing safety measures, the Company encourages its employees and workmen to report work hazards, near misses, unsafe acts etc. During the daily toolbox talks, work related hazards noticed while performing the activities are shared by workmen with the concerned in-charge and accordingly actions are initiated to mitigate these hazards. The process has been made robust to implement corrective and preventive measures that safeguard employees against potential hazards.

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

Yes, along with health and accident insurance policies and hospital tie-ups, non-occupational medical and healthcare services are offered to permanent employees and workers who are based at the respective plants from our Health Centres. For up country- based team members, in addition to health and accident insurance policies we have hospital tie-ups which support all medical needs.

11. Details of safety related incidents, in the following format:

The Company strives to minimise safety incidents through advanced engineering and management solutions. The details are as provided below:

Safety Incident /Number	Category	FY2022	FY2021
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	0.09	0.43
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	1*	3
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

*1 LTI took place during FY22 at of one of our plant locations to a contract workman and necessary treatment and support has been provided to the injured person.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company implemented the following steps to ensure a safe and healthy workplace:

1. Various safety trainings and awareness programmes are organised across operations, like HIRA (Hazard Identification & Risk Assessment), energy isolation, excavation and scaffolding safety, emergency preparedness, mock drills for fire safety, handling of AFR materials, maintenance of safety data sheet, work at confined spaces and mining safety, etc. Trainings on lifting tools and tackles, power tools, electrical safety, road safety, railway safety and behaviour based safety, work at height safety, are provided by the Company. Cardinal Rules are also shared during these safety trainings and awareness programmes.
2. The Company has designated teams to monitor the activities to ensure all safety protocols are followed.
3. Across the plants of Orient Cement, an 'Applause' programme is followed, wherein employees and workmen are felicitated for sharing the best ideas, the highest number of near-miss incidents, initiatives for environmental improvement and energy efficiency. A reward for 'Safety Employee of the Month' is also given.

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

The Company received Nil complaints from employees and workers during the current reporting period. The details are provided below:

	FY2022			FY2021		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

Periodic assessments are conducted on health and safety measures by both internal and external agencies. The ISO certifying agencies – M/s DNV GL (Det Norske Veritas, Germanischer Lloyd) & M/s BSI – British Standards Institution periodically (half/yearly) carry out assessments on health and safety practices across all plants and offices. Visits from statutory authorities are also welcomed by the Company.

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Please refer details above.
Working Conditions	

presentation on key lessons to learn is prepared and circulated to all plants, to learn, assess and take necessary corrective and preventive actions. All leading and lagging indicators are captured and accordingly, corrective and preventive actions are planned and implemented across operations.

Further, several activities such as workplace safety inspections, safety toolbox talks, awareness sessions were conducted across the plants. Annual medical examination, free medical treatment, organising of medical camps, awareness programmes on various aspects (COVID, Sanitation, AIDS, Environment, Heat Stress Management, HIRA etc.) are undertaken by the Company.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

The Company extends Group Personal Accident Policy and Employee Deposit-Linked Insurance Policy for any unfortunate event/s to all employees and workers, to support the aggrieved family.

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

Contracts executed by the Company with the value chain partners has "Standard Terms and Conditions"

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 & safety practices and working conditions.

Various safety protocols and hierarchy of controls are in place to mitigate hazards and ensure safety of workplace and its team members. As a proactive measure, various incidents that have occurred across the cement industry/ other industries, are collated, analysed and a detailed

including, but not limited to payment of "Taxes & Duties", "Compliance with Laws", "Compliance with Statutory Obligations", "Indemnification", "Audit Provisions" etc. which binds the value chain partners to ensure payment of statutory dues. These contractual obligations are reviewed regularly to ensure that the payment of statutory dues such as PF, Gratuity, Insurances, Taxes, etc. are made and complied with by the value chain partners.

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

	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	
	FY2022	FY2021	FY2022	FY2021
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) – No
5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	80% of our value chain partners are PSU's and OEM's. All these vendors maintain processes and systems to operate in a sustainable manner thereby having minimal impact on the environment and maintain safe working conditions.
Working Conditions	

Principle 4: Business should respect the interests of and be responsive to all its stakeholders

Orient Cement strongly believes in the philosophy of ensuring business success by fulfilling the expectations of its growing fraternity of stakeholders, including customers, suppliers, vendors, government authorities, regulatory agencies, investors and employees. Effective stakeholder engagement allows

the Company to gain precious insight into stakeholders' material concerns and expectations. The Company, therefore remains committed to transparent, continuous dialogue and engagement with all its stakeholders and establishes long-term relationships with stakeholders.

Essential indicators

1. Describe the processes for identifying key stakeholder groups of the Company.

Stakeholder-mapping is undertaken at various levels covering our plant locations, sales locations, central and state regulatory bodies, other Nodal Agencies, key customers and channel partners, shareholders, financiers and investor community. The Company follows a hybrid policy whereby identification and engagement of local stakeholders is largely decentralised but with a level of central oversight by the executive leadership team. On the other hand, stakeholders representing Central and State regulatory bodies and other Nodal Agencies are identified and managed by respective members of the executive team with assistance from the Liaisoning team. Identification and engagement with shareholders, financiers and investors is largely centralised and managed by Investor Relations team under the supervision of the Managing Director & CEO and the Chief Financial Officer. Customer and channel partner relationships are largely handled by the Sales teams duly guided by the President-Sales and Marketing and the Managing Director and CEO.

