



Date: 05<sup>th</sup> September, 2023

To  
The Listing Department,  
National Stock Exchange of India Limited  
Exchange Plaza, C-1, Block-G  
Bandra Kurla Complex, Bandra-East  
Mumbai-400051  
Stock code: STARCEMENT

The Listing Department,  
BSE Limited  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai-400001  
Stock code: 540575

Dear Sir(s)/Madam(s),

**Sub.: Business Responsibility and Sustainability Report for the financial year ended 31st March, 2023**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, please find enclosed the Business Responsibility and Sustainability Report for the financial year 2022-23, which forms an integral part of the Annual Report for the financial year 2022-23.

The Business Responsibility and Sustainability Report for the FY 2022-23 is available on the website of the Company at <https://www.starcement.co.in/upload/images/files/BRSR-Report-FY-22-23.pdf>

You are requested to kindly take the above on records.

Thanking you.

Yours faithfully,  
For Star Cement Limited

Debabrata Thakurta  
(Company Secretary)



Encl: as above

**STAR CEMENT LIMITED**

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

## SECTION A: GENERAL DISCLOSURES

### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity** - L26942ML2001PLC006663
2. **Name of the Listed Entity** - Star Cement Limited
3. **Year of Incorporation** - 02nd November, 2001
4. **Registered office address** - Vill: Lumshnong, P.O. Khaliehriat, Dist. East Jaintia Hills, Meghalaya-793 210
5. **Corporate address** - Star Cement Limited, 'Century House', 2nd floor, P-15/1, Taratala Main Road, CPT Colony, Kolkata-700 088, West Bengal
6. **E-mail** - investors@starcement.co.in
7. **Telephone** - +91-33 24015555
8. **Website** - www.starcement.co.in
9. **Financial year for which reporting is being done:** 1st April, 2022 to 31st March, 2023
10. **Name of the Stock Exchange(s) where shares are listed** - National Stock Exchange of India Limited (NSE), BSE Limited (BSE)
11. **Paid-up Capital (₹)** - 40,41,80,417
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. Debabrata Thakurta, Company Secretary; debabratathakurta@starcement.co.in
13. **Reporting boundary** - Standalone basis

### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1.	Manufacturing	Cement and clinker manufacturing	100%

#### 15. Products/Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/Service	NIC Code	% of total Turnover Contributed
1.	Manufacturing of Cement and Clinker	23941	100%

### III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	6	9
International	0	1	1

#### 17. Markets served by the entity:

##### a. Number of locations:

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

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

Nil

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

### c. A brief on types of customers:

The Company caters to different types of customers across various sectors. Some of the major types of customers include retail customers, contractors and builders, government agencies for construction projects like bridges, roads and other infrastructure developments, institutional customers, industrial customers including educational institutions, hospitals, religious institutions that require cement for construction and maintenance purposes.

## IV. Employees

### 18. Details as at the end of Financial Year i.e. 31st March, 2023

#### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	613	568	92.66%	45	7.34%
2.	Other than Permanent (E)	336	292	86.90%	44	13.10%
3.	<b>Total employees (D + E)</b>	<b>949</b>	<b>860</b>	<b>90.62%</b>	<b>89</b>	<b>9.38%</b>
<b>WORKERS</b>						
4.	Permanent (F)	237	210	88.61%	27	11.39%
5.	Other than Permanent (G)	1,238	1,159	93.62%	79	6.38%
6.	<b>Total workers (F + G)</b>	<b>1,475</b>	<b>1,369</b>	<b>92.81%</b>	<b>106</b>	<b>7.19%</b>

#### b. Differently abled employees

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

### 19. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	12	2	16.67%
Key Management Personnel (Senior Management)	2*	0	0%

\* Excluding Managing Director & CEO who has been included in the Board of Directors

### 19. Turnover rate for permanent employees

	FY 22-23			FY 21-22			FY 20-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	30%	18%	29%	36%	35%	36%	11%	17%	12%
Permanent Workers	3%	16%	5%	18%	85%	23%	2%	11%	2%

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**
**V. Holding, subsidiary and associate companies (including joint venture)**
**21. a. Name of the holding / subsidiary / associate companies / joint ventures (A) –**

S No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity
1	Megha Technical and Engineers Private Limited	Subsidiary	100%
2	Star Cement Meghalaya Limited	Subsidiary	87%
3	Meghalaya Power Limited	Subsidiary	100%
4	NE Hills Hydro Limited	Subsidiary	100%
5	Star Cement (I) Limited # {formerly known as Star Cement Lumshnong Limited}	Subsidiary	60%
6	Star Cement Northeast Limited #	Subsidiary	60%
7	Star Century Global Cement Private Limited	Subsidiary	100%

# 40% of shares is held by Star Cement Meghalaya Limited, a Material Subsidiary of Star Cement Limited

**b. Do the entities indicated in the above table participate in the Business Responsibility initiatives of the listed entity? (Yes/No):** No, however the Company mentioned above participate in CSR activities as per their requirements.

**VI. CSR details**
**22. i. Whether CSR is applicable as per Section 135 of Companies Act, 2013:** Yes

ii. **Turnover:** ₹ 27,31,20,84,986

iii. **Net worth:** ₹ 14,63,69,84,017

**VII. Transparency and Disclosures Compliances**
**23. Complaints/grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC)**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanisms in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 22-23			FY 21-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. <a href="https://www.starcement.co.in/">https://www.starcement.co.in/</a> ;	-	-	None	-	-	None
Investors (other than shareholder)		-	-	None	-	-	None
Shareholder		-	-	None	-	-	None
Employees and workers		-	-	None	-	-	None
Customers		1232	-	Pending Resolution at the close of the FY 21-22 was resolved during the current financial year.	974	2	None
Value Chain Partners		-	-	None	6	-	None