List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory bodies/ Government/ Industry Associations	No	Written and Verbal Communication	As and when required	Compliance related like filing of periodic returns, reports, payment of taxes, etc.
Legal/ Auditors/ Consultants/ other third party	No	Written and Verbal Communication	As and when required	Compliance to legal requirements, advice on business, legal, tax and environment etc related issues.
Investors/ Funders/ Shareholders	No	Quarterly Results publication to Stock Exchange, Annual Report, Quarterly Investor and Analyst presentations, Quarterly Financial Follow up reports, Annual Credit Monitoring Arrangement reports and Annual Covenant compliance to Financiers.	Quarterly	Financial performance and business updates
Vendors/ Suppliers/ Contractors/ Sellers	No	Written and Verbal Communication (Contracts, SOPs, guidelines, training).	As and when required	Communicating mutual expectations and obligations clearly. Ensuring compliance of laws by vendors/suppliers like child labour etc.
Customers	No	Written and Verbal Communication	As and when required	Promote and grow business, educating them about the product, services and new initiatives (if any). Understanding their expectations about products and services and ways to improve them. Fulfil transactions involved for doing business. Brand Satisfaction Survey.
Local communities	Yes*	Verbal Communication (community meetings, survey, grievance redressal)	As and when opportunity is identified	To build community support and focus on community growth.
Employees	No	Written & Verbal Communication (training, issuing guidelines, meetings, email, SMS, Notice Board, Website, Workplace@facebook.com)	Ongoing	Enhancing efficiency and Productivity. Imparting training through regular programs. Increasing awareness of all aspects of the business, codes, values etc. We have established CEO & Chairman circle for grooming future leaders.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Management/ Board	No	Written Communication (reports, data submission, policies)	Board Meetings with defined frequency. Regular Monthly Review Meetings.	To meet the highest standards of governance. Guidance on smooth operations, improving efficiency and productivity
Media/NGOs	No	Verbal and written communication (meetings, telephonic, Video, print media)	As and when required	Maintaining quality standards, health, well-being and inclusive growth in the community. Interaction is done with NGO's to do need analysis for the CSR project related to Local Community & communication to local media for awareness.

*Yes, Orient Cement has identified the disadvantaged, vulnerable and marginalised stakeholders in its areas of operation. It includes among others, people affected by its projects, land sellers and local residents. Orient Cement undertakes conscious efforts to engage with such stakeholders, identify their needs/ concerns and address issues appropriately. Based on their needs, the Company engages in initiatives related to healthcare, education, skill development, infrastructure development, provision for safe drinking water and sanitation, sustainable livelihood etc. To achieve these objectives, the Company also has a strong CSR policy.

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.

We perform the materiality assessment periodically. Stakeholder assessment was performed by applying the Principles of Global Reporting Initiatives to identify our material economic, environmental and social topics. Inputs from stakeholder engagement process, Global & Sectoral Sustainability trends form the basis for identification of material topics. The elaborate materiality assessment provides sustainability context and helps us prioritize strategies, policies and action plans related to economic, environmental and social impacts. The outcomes of the stakeholder engagement and the associated materiality was shared with the Board.

The Risk Management Committee also reviews the identification and mitigation of material risks which are classified as Risks that Matter (RTM). All RTM are reviewed by this committee and communicated to the Board for effective monitoring and mitigation every quarter. The risk identification process takes into account, environmental, economic and social topics and their evolution to assess whether certain elements should be considered as RTM for appropriate monitoring and mitigation.

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.

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

Yes.

Principle 5: Business should respect and promote human rights

Human rights are enshrined in Orient Cement's core value of 'Respect for All' and "Celebrate Diversity", where "All" includes our employees, workers, contractors, suppliers, channel/business partner and the communities where we live and work. We follow a work culture that permits a varied workforce to demonstrate their personal and professional qualities and abilities at workplace, regardless of their gender, age, nationality, region, religion, sexual orientation or disability. Respect to human rights is the fundamental characteristic of the manner we carry out our business activities and treat our people. The Company is committed to work for the well-being of humanity, save the planet and to defend and advance privacy, safety, freedom of opinions and expression and other human rights.

Essential Indicators

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

Training sessions are conducted periodically to make the employees and workers aware of the policies of the Company.

Category	FY2022			FY2021		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	858	858	100	859	859	100
Other than Permanent	-	-	-	-	-	-
Total Employees	858	858	100	859	859	100
Workers						
Permanent	342	187	54.68	348	-	-
Other than Permanent	3270	1103	33.73	3441	-	-
Total Workers	3612	1290	35.71	3789	-	-

Note: All aspects of Prevention of Sexual Harassment (POSH), Child Labour, legal compliances, customer orientation, diversity and equal opportunities to all our employees in Management Staff were covered. In case of workmen, we have covered on the aspects of Prevention of Sexual Harassment (POSH), Child Labour and other labour related awareness programs as part of regular training sessions. In FY 2021, due to Covid restrictions it was not possible to schedule trainings for workmen.

2. Details of minimum wages paid to employees and workers, in the following format:

The Company follows the minimum wage regulations notified in the area of its operations. During the reporting period, the Company paid more than the minimum wage to 100% of its permanent and non-permanent employees as well as permanent workers. The non-permanent workers are paid an amount equal to the minimum wage applicable in respective states. The details are provided below:

Category	FY2022					FY2021				
	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)
Employees										
Permanent	858	-	-	858	100	859	-	-	859	100
Male	831	-	-	831	100	827	-	-	827	100
Female	27	-	-	27	100	32	-	-	32	100
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	342	-	-	342	100	345	-	-	345	100
Male	330	-	-	330	100	334	-	-	334	100
Female	12	-	-	12	100	11	-	-	11	100
Other than Permanent	3270	3279	100	-	-	3441	3441	100	-	-
Male	3143	3143	100	-	-	3368	3368	100	-	-
Female	127	127	100	-	-	73	73	100	-	-

3. Details of remuneration/salary/wages, in the following format:

The details are provided below:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)	7	Please refer Annexure-4 of Directors' Report for FY22	2	Please refer Annexure-4 of Directors' Report for FY22
Key Managerial Personnel (KMP)	2		1	
Employees other than BoD and KMP	829	881700	26	680220
Workers	330	801564	12	797536

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)

The Company takes robust measures to ensure that no human rights violation takes place in its area of influence. Policies on equal opportunity to everyone with no discrimination, zero-tolerance for any instance of child labour or forced/involuntary labour even by contractors, sub-contractors or vendors, care for marginalised sections of the society, encouragement to create and provide opportunities for gainful employment to differently abled individuals are part of the daily routine. The Company has also established a POSH (Prevention of Sexual Harassment) Committee, which is active for larger establishments, including the plants and monitors activities, conducts trainings and carries out investigations to minimise irregularities. Employees are also allowed the opportunity to lodge complaints or grievances via email as per the Whistle Blower policy of the Company and its 'WE CARE' campaign. Human rights concerns within the organisation are addressed at the level of Senior Vice-President, Chief HR Officer and the Managing Director & CEO.

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

As stated above, employees have the freedom to lodge complaints or express their concerns/grievances via emails, as per the Whistle Blower policy of the Company and its 'WE CARE' campaign. Human rights concerns within the organisation are addressed by the Chief HR Officer and the Managing Director & CEO.

Detailed mechanism of our Whistle Blower Policy is available at - <https://www.orientcement.com/wp-content/uploads/2016/05/Whistle-Blower-Policy.pdf>

As per the POSH Policy, each complaint of Sexual Harassment is dealt with utmost confidentiality and on priority by the Committee. The Committee maintains a register to endorse the complaint received by it and keeps the contents confidential, if it is so desired, except to use the same for discreet investigation.

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

The details are provided below:

	FY2022			FY2021		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	Nil	1	Nil	Reported, investigated and necessary action taken against accused.
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other Human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

Please refer answer of question no. 5 above.

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

Yes, it is clearly mentioned in all the business agreements and contracts that all the statutory obligations applicable at the place of work have to be followed.

9. Assessment for the year:

	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Other- please specify	Nil

Note: The Internal Auditors conduct assessments wherever required as per their audit schedule. Additionally, assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification. Secretarial Auditors also conduct annual audit on above stated laws.

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No instances or grievances relating to child labour, forced labour/involuntary labour, sexual harassment, discrimination at workplace, wages etc. have been noted/reported. Various awareness sessions and e-learning sessions are organised from time to time to sensitise all employees and workmen.

Principle 6: Business should respect and make efforts to protect and restore the environment

The Company aims to fulfil environmental sustainability goals by adopting innovative and effective methods to protect the environment. Company has identified areas to reduce the carbon footprints and has aligned objectives to achieve Net Zero Carbon emission by 2050.

The Company recognises its symbiotic relationship with the environment and takes various initiatives to reduce its impact and restore the environment. It complies with all the

environmental regulations and has a robust mechanism to mitigate the compliance risks. The Company is committed and contributing to create a circular economy through efforts to pursue by-product synergy and industrial ecology. It has adopted various measures to reduce and mitigate the impacts on environment through its operations and resource efficiency.

Essential indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

As a cement manufacturing Company, Orient Cement consumes energy which is a mix of renewable and non-renewable sources. The details of energy consumption are provided below:

Parameter	FY2022	FY2021
Total electricity consumption (A)	1269.7 TJ	1141.3TJ
Total fuel consumption (B)	17219.0 TJ	15244.8 TJ
Energy consumption through other sources (C)	-	-
Total energy consumption (A+B+C)	18488.7 TJ	16386.2 TJ
Energy intensity per rupee of turnover (TJ/ INR) (Total energy consumption/ turnover in rupees)	0.0000006784	0.0000007051
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

2. Does the Company 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.

Yes, the sites/facilities of Devapur, Chittapur and Jalgaon plants are Designated Consumers (DCs) under the Perform, Achieve and Trade-PAT Scheme. However, Devapur plant is covered under PAT Cycle 1 and 2 and has already surpassed the targets of PAT Cycle 1 and 2. The Company, at its Devapur Plant has been earning Energy Saving Certificates in each PAT cycle for its exemplary performance in going beyond the targeted specific energy consumption.