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Air Quality	Risk	Assuring emissions remain under acceptable limits to avoid adverse effects on health	<ul style="list-style-type: none"> <li>Compliance with national and state regulations</li> <li>Continuous Emission Monitoring Systems (CEMS) and Continuous Ambient Air quality monitoring stations (AAQMS) installed</li> </ul>	Punitive measures from regulatory bodies for non-compliance
2.	Biodiversity	Risk	Maintaining the natural ecological equilibrium and preserving habitats of fauna and flora in and around mines and plants	Biodiversity management plan in place that caters to the safeguarding natural habitats surrounding the facilities.	<ul style="list-style-type: none"> <li>Punitive measures from regulatory bodies for non-compliance</li> <li>Protection of natural habitats</li> <li>Enhance carbon sequestration</li> <li>Reputation/brand image</li> </ul>
3.	Energy and GHG Emissions	Risk and Opportunity	Mitigating the adverse impacts of climate change through reducing greenhouse gas emissions	<ul style="list-style-type: none"> <li>Use of alternative materials to reduce clinker factor</li> <li>Improve energy efficiency</li> <li>Enhance Waste heat recovery and use of Renewable Energy (RE)</li> <li>Optimise fuel composition, along with the use of waste as alternative fuel</li> </ul>	<ul style="list-style-type: none"> <li>Reduces operating expenses and carbon emissions</li> <li>Increased capital expenditure in short term</li> </ul>
4.	Innovation and Sustainable Product design	Opportunity	Developing innovative products to mitigate negative impacts on the environment and society at large	<ul style="list-style-type: none"> <li>Collaborate with stakeholders to identify and explore new opportunities</li> <li>Invest in absorption of new technologies</li> </ul>	<ul style="list-style-type: none"> <li>Competitive advantage</li> <li>Increase in margins and revenue due to creation of value-added products</li> </ul>
5.	Materials	Risk	Complying with the prescribed standards as per BIS norms to ensure acceptable product quality and mitigating environmental and health hazards from use of hazardous substances	<ul style="list-style-type: none"> <li>Establish systems and processes to screen materials basis its attributes</li> <li>Develop mechanisms to store, handle, transport and use materials safely</li> </ul>	<ul style="list-style-type: none"> <li>Increased operational costs in the short term</li> <li>Reputation/brand image</li> </ul>

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6.	Transport and Logistics	Opportunity	Building resilience in the supply chain through use of more affordable and low carbon alternatives	<ul style="list-style-type: none"> <li>Optimise transportation logistics through route planning and implementation of Integrated logistics management</li> <li>Identifying alternative modes of transport</li> <li>Use of cleaner forms of transport including electric vehicles</li> </ul>	<ul style="list-style-type: none"> <li>Reduce transportation cost and enhance product margin</li> <li>Reduce greenhouse gas emissions</li> </ul>
7.	Waste management and Circular Economy	Risk and Opportunity	Prevent negative impacts on environment and society and promoting safe and responsible disposal of waste generated in the supply chain	Apply the 4R (Reduce, Reuse, Recycle and Recover) principles for gainful utilisation of waste resources	<ul style="list-style-type: none"> <li>Reduces operating costs</li> <li>Punitive measures from regulatory bodies for non-compliance</li> </ul>
8.	Water Management	Risk and Opportunity	Addressing water stress through judicious use of water as a resource	<ul style="list-style-type: none"> <li>Identifying Alternative Sources of Water</li> <li>Optimising Water Consumption</li> <li>Maintaining Zero Liquid Discharge Status</li> </ul>	<ul style="list-style-type: none"> <li>Increases cost in water scarce regions</li> <li>Noncompliance resulting in fines / penalties</li> </ul>
9.	Community Engagement	Opportunity	Fostering community relationships by listening, responding, and engaging in activities that promote their socioeconomic growth.	<ul style="list-style-type: none"> <li>Identification of vulnerable communities</li> <li>Undertaking community need assessment</li> <li>Selection of implementing partner</li> <li>Baseline survey</li> <li>Project implementation</li> <li>Project monitoring and evaluation</li> <li>Social impact assessment</li> </ul>	Investment towards community wellbeing and indirect economic development
10.	Diversity and Inclusion	Opportunity	To provide equal opportunity and build a safe space for workforce	<ul style="list-style-type: none"> <li>Offering fair compensation, facilities, and benefits to everyone</li> <li>Preventing discrimination in workplace with respect to disabilities, age, religion, caste, gender</li> </ul>	Improved employee productivity resulting in improved turnover
11.	Human Rights	Risk	To uphold and protect human rights.	<ul style="list-style-type: none"> <li>Internal review of documents related to labor laws</li> <li>Compliance with the Human Rights Policy and the revised and applicable Labor Codes</li> </ul>	Penal or disciplinary actions by regulatory/legal bodies

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12.	Labor Management	Risk	Resolving conflicts within coworkers and employees amicably	Works Committee in place	Disruption in operations leading to lower production
13.	Occupational Health & Safety	Risk	Prevention of work-related injuries and ill health through provision of safe and conducive work environment	<ul style="list-style-type: none"> <li>Fostering a culture of operational safety among the workforce through corrective actions, awards and recognitions.</li> <li>Developing competences by providing trainings on safety practices</li> <li>Adherence to safety norms in line with nationally recognised standards</li> </ul>	Punitive actions by regulators
14.	Talent Development	Opportunity	Enhancing the workforce productivity, retaining talented individuals, and accelerating company growth.	<ul style="list-style-type: none"> <li>Employees are provided with skill enhancement training.</li> <li>Provide regular feedback to employees through performance appraisal</li> <li>Motivating good performance through rewards, recognitions</li> </ul>	Increased cost of hiring and training
15.	Customer Centricity	Opportunity	Upholding customer trust, maintaining transparency and ensuring their satisfaction is key to business growth	<ul style="list-style-type: none"> <li>Implementation of Customer Relationship Management (CRM)</li> <li>Enhancing engagement channels to gauge the satisfaction levels of customers and meet their expectations</li> </ul>	Increase profitability and revenue through increase in sales and enhancing the penetration of value-added products in the market
16.	Data privacy and security	Risk	Reliance on digital tools and applications increases the vulnerability of potential cyber-attacks and associated digital risks.	<ul style="list-style-type: none"> <li>Implementation of ISO 27001:2013 and implementation of data privacy policy</li> <li>Establishing a disaster recovery system</li> <li>Reliance on secured networks/ERP such as SAP and AWS</li> </ul>	Loss of personal and customer data can result in penalties and negatively impact trust of stakeholders
17.	Digitalisation	Opportunity	Leveraging new technologies, optimise operations, and improve customer experiences.	<ul style="list-style-type: none"> <li>Investing on digital innovations to enhance the digital footprint</li> <li>Collaborating with value chain partners for adoption of best in class technologies</li> </ul>	Reduce operational cost High Capital expenses in short run