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

The cement industry is water intensive, and the Company realises its responsibility to reduce water usage within its facilities. The Company strives to save water through advanced monitoring, management and awareness etc. for water conservation. The Company has developed a rainwater harvesting structure at its mines and has created a reservoir with a capacity of 32 lakh cubic meters at its Devapur plant. A rainwater harvesting structure of capacity 5.6 lakh cubic meters has also been developed at Chittapur plant. We are a Zero Liquid discharge Company in the reporting period, all treated water is utilized within the Company and colony for gardening and dust suppression purpose. These initiatives enable us to fulfil our water requirements and minimise dependency on local water bodies.

Parameter	FY2022	FY2021
Water withdrawal by source (in kilolitres)		
(i) Surface water	1480852	1315698
(ii) Groundwater	16384	24392
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1497236	1340090
Total volume of water consumption (in kilolitres)	1497236	1340090
Water intensity litre per rupee of turnover (Water consumed / turnover)	0.0549	0.0577
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

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

Yes, all Orient Cement plants have Zero Liquid Discharge and consequently, no water bodies or habitats were affected due to water discharge/runoff from our operations. Wastewater generated from the operations of CPP is treated at Common Effluent Treatment Plant and the treated waste water is used for dust suppression and developing green belt.

5. Please provide details of air emissions (other than GHG emissions) by the Company, in the following format:

The Company strives to reduce emissions from its areas of operation through mechanisms for continuous monitoring of air quality.

Parameter	Unit	FY2022	FY2021
NOx	MT	2754.6	1806.9
SOx	MT	1037.0	860.1
Particulate matter (PM)	MT	439.8	351.3
Persistent organic pollutants (POP)	Mg/Nm ³	Well within the permissible limits	Well within the permissible limits
Volatile organic compounds (VOC)	Mg/Nm ³	Well within the permissible limits	Well within the permissible limits
Hazardous air pollutants (HAP)	Mg/Nm ³	Well within the permissible limits	Well within the permissible limits
Others – please specify Mercury, Cadmium, Chromium etc.	Mg/Nm ³	Well within the permissible limits	Well within the permissible limits

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

The details are provided below:

Parameter	Unit	FY2022	FY2021
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	3318102	2994943
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	55118	49340
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ / Rupee of turnover	0.000123	0.000130
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	KG CO ₂ /MT of Cementitious material	Gross – 613	Gross – 611

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

7. Does the Company have any project related to reducing Green House Gas emission? If yes, then provide details.

Yes, Orient Cement implemented a Clean Development Mechanism (CDM) Project with the title, "Blended Cement with Increased Blend" at its Devapur and Jalgaon plants in India and registered at UNFCCC on 27th Aug'2006. Refer in principle no. 2 for details.

Further, the Company has implemented various energy efficient initiatives, enhanced usage of various AFRs in its kilns and captive power generation to replace fossil fuels, thus avoiding usage of fossil fuels and also saving circa ₹35 crores for the year.

The Company has invested in a solar power plant with AMP Solar through a group captive arrangement during the later part of the year with the objective of substituting ~50% of its power needs at the Grinding Unit at Jalgaon, Maharashtra with renewable power.

During the financial year 2021-22, setting up of Waste Heat Recovery System at Chittapur has been initiated, which, once commissioned, will provide power without burning any fuel to the extent of 10.1 MW approximately.

Various energy conservation initiatives implemented towards reduction of GHG emissions are mentioned in Annexure-5 of Directors' Report forming part of this Annual Report.

8. Provide details related to waste management by the Company, in the following format:

The Company follows a stringent waste management process to ensure safe disposal and reuse of waste. Waste by-products such as chemical gypsum are procured from external sources for utilization in the cement manufacturing process. The Company judiciously blends sub-grade limestone with Cement Grade limestone in the production of clinker, while ensuring strict adherence to its quality parameters. Plastic waste procured from outside along with internally collected plastic is being co-processed in the Company's kilns. The e-waste and used oil generated are collected, stored in designated places and disposed off to authorised recyclers. The battery waste is disposed off to authorised dealers with buyback option on procurement of new batteries.

The required details are provided below:

Parameter	FY2022	FY2021
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	3.8	1.1
Bio-medical waste (C)	0.2	0.3
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	2.3	13.1
Radioactive waste (F)	Nil	Nil
Other Hazardous Waste. Please specify, if any. (G) Waste Oil	39.4	24.8
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Nil	Nil
Total (A+B+C+D+E+F+G+H)	45.7	39.2

Parameter	FY2022	FY2021
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	19.6	22.7
(ii) Re-used	39.4	24.8
(iii) Other recovery operations	-	-
Total	59.0	47.5
For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.2	0.3
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	0.2	0.3

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

9. Briefly describe the waste management practices adopted in your establishment. 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.

We are complying with all regulations concerning the safe and responsible management of waste materials. The waste, including waste oil and grease, electronic waste, battery waste, bio medical waste etc., are disposed off to authorized recyclers. For hazardous waste, the relevant returns are filed with the respective regulatory authorities from time to time. Please refer to the essential Indicator 8 and the relevant disclosure above.

Waste generated from the captive power plant, i.e., Flyash, is completely consumed in cement manufacturing process. While co-processing of Hazardous Waste (HW) material, compliance issues are strictly adhered to. The Company has also received numerous awards for its green & safe practices and also certified for 'GreenPro Certification' by CII – Green Products and Services Council, for PPC grade.

10. 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 in the following format:

No, the Company is not operating in ecologically sensitive areas.

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

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

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
Not Applicable					

12. 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).

Yes, the Company is compliant with applicable environmental law/regulations/guidelines in India.

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

Leadership Indicators -

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY2022	FY2021
From renewable sources		
Total electricity consumption (A)	107.7 TJ	59.8 TJ
Total fuel consumption (B)	824.1 TJ	533.5 TJ
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	931.8 TJ	593.3 TJ
From non-renewable sources		
Total electricity consumption (D)	1162.0 TJ	1081.5 TJ
Total fuel consumption (E)	16394.9 TJ	14711.3 TJ
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	17556.9 TJ	15792.8 TJ

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

2. Provide the following details related to water discharged:

Company is not discharging any water, hence not applicable.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

Not applicable, as the Company does not operate in water stressed areas.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY2022	FY2021
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	39011#	37094#
Total Scope 3 emissions per rupee of turnover	Kg CO ₂ /Rupee turnover	0.001431	0.001596
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Emissions calculated considering only the outbound cement dispatches to the market (outbound transportation).

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

5. With respect to the ecologically sensitive areas reported in Question 10 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.

6. If the entity provided below taken 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, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
		<p>At Orient Cement, efficient resource consumption is a priority and the Company ensures optimal utilisation of raw materials. Limestone is the primary raw material used for the cement manufacturing process. To ensure conservation of natural resources, the Company consumes even sub-grade limestone through an optimisation process. The Company has consumed 930723 tons of sub-grade limestone during the fiscal year 2021-22, while ensuring that the quality of clinker and cement produced meets the highest quality standards.</p> <p>The Company's Devapur and Chittapur Plants have started to conserve fossil fuels by replacing it with RDF – Refuse Derived Fuel & MSW – Municipal Solid Waste without affecting the production rate and quality of clinker.</p> <p>The Company has also deployed bespoke digital tools, using Artificial Intelligence and Machine Learning technology, to reduce consumption of non-renewable resources and is constantly expanding such efforts.</p>	

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, our Onsite Emergency plan (OEP), is a comprehensive response plan to react to foreseeable emergencies, in accordance with the ISO 14001:2015, ISO 45001:2018 and all applicable requirements. Emergency/Disaster planning is integral management of an incident/event to minimise environmental impact and losses to people, to form a part of the overall loss control program and is essential for smooth operations of the organisation. The objectives of OEP is to ensure protocols in place for emergency preparedness/ response organisation, resources available and response actions applicable to deal with various types of emergencies with shortest response time during an emergency.

Orient Cement considers its suppliers and supply chain vendors as its valued partners and they are vital to its business, playing a significant role for the Company to achieve its business objectives. The Company has a robust mechanism to screen the potential partners and uses a prequalification checklist before enlisting any supplier. This process consists of assessing potential suppliers on their social, environmental and economic performance. Each parameter is weighed appropriately. Suppliers who qualify through the strict assessment are onboarded, signing an undertaking to comply with all applicable environmental and social laws and regulations.

Most of its vendors, by value, are PSU's and large/MNC OEM's, who are expected to be complying and/or certified with the required environmental standards.

8. 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?

As cement manufacturing process is, by its very nature, energy and resource intensive, the Company remains very conscious of its responsibility to take all possible measures to abate its impact on the environment and actively partners with various stakeholders and experts to find ways to minimise its environmental impact. Amongst various measures undertaken to protect the environment, few are:

- (a) Infrastructural facility was developed to co-process waste materials like HW, Biomass, plastic waste and increase the utilisation of AFR materials.
- (b) Energy efficient initiatives are encouraged at every level, even at the supplier level.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

The Company stays sensitive to the impact of public policy and regulatory framework on its operations and on the eco-system in which the Company operates. Whenever warranted, the Company assumes responsibility to contribute towards the development of public policy and complement its objectives of ensuring social and environmental stewardship through responsible action. It plays its role in the formulation and development of policies that have a significant impact on the public in a responsible manner, without being limited to its own narrow business objectives. The Company's association with regulatory authorities enables it to perform its duties towards stakeholders including customers, employees, suppliers, vendors and communities in an effective and responsible manner.

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

Please refer details at point b below.

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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	CMA–Cement Manufacturing Association	National
2	GCCA-Global Cement & Concrete Association	International
3	National Safety Council, India	National
4	NCCBM–National Council for Cement and Building Materials	National
5	SICMA-South India Cement Manufacturing Association	Southern Region
6	Development Council for Cement Industry- under the aegis of Department for Promotion of Industry and Internal Trade	National

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

There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

Name of the authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

Leadership Indicators**1. Details of public policy positions advocated by the Company:**

Company's advocacy efforts are largely routed through collective forums like various industry bodies, associations and committees (CMA, CII, GCCA and DCCI), of which it is a member. The Company participates actively in the policy formulation and approach towards environmental protection, regulatory framework governing mines, pollution control measures, extended producer responsibility (EPR), etc. Through these forums it ensures that proper processes are agreed upon by various stakeholders towards usage of municipal waste and RDF, collective bargaining of workers' wages and facilities, etc.