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	Approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
18.	Supplier Sustainability	Risk and Opportunity	Ensuring suppliers are compliant with the applicable laws and regulations is essential for business continuity	Integrate relevant ESG considerations within our evaluation criteria and assess supplier	Disruption of supply chain resulting in decrease in revenue
19	Business ethics	Risk	To carry business with transparency and accountability and prevent events of corruption, fraud and bribery.	<ul style="list-style-type: none"> <li>Senior management's commitment to the Code of Conduct.</li> <li>Adherence to Anti-Bribery and Anti-Corruption Policy.</li> <li>Whistleblower system</li> </ul>	<ul style="list-style-type: none"> <li>Disciplinary measures by regulators and legal authority</li> <li>Impacts reputation and trust of the Company</li> </ul>

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
<b>Policy and management processes</b>										
1. a.	Whether your entity's policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b.	Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c.	Web link of the policies, if available	Policies are available at the website of the Company at <a href="https://www.starcement.co.in/investor/investor-information">https://www.starcement.co.in/investor/investor-information</a> .								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name the national and international codes/certifications/ labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	ISO 9001: 2015	ISO 45001: 2018	-	-	ISO 14001 :2015	-	-	-



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

**5&6** Specific commitments, goals and targets set by the entity with defined timelines, if any.

Principles	Targets	Mandatory/ Voluntary	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.

### GOVERNANCE, LEADERSHIP AND OVERSIGHT

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

Dear Stakeholders,

As a responsible organisation in the cement industry, our Company is constantly analyzing and forecasting both global and national cement megatrends to stay ahead of the curve. We understand that the world is changing, and so is the demand for cement. In the global context, the slow but steady shift from developed to developing economies has resulted in increased demand for cement, especially in the Asia Pacific, Middle East, and African regions. On the other hand, developed economies focus more on sustainable outcomes as the climate change concern takes global attention. This has led to a growth in the production of eco-friendly alternatives, which we at our Company have focused on.

On a national level, we recognise that our customers require innovation and high-quality products. We believe that cement production must consider ecological and social responsibilities alongside other crucial factors. As such, our focus is to manufacture products that meet the standards of both developed and developing economies. In this regard, we aim to optimise the use of alternative raw materials, limit energy consumption, streamline supply chain, focus on distribution and transportation, and invest in research & development. We are committed to meeting and exceeding the expectations of our customers and forging strong partnerships through excellent customer service, constant innovation, and embracing cement megatrends.

At our Company, we hold ourselves to rigorous standards of governance. We prioritise accountability and transparency, and we have implemented various measures to ensure our conduct aligns with industry best practices. This includes conducting an annual assessment of our governance framework and processes to ensure their effectiveness and efficiency. The Company has embarked on its ESG Journey during the financial year. As part of this journey we have initiated integrating ESG factors in decision making and business expansion.

Our organisation's environment commitment enforces the use of environmentally responsible resources, ensures resource efficiency in operations and moderates the impact on climate change. We have enhanced the proportion of blended cement in our production to approximately 90%. We undertake continuous improvement in our energy efficiency and offset our carbon emissions through afforestation activities in and around its mines and plant operations. Further We have collaborated with a major petrochemical company for the usage of eco-friendly fuel- "Xtra Green", which produces lesser emissions. For the reduction of logistical emissions our Company has made back haul arrangements for transportation of clinker from Lumshnong to Guwahati with fly ash. We have also enhanced our water positivity through optimisation of water consumption and securing water from alternative sources.

As part of the social commitment of our organisation, we prioritise on building trust and relationship with our stakeholders including employee, suppliers, customer, and community groups. The Company promotes eco-efficiency amongst stakeholders by organising several engagements; one such event is 'Beat the Plastic Pollution' initiative, to promote responsible disposal of plastic.

Our Company's investment in creating an inclusive and safe workplace "has resulted in making Star Cement one of the great places to work. The ideation programme, "Star Sujhaav" fosters innovation within the organisation, leading to improved efficiency and delivering enhanced business value to our customers. Our customer centric approach is centered on developing digital solutions that enable stakeholders including dealers, engineers and distributors to collaborate effectively and enhance the customer experience. We are proud to offer a range of applications that promote 24\*7 engagement, such as WhatsApp for Business, Star Lotus App to engage contractors, Star Saathi App for dealer networks, and Star Stellar App to facilitate loyalty programs and other interactions with each stakeholder group.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Our Company strongly believes that we have the potential to shape sustainable future. We are uniquely positioned to make long-term investments, explore new areas of growth, and pursue promising prospects. We extend our gratitude to all our stakeholders for their steadfast backing and confidence in our endeavors. As we stride ahead, we solicit their unflinching support and insights to gauge our sustainability practices against the highest standards.

Best Regards,

**Sajjan Bhajanka**  
Chairman & Managing Director

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

Serial No.	Particulars	Details
1	DIN Number	00246043
2	Name	Mr. Sajjan Bhajanka
3	Designation	Chairman, Managing Director & Chief Executive Officer
4	Telephone number	+91 -33 24015555
5	E-mail ID	investors@starcement.co.in

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

Yes, the Board level Risk Management Committee is responsible for decision-making on sustainability related issues and overseeing Business Responsibility policy(ies). The following are the members of Risk Management committee of the Board.

- Mr. Sanjay Agarwal, Managing Director ,DIN: 00246132
- Mr. Nirmalya Bhattacharyya, Independent Director, DIN: 09037566
- Mr. Pramod Kumar Shah, Independent Director DIN: 00343256 \*\*
- Mr. Vivek Chawla, Independent Director DIN: 02696336 ##

\*\* Mr. Pramod Kumar Shah has been ceased as an Independent Director due to expiry of this terms with effect from the close of business hours of 31st March, 2023

## Mr. Vivek Chawla have been appointed as the new Member of the Committee with effect from 1st April, 2023.

### 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 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow-up action	Yes, the Risk Management Committee is responsible for review of the Company's performance against the above policies	Annual																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Audit Committee is responsible for review of the Company's statutory compliances through the internal audit mechanism	Quarterly																	

### 11. 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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
The Company routinely conducts internal audits of its policies and monitors implementation of corrective actions for gaps identified in the processes and procedures.								