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	Carbon neutral concrete @2050	Seminars, Conferences, Workshops	Yes	As and when required	https://gccassociation.org/concretefuture

Principle 8: Businesses should promote inclusive growth and equitable development

The Company believes in supporting inclusive growth as a pre-requisite for ensuring organisational success. To enable equitable access to development opportunities, the Company continues to undertake efforts for sustainable value creation and serve the interests of the society. Through its dedicated Corporate Social Responsibility programmes, the Company continues to support equitable growth.

Essential Indicators**1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, based on applicable laws, in the current financial year.**

During the reporting period, the Company was not liable to conduct the Social Impact Assessment (SIA).

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, in the following format:

The Company is carrying out the Rehabilitation and Resettlement (R&R) programme around its Chittapur plant in Gulbarga, Karnataka in accordance with the guidelines issued by the Ministry of Environment and Forests (MoEF) while granting environmental clearance. A 10-year plan has been finalised and necessary steps are being taken to implement the plan effectively and beneficially for the communities around the plant. The project has not resulted in the displacement of families and has not affected local communities. The project wise details of expenditure made by the Company on R&R activities during FY 2021-22 is as under:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount sent on R&R activities during FY 2021-22 (In INR)
I	Development Initiatives					
1	Infrastructure development in the villages	Karnataka	Kalaburagi	NA	NA	1,04,74,403
2	Education	Karnataka	Kalaburagi	NA	NA	55,73,499
3	Hygiene and sanitation	Karnataka	Kalaburagi	NA	NA	73,49,410
4	Health	Karnataka	Kalaburagi	NA	NA	1,85,06,082
5	Livelihood Promotion and Capability building	Karnataka	Kalaburagi	NA	NA	55,03,085
6	Heritage, Culture etc. (Local folk-art promotions etc.)	Karnataka	Kalaburagi	NA	NA	7,11,450
II	Programme costs					4,81,17,929
III	Programme administration monitoring and evaluation					88,15,825
	Total project costs (II+III)					5,69,33,754

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

Orient Cement has a mechanism for systematically receiving, investigating, responding to and closing out complaints or grievances from affected communities in a timely, fair and consistent manner. Grievances can be expressed verbally or can be written in local languages. The Company has a dedicated email id, info@orientcement.com on which the grievances can be lodged.

Once a grievance is received, the issue raised is examined/investigated by the Company officials and the complainant is responded to in an expeditious manner. Grievances are escalated to the senior management level, if deemed necessary. We strive for our community grievance process to be based on dialogue where a resolution can be found together with the complainant. Remedial action is taken on case-to-case basis keeping in mind the specific issues and related facts of the matter.

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

	FY2022	FY2021
Directly sourced from MSMEs/small producers	6.9%	5.2%
Sourced directly within the state	78.3%	77.8%

Leadership Indicators

1. Provide the following information on CSR projects undertaken by the Company in the designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount spent (In INR)
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There are no designated aspirational districts in the area of operations of the Company.

2. Details of beneficiaries of CSR Projects:

The Company actively interacts with the community and performs need based assessment for implementation of CSR activities. The details of all CSR activities undertaken by the Company during the financial year 2021-22, can be accessed in the Annual Report on CSR forming part of Directors' Report.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	School	1580 students every year	69.55%
2	Dispensary	200+ local villagers per day	More than 50%
3	Health care support	Besides providing primary healthcare to villagers around the plants at its facilities on a regular basis, the Company: <ol style="list-style-type: none"> Conducted Eye camp for 200 patients at Mogala Village in partnership with Akruiti Trust through Sidrameshwar Eye Hospital Distributed 182 pairs of spectacles and medicines to 228 patients of Mogala village and Itaga village. Distributed 2 Oxygen Concentrators each to Nashirabad Primary Health Center and in Jalgaon Khurd for the COVID-19 Emergency 	More than 50%
4	Learning & Training sessions	<ol style="list-style-type: none"> Abacus training classes were conducted for Government School children at Mogala village and Diggaon village Computer Training Classes were conducted for Government School Students of Diggaon Village. Literature Learning program was conducted for Women at Mogala Village. English language speaking skill classes were conducted for drop-out students & youth of Diggaon Village. 	100%

Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner

Orient Cement is a consumer-centric Company that engages with its consumers and aligns its business with customer expectations to maximise value creation.

Essential indicators

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

The Company has a defined mechanism to receive and respond to consumer feedback and complaints. Consumers can directly reach out to Company on the customer care number and email address printed on bags or through channel partners. These complaints are allocated to the technical services team which is a dedicated team for addressing the customer complaints and educate them on the right construction practices. These complaints are documented through complaint form capturing the complaint details including the type and nature of the grievance. Technical Services team resolves these complaints by visiting the customer site and escalates to respective officials in case they need any further assistance and are tracked till resolution is provided.