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the principles material to its business (Yes/No)	Not applicable								
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)									
<b>Any other reason (please specify)</b>									

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

### PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

#### ESSENTIAL INDICATOR (Mandatory)

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Key elements of the nine National Guidelines on Responsible Business Code principles were familiarised upon along with their relevance to business and other stakeholders for an overall understanding of the implementation of ESG-related policies, procedures, and targets on operational and strategic level.	100%
Key Managerial Personnel (KMP)	1	All nine principles prescribed under the National Guidelines on Responsible Business Code's were familiarised upon in a comprehensive manner, along with the implications in business and other stakeholders in the development of relevant risk management strategies.	100%
Employees other than Board of Directors or KMPs	1	In order for business and other stakeholders to be aware of their responsibilities in adherence to the Company's commitment and to ensure effective implementation of the policies, the major elements under the nine principles of the National Guidelines on Responsible Business Code and their significance to business was familiarised upon.	100%
Workers	1		100%

#### 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, in the following format (Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	Name of the regulatory / enforcement agencies / judicial institutions	NGRB Principle	Amount (₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil				
Settlement					
Compounding Fee					

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**

Non-Monetary				
	Name of the regulatory/ enforcement agencies/judicial institutions	NGRB Principle	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil			
Punishment				

**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.**

In the reporting year, there were no incidents reported by the entity or by directors or KMPs that resulted in fines/penalties as punishment/award/compounding fees/settlement sums in procedures with regulators, law enforcement agencies, or judicial institutions.

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

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

Yes, the Company's Anti-corruption and Anti-Bribery Policy has been adopted to ensure adherence to the highest ethical standards in all its business operations. The Policy facilitates the detection and reporting of possible breaches by employees, agents, representatives, vendors, and business partners. The concerned stakeholders of the policy are empowered through the Company's Vigil Mechanism to report instances of any irregularity, unethical, illegal practice and/or misconduct.

The Policy takes into consideration all the applicable local laws and further enables them to identify and effectively report a potential breach.

The Policy also outlines the outcome of any breach of the Policy in the form of disciplinary action, which may even include termination of employment of employees and the immediate termination of any vendor or business partner arrangements.

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

	FY 22-23	FY 21-22
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

	FY 22-23		FY 21-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	Nil	None	Nil	None
Number of complaints received in relation to issues of conflict of interest of KMPs	Nil	None	Nil	None

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

No such incidents related to fines/penalties/action taken by regulators/law enforcement agencies/judicial institutions, on cases of corruption and conflicts of interest have taken place.

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

### LEADERSHIP INDICATORS (Voluntary)

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of Business Value of Value Chain Member covered under BRSR training
1	Key facets of the nine principles included in the National Guidelines on Responsible Business Code were discussed, along with their pertinent impacts on them.	100%

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

Yes, The Board of Directors of the Company are governed by Code of business conduct and ethics which has laid out the provisions on conflict of interest. The Code of Conduct is also applicable to all KMPs and Senior Management. They in turn, further incorporate the Code of Conduct in their respective verticals and departments, enabling the Code to cascade down to the all the other levels of employees. The mentioned code can be accessed at <https://www.starcement.co.in/>.

### PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

#### ESSENTIAL INDICATOR (Mandatory)

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

	FY 22-23	FY 21-22	Details of improvements in environmental and social impacts
R&D	-	-	
Capex	0.26%	81.76 Lakhs	Details available in Principle 6 Leadership Indicator Q6

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

Yes, Star Cement strives to ensure safe and efficient utilisation of resources throughout the product's life cycle. In this endeavour the Company has formulated a Product Stewardship Policy. Guided by the policy the Company is in the process of implementing procedures to assess suppliers based on environmental and social criteria.

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

In the upcoming year, the Company will aim to disclose proportion of input materials sourced from a sustainable supply chain based on a defined criteria as per the procedures.

#### 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.

The Company follows circularity principles in the operations as well as end use stages of the overall product lifecycle with the goal of reducing waste and disposing of it responsibly. The following mechanisms have been deployed by the Company for the treatment of waste

Plastics (including packaging),	For production of Cement the Company is using high quantity of Fly Ash which are imported in plastic bags and producing high quantity of plastic wastes which are disposing through pollution control board authorised recycling vendors
E-waste	The Company is not in the business of electronic consumer goods. However, the E-waste produced during the office operations is sold to the registered recyclers.
Hazardous waste	The hazardous waste generated is disposed through the registered recyclers or disposers having permissions from State Pollution Control Boards
Other waste	The Company utilizes in process jute waste as fuel for its captive power plant for the jute mill in Birlapur to generate steam and electricity

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**

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, the Company is in the process of EPR registration and will develop an EPR plan for safe disposal of post-consumer plastic waste. The GGU plant has registered under the EPR as a brand owner. As per the Company's EPR plan, total plastic waste amounting to 1,694.89 MT was safely disposed for the year 2022-23.

**LEADERSHIP INDICATORS (Voluntary)**

1. Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	% of total Turnover contributed	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company is yet to conduct life cycle assessment of its products.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 22-23	FY 21-22
Clinker (replaced by fly ash and slag)	31%	26%
Chemical gypsum proportion of total gypsum	9%	4%

4. 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:

	FY 22-23 (in MT)			FY 21-22		
	Reused	Recycled	Safely disposal	Reused	Recycled	Safely disposal
Plastic waste	-	-	1,694.89	-	-	-
e-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. 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
The Company is putting in place mechanisms to estimate the proportion of products and packaging sold for each category for disclosure in the upcoming reporting period.	

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

**PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

### ESSENTIAL INDICATOR (Mandatory)

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent employees</b>											
Male	568	568	100%	568	100%	-	-	-	-	-	-
Female	45	45	100%	45	100%	45	100%	-	-	-	-
<b>Total</b>	<b>613</b>	<b>613</b>	<b>100%</b>	<b>613</b>	<b>100%</b>	<b>45</b>	<b>7.34%</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	292	292	100%	292	100%	-	-	-	-	-	-
Female	44	44	100%	44	100%	8	18.18%	-	-	-	-
<b>Total</b>	<b>336</b>	<b>336</b>	<b>100%</b>	<b>336</b>	<b>100%</b>	<b>8</b>	<b>2.38%</b>	-	-	-	-