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

	As per percentage to total turnover
Environmental and social parameters relevant to the product	100% of our cement bags are labelled with all the necessary information as prescribed by the BIS & Legal Metrology Act. All necessary information regarding safe and responsible usage of resources and recycling and disposal of waste is disclosed by the Company, as per regulatory requirements.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY2022			FY2021		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	NIL	NIL	No issues have been reported	NIL	NIL	No issues have been reported
Advertising	NIL	NIL		NIL	NIL	
Cyber- security	NIL	NIL		NIL	NIL	
Delivery of essential services	Not Applicable			Not Applicable		
Restrictive Trade Practices	NIL	NIL	No issues have been reported	NIL	NIL	No issues have been reported
Unfair Trade Practices	NIL	NIL		NIL	NIL	
Other (product related)	70	1	Under investigation	136	2	closed in FY22

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

	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	Nil	-

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

The Company has been certified for Information Security Management System Standard: ISO/IEC 27001:2013 and the location scope includes Hyderabad and all 3 manufacturing locations (Devapur, Chittapur and Jalgaon).

The Company has a data privacy policy published on our website www.orientcement.com and the link for the same is shared below.

<https://www.orientcement.com/wp-content/uploads/2019/07/Orient-Cement-Ltd-Privacy-Policy-1.pdf>

As per the IT Security protocols, external audits are conducted to assess cyber security integrity. Vulnerability Assessment and Penetration Testing (VAPT) including red team testing are also part of this protocol. Security patching of all systems is done periodically and proactively. Access to systems is strictly defined by roles.

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.

Not applicable

Leadership Indicators

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

The Company's websites, www.orientcement.com and www.birlaa1.com provides adequate information regarding its products and services.

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

To educate all the stakeholders about safe and responsible usage of products and/or services, the Company has invested in a dedicated team to render technical services and with the help of sales team and channel partners, workshops are conducted to educate masons, engineers, architects and project owners. All necessary information about product quality, usage, good construction practices

and service offerings is shared in these forums. Organization has also invested into fully equipped Technical Vans named "Concrete Xpert" which is used to provide on-site value-added services to consumers. Besides this, the Company also uses the digital communication media to educate customers and other stake holders through video & other content on good construction practices.

3. 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 whole? (Yes/No)

Product labelling norms are governed by Bureau of Indian standards (BIS) and the Company is complying with same. The Company also conducts consumer surveys to assess consumer satisfaction levels on existing products and receive their feedback across all market operations. The

Company also provides onsite service to its customers, the details of which can be accessed at <https://www.birlaa1.com/on-site-services.html>.

4. Provide the following information relating to data breaches:
- a. Number of instances of data breaches, along with impact
Nil. Orient Cement is certified for ISO 27001.
 - b. Percentage of data breaches involving personally identifiable information of customers
Nil.

By order of the Board of Directors
For Orient Cement Limited

D.D. Khetrpal
Managing Director & CEO
(DIN 02362633)

Place: New Delhi
Date: May 11, 2022

Assurance Statement

To the Directors and Management
Orient Cement Limited,
Hyderabad, India

Orient Cement Limited (hereafter 'OCL') commissioned TUV India Private Limited (TUVI) to conduct independent external assurance of non-financial information (*Essential and Leadership Indicators*) disclosed in OCL's Business Responsibility and Sustainability Report (hereinafter 'the BRSR') for the period April 01, 2021 to March 31, 2022. The BRSR is based on the National Guidelines on Responsible Business Conduct (NGRBC), SEBI circular: SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10/05/2021 pertaining to Business Responsibility and Sustainability Reporting (<BRSR>) framework. This assurance engagement was conducted in accordance with ISAE 3000 (Revised)- "Limited Level".

Management's Responsibility

OCL developed the BRSR's content. OCL management is responsible for identifying "Essential and Leadership" indicators, carrying out the collection, analysis, and disclosure of the information presented in the BRSR (web-based and print),

including website maintenance, integrity, and for ensuring its quality and accuracy in accordance with the applied criteria stated in the <BRSR> framework, such that it's free of intended or unintended material misstatements.

Scope and Boundary

The scope of work includes the assurance of the following non-financial performance / Essential and Leadership Indicators disclosed in the BRSR. In particular, the assurance engagement included the following:

- Review of General Disclosure, Management & Process and the disclosures against all 09 BRSR principles submitted by OCL;
- Review of the quality of information;
- Review of evidence (on a sample basis) for identified non-financial indicators.

TUVI has verified the below Essential and Leadership Indicators disclosed in the BRSR

Principles	Essential Indicators	Leadership Indicators
Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.	1,2,3,4,5,6,7	1,2
Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.	1,2,3,4	3,4,5
Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	1,2,3,4,5,6,7,8,9,10,11,12,13,14,15	1,2,3,4,5
Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.	1,2	1,2,3
Principle 5: Businesses should respect and promote human rights.	1,2,3,4,5,6,7,8,9,10	-
Principle 6: Businesses should respect and make efforts to protect and restore the environment.	1,2,3,4,5,6,7,8,9,10,11,12	1,2,3,6,7,8
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	1,2	1
Principle 8: Businesses should promote inclusive growth and equitable development.	1,2,3,4	2,6
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner	1,2,3,4,5,6	1,2,4,5

The onsite verification was conducted at Devapur Cement Plant (March 28, 2022 to March 30, 2022) and Hyderabad Corporate Office (April 18, 2022 to April 20, 2022). The assurance activities were carried out together with a desk review of data of other manufacturing units located at Chittapur, and the grinding unit at Jalgaon as per reporting boundary i.e. OCL India operations as stated above.