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
<b>Permanent workers</b>											
Male	210	210	100%	210	100%	-	-	-	-	-	-
Female	27	27	100%	27	100%	27	100%	-	-	-	-
<b>Total</b>	<b>237</b>	<b>237</b>	<b>100%</b>	<b>237</b>	<b>100%</b>	<b>27</b>	<b>11.39%</b>	-	-	-	-
<b>Other than Permanent workers</b>											
Male	1159	1159	100%	1159	100%	-	-	-	-	-	-
Female	79	79	100%	79	100%	79	100%	-	-	-	-
<b>Total</b>	<b>1238</b>	<b>1238</b>	<b>100%</b>	<b>1238</b>	<b>100%</b>	<b>79</b>	<b>6.38%</b>	-	-	-	-

#### 2. Details of retirement benefits for the current and previous financial year

Benefits	FY 22-23*			FY 21-22*		
	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	7%	41%	Y	8%	43%	Y
NPS	13%	-	Y	-	-	-

\*Calculations are based on permanent employees and permanent workers

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**
**3. Accessibility of workplaces**

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

Yes, the Company strives to provide an inclusive infrastructure that takes into account the demographics and composition of its workforce. All the Company's facilities are equipped with wheelchair facilities and ramps as per the Rights of Persons with Disabilities Act, 2016 to ensure access to differently abled employees.

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

Yes, Star Cement is an equal opportunity employer and ensures all persons are treated equally without any biasness irrespective of gender, caste, creed, colour, religion, disability, or sexual orientation. The Company has formulated an Employee Welfare Policy which commits towards creating and maintaining a fair, safe, healthy, nurturing, and vibrant work environment, across all its operations. As per the provisions of the Policy the Company ensures its facilities are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. The Policy is available on the website of the Company at <https://www.starcement.co.in/investor/investor-information>.

**5. Return to work and retention rates of permanent employees that took parental leave.**

Gender	Permanent employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**6. Is there a mechanism available to receive and redress grievances for the Permanent and Non-permanent employees' categories of employees? If yes, give details of the mechanism in brief.**

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, being a responsible, employee welfare-centric company, Star Cement have internally developed certain mechanisms and relevant committees for addressing grievances of employees and workers in various aspects. <ol style="list-style-type: none"> <li>At Star Cement, there is a work committee in place at operations level to address grievances from the plant level workers and employee.</li> <li>The Company has Sexual Harassment Committee in place where the employees can raise their concerns regarding workplace sexual harassment.</li> <li>Employees can directly raise concerns related to health and safety, working conditions and other concerns before the management team and redressal of raised concerns are done on priority basis.</li> </ol>
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 22-23			FY 21-22		
	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 (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)
<b>Total Permanent Employees</b>	<b>613</b>	<b>-</b>	<b>0%</b>	<b>579</b>	<b>-</b>	<b>0%</b>
Male	568	-	0%	537	-	0%
Female	45	-	0%	42	-	0%
<b>Total Permanent Workers</b>	<b>336</b>	<b>-</b>	<b>0%</b>	<b>230</b>	<b>-</b>	<b>0%</b>
Male	292	-	0%	207	-	0%
Female	44	-	0%	23	-	0%



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

### 8. Details of training given to employees

Category	FY 22-23					FY 21-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees*</b>										
Male	568	426	75.00%	426	75.00%	537	376	70.02%	401	74.67%
Female	45	27	60.00%	34	75.56%	42	23	54.76%	35	83.33%
<b>Total</b>	<b>613</b>	<b>453</b>	<b>73.90%</b>	<b>460</b>	<b>75.04%</b>	<b>579</b>	<b>399</b>	<b>68.91%</b>	<b>436</b>	<b>75.30%</b>
<b>Workers*</b>										
Male	210	147	70.00%	154	73.33%	207	145	70.05%	136	65.70%
Female	27	19	70.37%	16	59.26%	23	15	65.22%	14	60.87%
<b>Total</b>	<b>237</b>	<b>166</b>	<b>70.04%</b>	<b>170</b>	<b>71.73%</b>	<b>230</b>	<b>160</b>	<b>69.57%</b>	<b>150</b>	<b>65.22%</b>

\*Permanent employee

\*Permanent workers

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

Category	FY 22-23			FY 21-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees*</b>						
Male	568	568	100%	537	537	100%
Female	45	45	100%	42	42	100%
<b>Total</b>	<b>613</b>	<b>613</b>	<b>100%</b>	<b>579</b>	<b>579</b>	<b>100%</b>
<b>Workers*</b>						
Male	210	210	100%	207	207	100%
Female	27	27	100%	23	23	100%
<b>Total</b>	<b>237</b>	<b>237</b>	<b>100%</b>	<b>230</b>	<b>230</b>	<b>100%</b>

\*Permanent employee

\*Permanent workers

### 10. Health and safety management system:

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

Yes, the Occupational Health and Safety Management System (ISO 45001) has been implemented across all manufacturing facilities.

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

Regular Hazard Identification and Risk Assessments (HIRA) for routine and non-routine jobs are conducted, based on which risks are identified, assessed, and classified as high, moderate and acceptable, after which risk control and minimisation measures are defined to bring down the risk index within the acceptable limit. This process takes into account the root cause analysis from the incident investigation reports, safety rules violation identification through site safety audits, unsafe acts observed during safety observations and recommendations from external experts.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.**

Yes, the Company has instituted processes for workers to report the work-related hazards and to remove themselves from such risks. Employees and workers are empowered to bring to the attention of the management, safety concerns by reporting near misses. Subsequently these cases are analysed and investigated for corrective and preventive actions.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**
**d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?**

Yes. At Star Cement, the health and wellbeing of all employees are of the highest priority. At every site, the Company offers best in class medical facilities, including well-equipped health care centers and ambulance services. The Company has also employed skilled medical professionals, who are assisted by paramedics for required medical and healthcare services.

**11. Details of safety-related incidents**

Safety Incident/Number	Category	FY 22-23	FY 21-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.45	-
	Workers	-	-
Total recordable work-related injuries	Employees	1	-
	Workers	-	-
No. of fatalities (safety incident)	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Committed towards 'Zero Harm', the Company is dedicated towards ensuring the highest standards of health and safety at its workplace through the implementation of health and safety management system. The effectiveness in the implementation of safety management system is ensured through

- Physical verification of health and safety system implementation
- External audits as per requirement for certification/re-certification.
- Inducing a safety culture by motivating and encouraging employees to provide suggestions to improving safety performance
- Site safety observations by department officers, which are reviewed on monthly basis by plant head and the Chief Manufacturing Officer
- Continuous improvement of health and safety performance through modification of procedures, technology upgradation and leveraging digitalisation

**13. Number of complaints on the following made by employees:**

	FY 22-23			FY 21-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
<b>Working conditions</b>	-	-	None	-	-	None
<b>Health and safety</b>	-	-	None	-	-	None

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
<b>Health and safety practices</b>	100%
<b>Working Conditions</b>	100%

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**

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 and safety practices and working conditions.

Accident Detail	Corrective / Preventive Actions	Control Type
Star Cement Limited, Lumshnong Cause of the incident: It was observed that due to additional load on idler, its bearing was damaged. Further the idler guard was missing beneath this return idler	Area barricaded below overhead conveyor line	Engineering Control
	Checking of idlers in conveyor line	Engineering Control
	Suspend all plantation activity below overhead conveyor line	Administrative Control

**LEADERSHIP INDICATORS (Voluntary)**

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

	(Y/N)
Employees	N
Workers	N

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

In all contractual obligations with value chain partners, statutory dues such as PF, ESI, etc. are deducted and paid accordingly. Specific contractual obligations are provided for such adherence.

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

	Total no. of affected employees		No. of employees that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 22-23	FY 21-22	FY 22-23	FY 21-22
Employees	-	-	-	-
Workers	-	-	-	-

4. Does the entity provide transition assistance programmes 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	The Company does not undertake assessment of value chain partners on health and safety and working conditions
Working conditions	

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

The Company has identified no risk associated with health and safety or working conditions amongst value chain members assessed during the reporting period.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**
**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**
**ESSENTIAL INDICATOR (Mandatory)**
**1. Describe the processes for identifying key stakeholder groups of the entity.**

Star Cement values its relationship with its stakeholders and considers them as an essential part of the journey towards creating long term value. When identifying the major stakeholder groups, the Company takes into consideration the dependency, vulnerability, influence and frequency of engagement while identifying stakeholder groups.

The Company has identified several significant stakeholder groups, including customers, investors employees, communities, suppliers/vendors, dealers, government, and regulatory bodies. To identify significant challenges that are both operational and strategically oriented, the Company consults with its identified stakeholders.

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

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	<ol style="list-style-type: none"> <li>Regular engagement through e-mails, calls, SMS, brochures and catalogues</li> <li>Site visits by company civil engineers</li> <li>Exhibitions and events</li> <li>Customer feedback</li> <li>Social media communication</li> <li>Marketing campaigns</li> <li>SAP ERM implementation</li> </ol>	Regular Periodical Annual Need-based	<ol style="list-style-type: none"> <li>Branded products</li> <li>Assured quality and product pricing</li> <li>Regular supply and timely delivery</li> <li>Seamless customer service</li> <li>Customer satisfaction and retention</li> </ol>
Investors	No	<ol style="list-style-type: none"> <li>E-mails, one-on-one and group meetings</li> <li>Town hall meetings</li> <li>Employee engagement initiatives</li> <li>Star Sujhaav</li> <li>Cultural events</li> <li>Training and development workshops</li> <li>Health initiatives</li> <li>Performance appraisals</li> <li>Grievance redressal mechanisms</li> </ol>	Regular Quarterly Monthly Continuous Need-based	<ol style="list-style-type: none"> <li>Economic performance</li> <li>Sustainable business performance</li> <li>Risk management</li> <li>Ethical business practices and good corporate governance</li> <li>Regular payout either as dividend or buyback</li> <li>ESG integration into strategy and operations</li> <li>Transparent reporting and disclosure</li> </ol>
Employees	No	<ol style="list-style-type: none"> <li>E-mails, one-on-one and group meetings</li> <li>Town hall meetings</li> <li>Employee engagement initiatives</li> <li>Star Sujhaav</li> <li>Cultural events</li> <li>Training and development workshops</li> <li>Health initiatives</li> <li>Performance appraisals</li> <li>Grievance redressal mechanisms</li> </ol>	Regular Quarterly Monthly Continuous Need-based	<ol style="list-style-type: none"> <li>Training and development</li> <li>Health and safety matters</li> <li>Diverse, open, non-discriminatory, and safe working environment</li> <li>Fair practices, work-life balance and timely remuneration</li> <li>Performance evaluation and recognition</li> </ol>

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

Key Stakeholders	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	Yes	<ol style="list-style-type: none"> <li>1. CSR initiatives</li> <li>2. Focus on health, education, livelihood and generation of secondary source of income</li> <li>3. Skill development and training workshops</li> <li>4. Employee volunteering</li> </ol>	Regular Programme-based	<ol style="list-style-type: none"> <li>1. Infrastructure development</li> <li>2. Local employment</li> <li>3. Education with a focus of inclusiveness criteria (covering marginalised and tribal people)</li> <li>4. Social upliftment</li> <li>5. Community welfare initiatives</li> <li>6. Environment conservation</li> <li>7. Healthcare to the neighboring community and underprivileged</li> </ol>
Government/Regulatory Bodies	No	<ol style="list-style-type: none"> <li>1. Meetings, presentation, reports and networking in different forums organised by regulatory authorities</li> <li>2. Mandatory regulatory filings</li> <li>3. Periodical submission of business performance</li> <li>4. Annual report</li> <li>5. Written communications</li> </ol>	Periodic Need-based	<ol style="list-style-type: none"> <li>1. Compliance with laws and regulations</li> <li>2. Timely reporting through various compliance-based forms</li> <li>3. Active participation in industry and regulatory working groups</li> </ol>
Vendors/Suppliers	No	<ol style="list-style-type: none"> <li>1. Phone, e-mail or in person engagement</li> <li>2. Suppliers' meet, regular meetings, seminars, and workshops</li> <li>3. Capacity building and sustainability for suppliers</li> </ol>	Regular Need-based	<ol style="list-style-type: none"> <li>1. Fair and ethical procurement &amp; engagement practices</li> <li>2. Knowledge programmes to reduce supplier's risks</li> <li>3. Pricing and favourable terms of payment</li> <li>4. Timely clearance</li> <li>5. Addressing supplier grievances</li> </ol>
Dealers	No	<ol style="list-style-type: none"> <li>1. Annual dealer/channel meetings</li> <li>2. Conferences</li> <li>3. Marketing meetings and sales calls</li> <li>4. Channel satisfaction survey</li> <li>5. WhatsApp for Business</li> <li>6. Call Centre</li> <li>7. Sales incentive schemes</li> <li>8. App related support</li> </ol>	Periodical Annual Continuous	<ol style="list-style-type: none"> <li>1. level of customer satisfaction</li> <li>2. Dealers' network</li> <li>3. Maintaining brand reputation</li> <li>4. Assured quality</li> <li>5. Support in sales promotion</li> <li>6. Regular supply and timely delivery</li> <li>7. Profitability and return on investment</li> </ol>

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

### LEADERSHIP INDICATORS (Voluntary)

**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.**

The Company's cross functional teams engage with stakeholders to understand their viewpoints and develop policies and strategies which strengthens the relationship. Interaction with the stakeholders create an opportunity to co-create long term solutions for mitigating environmental, social and governance risks.