Limitations

TUVI did not perform any assurance procedures on the prospective information, such as targets, expectations, and ambitions, disclosed in the BRSR. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement.

Our Responsibility

TUVI's responsibility in relation to this engagement was to perform agreed level of assurance and to express a conclusion based on the work performed. This engagement did not include an assessment of the adequacy or the effectiveness of OCL's strategy, management of sustainability-related issues or the sufficiency of the BRSR against principles of SEBI Business Responsibility and Sustainability Reporting (<BRSR>), and ISAE 3000 (revised), other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in accordance with the agreed scope of work which includes non-financial quantitative and qualitative information disclosed by OCL. This assurance engagement assumes that the data and information provided to us by OCL are complete and true.

Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing on verification efforts with respect to disclosures. TUVI has verified the disclosures and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

- TUVI examined and reviewed the documents, data, and other information made available by OCL for non-financial Essential and Leadership Indicators (non-financial disclosures);
- TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of OCL;
- TUVI performed sample-based reviews of the mechanisms for implementing the sustainability-related policies and data management (qualitative and qualitative);
- TUVI reviewed the adherence to reporting requirements of "the <BRSR> Framework";

Opportunities for Improvement

The following are the opportunities for improvement reported to OCL. However, they are generally consistent with OCL management's objectives and programs.

- OCL can assess its emission targets following the "Science-Based Targets" methodology (Sectoral de-carbonization approach or Absolute based targets or Economic approach);
- OCL can disclose its principle wise commitments, goals and targets and report the corresponding status of achievements;
- Internal periodic review mechanism of the principle wise BRSR data needs to be established;
- In future, OCL can apply the recognized frameworks like TCFD to evaluate the climate related financial disclosures;

Our Conclusion

In our opinion, based on the scope of this assurance engagement, the disclosures on sustainability performance reported in the BRSR along with the referenced information provides a fair representation of the material topics, related strategies, and meets the general content and quality requirements of the reporting.

Disclosures: TUVI is of the opinion that the reported disclosures generally meet the BRSR reporting requirements. OCL refers to general disclosure to report contextual information about OCL, while the Management & Process disclosures the management approach for each indicator (Essential and Leadership).

Limited Assurance Conclusion: Based on the procedures we have performed; nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement was not prepared in all material respects. TUVI found the sustainability information to be reliable in all principles, with regards to the reporting criteria of the BRSR.

Report complies with the below requirements

- Governance, leadership and oversight:** The messages of top management, business model to promote inclusive growth and equitable development, action and strategies, focus on products, risk management, protection and restoration of environment, and priorities are disclosed appropriately.
- Connectivity of information:** OCL discloses various principles and their inter-relatedness and dependencies with factors that affect the organization's ability to create value over time.
- Stakeholder responsiveness:** The Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritize the short, medium and long-term strategies. The Report provides

insights into the organization's relationships (nature and quality) with its key stakeholders. In addition, the Report provides a fair representation of the extent to which the organization understands, takes into account and responds to the legitimate needs and interests of key stakeholders.

- D. Materiality:** The materiality assessment process has been carried out already during GRI reporting, based on the requirements of "GRI". The GRI Report reflects how OCL has appropriately identified issues that affect its value creation, have high importance to its stakeholders, linked to strategy and governance considering aspects that are internal and external to the OCL's range of business. The Report fairly brings out the aspects and topics and its respective boundaries of operations. The Report discloses information on material topics that substantively affect OCL's ability to create value over the short, medium and long term.
- E. Conciseness:** The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point sentences, graphs, pictorial, tabular representation are applied. At the same time, due care is taken to maintain continuity of information flow in the BRSR.
- F. Reliability and completeness:** OCL has established internal data aggregation and evaluation systems to derive the performance. The reported data is duly verified and authenticated by OCL. The majority of the data and information was verified by TUVI's assurance team (*on sample basis*) during the assessment of the BRSR and found to be fairly accurate. All data, is reported transparently, in a neutral tone and without material error.
- G. Consistency and comparability:** The information in the Report is presented on an annual basis in a reliable and complete manner. Thus, the principle of consistency and comparability is established.

This assurance statement has been prepared in accordance with the terms of our engagement and ISAE 3000 (revised) requirements

Independence:

TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. It is confirmed that the assurance team is selected to avoid situations of self-interest, self-review, advocacy and familiarity. The assessment team was safeguarded from any type of intimidation.

Quality control:

The assurance team complies with the code of ethics for professional accountants issued by the IESBA, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Assurance Team and Independence

TUVI is an independent, neutral third-party providing sustainability services with qualified environmental and social specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with OCL on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TUVI was not involved in the preparation of any content or data included in the BRSR, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar
Project Manager and Reviewer
Head – Sustainability Assurance Service



Date: 11-05-2022
Place: Mumbai, India
Project Reference No: 8120207839
www.tuv-nord.com/in