The feedback received through such consultations are incorporated into the Company's strategy and policies and taken forward to the Board for their consideration.

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

Yes, the Company has engaged with internal and external stakeholders while identifying its ESG priorities, which have been considered while formulating the policies and strategies of the Company. The Company has reviewed the relevance of environmental and social topics to the sector and understood the requirements of applicable standards and rating indices while identifying the key topics of concerns. The positive and negative implications of these topics on stakeholders and the business were evaluated through one-to-one interaction and focused group discussion. The feedbacks received from them were prioritised and considered as part of the preparation of the BRSR policies for the nine principles.

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

The Company makes conscious efforts towards inclusion of vulnerable communities residing in the proximity of its manufacturing units. The Company engages with communities through a need-based approach. The process involves actively listening to the voices of the community, prioritising their needs based on the CSR policy and implementing programmes in collaboration with not-for-profit organisations.

During the reporting period the Company created a positive change through interventions in the areas of livelihood, education, healthcare, rural infrastructure development and environment management.

### PRINCIPE 5: Businesses should respect and promote human rights

#### ESSENTIAL INDICATORS (Mandatory)

1. Employees who have been provided training on human rights issues and policy(ies)

Category	FY 22-23			FY 21-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (C / D)
<b>Employees</b>						
Permanent	613	613	100%	579	579	100%
Other than permanent	336	336	100%	309	309	100%
<b>Total employee</b>	<b>949</b>	<b>949</b>	<b>100%</b>	<b>888</b>	<b>888</b>	<b>100%</b>
<b>Workers</b>						
Permanent	237	237	100%	230	230	100%
Other than permanent	1238	1238	100%	850	850	100%
<b>Total workers</b>	<b>1,475</b>	<b>1,475</b>	<b>100%</b>	<b>1,080</b>	<b>1,080</b>	<b>100%</b>

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

### 2. Details of minimum wages paid to employees

Category	FY 22-23					FY 21-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	613	-	0%	613	100%	579	-	0%	579	100%
Male	568	-	0%	568	100%	537	-	0%	537	100%
Female	45	-	0%	45	100%	42	-	0%	42	100%
Other than Permanent	336	-	0%	336	100%	309	-	0%	309	100%
Male	292	-	0%	292	100%	269	-	0%	269	100%
Female	44	-	0%	44	100%	40	-	0%	40	100%
<b>Workers</b>										
Permanent	237	-	0%	237	100%	309	-	0%	309	100%
Male	210	-	0%	210	100%	269	-	0%	269	100%
Female	27	-	0%	27	100%	40	-	0%	40	100%
Other than Permanent	1238	-	0%	1238	100%	850	-	0%	850	100%
Male	1159	-	0%	1159	100%	780	-	0%	780	100%
Female	79	-	0%	79	100%	70	-	0%	70	100%

### 3. Details of remuneration/salary

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category in ₹	Number	Median remuneration/ salary/wages of respective category in ₹
Board of Directors (BoD)	10	3,00,00,000	2	-
Key Managerial Personnel (other than BoD)	2	61,74,675	-	-
Employees other than BoD and KMP	568	5,24,892	45	3,36,564
Workers	210	2,44,542	27	1,91,532

#### 4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impact or issues caused or contributed to by the business?

Yes, the HR Head of each business division provides the highest level of executive oversight on managing human right concerns of the employees and workers of the Company. At the plant level the Company has established a Works Committee that is equally represented by the management and workers to address grievances.

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

Being a responsible, employee welfare-oriented organisation, the Company has developed multiple channels to address human rights related grievances of workers and employees. Employees and workers can address their grievances by

- Reporting to the Works Committee that is equally represented by workmen and managerial staff.
- Expressing their concern to the departmental or plant HR personnel. In case the concern is not satisfactorily resolved the concern can be escalated to the Corporate HR head.
- Reporting grievances pertaining to sexual harassment to the Prevention of Sexual Harassment Committee.
- Reporting concerns with respect to violation of the ethical practices through the Whistle Blower Mechanism

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**
**6. Number of Complaints on the following made by employees and workers:**

	FY 22-23			FY 21-22		
	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
<b>Sexual Harassment</b>	-	-	None	-	-	None
<b>Discrimination at workplace</b>	-	-	None	-	-	None
<b>Child labor</b>	-	-	None	-	-	None
<b>Forced labor /Involuntary labor</b>	-	-	None	-	-	None
<b>Wages</b>	-	-	None	-	-	None
<b>Other human rights related issues</b>	-	-	None	-	-	None

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

The Vigil (Whistle Blower) mechanism provides a channel to the employees and Directors to report to the management, concerns about unethical behavior, actual or suspected fraud or violation of the Code of Conduct or policy. The mechanism provides for adequate safeguards against victimisation of employees and Directors to avail the mechanism and also provide for direct access to the Chairman of the Audit Committee in exceptional cases. The said policy may be referred to at the Company's website at the web link: <https://www.starcement.co.in/upload/images/files/Whistle-Blower-Policy-4.pdf>.

The Company also has in place a policy on Prevention of Sexual Harassment ("POSH") at workplace. The said policy aims at prevention of harassment of employees as well as contractors / vendors and lays down the guidelines for identification, reporting and prevention of any form of harassment. Concerns regarding any such incident can be addressed by reporting anonymously to the Internal Complaints Committee (ICC).

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

Yes, human right requirements are covered in business agreements and contracts. All suppliers and contractors are required to abide by the terms and conditions prescribed in the agreement and contract to maintain the highest standards of ethics and integrity.

**9. Assessments for the year**

	% of offices that were assessed (by entity or statutory authorities or third parties)
<b>Child labor</b>	100%
<b>Forced/involuntary labor</b>	100%
<b>Sexual harassment</b>	100%
<b>Discrimination at workplace</b>	100%
<b>Wages</b>	100%
<b>Others – please specify</b>	100%

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

The Company takes the necessary measures and corrective actions in accordance with the law and additionally maintain checks and balances to regularly monitor these aspects.

**LEADERSHIP INDICATORS (Voluntary)**
**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

No significant changes to business processes have been made during the reporting period.



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

The Company respects the fundamental rights of all persons associated with the organisation. The effectiveness of the mechanisms in place to manage human resources are periodically audited internally and which ensures compliance to applicable labour laws.

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

Yes, Star Cement Limited ensures accessible infrastructure for all. Hence the Company's infrastructure for employees also extend to the visitors to the Company's facilities. The Company strives to provide a multifaceted infrastructure by providing differently abled people with access to wheelchairs and ramp facilities to ensure ease in navigation within its premises

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

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
<b>Sexual harassment</b>	The Company does not undertake assessment of value chain partners on human right issues.
<b>Discrimination at workplace</b>	
<b>Child labor</b>	
<b>Forced labor/Involuntary labor</b>	
<b>Wages</b>	
<b>Others – please specify</b>	

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

The Company has not identified human right risks in the value chain during the reporting period.

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### ESSENTIAL INDICATORS (Mandatory)

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity

Parameter	FY 22-23	FY 21-22
	TJ	TJ
<b>Total electricity consumption (A)</b>	639	575
<b>Total fuel consumption (B)</b>	2,797	2,111
<b>Energy consumption through other sources (C)</b>	-	-
<b>Total energy consumption (A+B+C)</b>	3,436	2,686
<b>Energy intensity per rupee of turnover (Total energy consumption/ (per rupee of turnover)</b>	125 KJ/₹	121 KJ/₹
<b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>	1.62 GJ/tonne of cementitious materials	1.66 GJ/tonne of cementitious materials

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. No

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

The Company's Lumshnong facility has been identified as a designated consumer under PAT Cycle VII. The baselining assessment is ongoing based on which targets for FY 23-24 shall be defined.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**
**3. Provide details of the following disclosures related to water.**

Parameter	FY 22-23	FY 21-22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	3,31,816	3,11,452
(ii) Groundwater	2,09,647	1,88,073
(iii) Third party water	1,514	1,257
(iv) Seawater/ desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	<b>5,42,977</b>	<b>5,00,782</b>
<b>Total volume of water consumption (in kiloliters)</b>	<b>5,41,842</b>	<b>4,99,839</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>19.83 ML/₹</b>	<b>22.52 ML/₹</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	256 L/tonne of cementitious materials	309 L/tonne of cementitious materials

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. No

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

Yes, the Company's facilities maintain a Zero Liquid Discharge status. The Company recognises the value of water as a resource and take proactive steps to recover wastewater for reuse in process and landscaping and dust suppression.

**5. Please provide details of air emissions (other than GHG emissions) by the entity.**

Parameter	Please specify unit	FY 22-23	FY 21-22
NOx	Tonnes	342	476
SOx	Tonnes	717	886
Particulate matter (PM)	Tonnes	159	149
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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. No

**6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity**

Parameter	FY 22-23	FY 21-22
Total Scope 1 emissions -Metric Tonnes of CO2 equivalent (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	6,41,676.9 tCO2e	4,70,549.2 tCO2e
Total Scope 2 emissions -Metric Tonnes of CO2 equivalent (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	1,44,641 tCO2e	1,30,264.9 tCO2e
Total Scope 1 and Scope 2 emissions (per rupee of turnover) tCO2e	0.00000529 tCO2e/₹	0.00000589 tCO2e/₹
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	370.87 kgCO2eq/tonne cementitious material	371.33 kgCO2eq/tonne cementitious material

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. No

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Star Cement recognises the growing impact of climate change on its operations and believes it has a significant role in delivering the nations' promise towards achieving net zero by 2070. Thus, as a climate steward, the Company takes proactive measures with the intention of cutting down on the energy used in the operations, which also reduces the GHG emissions. The following measures form an integral part of the Company's low carbon strategy

#### Energy Efficient Initiatives

The Company invests in several energy conservation measures Initiatives that involve adopting new technologies and upgraded existing infrastructure to reduce its energy intensity (details of such measures are available as per the disclosure on section 134 (3) (m) of the Companies Act in this report)

#### Enhancing green energy

While the Company strives to improve upon its operational efficiency through identification and implementation of energy saving opportunities, it believes integrating green energy into operations to not only overcome challenges as a result of availability of fuel, but also build resilience against the rising fuel prices. Star Cement focusses at enhancing utilisation of green energy in the form of solar power and waste heat recovery to replace coal-based power. In this endeavour, the Company is undertaking feasibility studies for installation of 20 MW solar power plant.

#### Clinker Factor Reduction

By gradually lowering the amount of clinker in cement products and using alternative raw materials like fly ash and slag, the Company is able to lower the carbon footprint associated with the calcination of limestone. Approximately 90% of the Company's cement portfolio comprises of blended cement which is an integral part of our climate strategy.

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

Parameter	FY 22-23 (In MT)	FY 21-22 (In MT)
Plastic waste (A)	2046.95	2089.69
E-waste (B)	2.55	1.31
Bio-medical waste (C)	0.85	0.27
Construction and demolition waste (D)	-	-
Battery waste (E)	3.44	4.97
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	Used oil- 7.31 Spent Grease-7.09 Waste oil- 1.8 Used container-7 ETP Sludge-5.43	Used oil- 6.27 ETP Sludge-6 Used container-52
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Metal Scrap- 713.61 Rubber scrap-55.01 Refractory bricks-534 Carton-1.2 Overburden-1,45,000	Metal Scrap- 1,004 Rubber scrap-50.2 Refractory bricks-674 Carton-0.8 Overburden-60,000
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,48,386.24</b>	<b>63,889.51</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric Tonnes)</b>		
<b>Category of waste</b>		
(i) Recycle	2,073	2,170
(ii) Re-used	1,45,534	60,674
(iii) Other recovery operations		
<b>Total</b>	<b>1,47,607</b>	<b>62,844</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric Tonnes)</b>		
(i) Incineration	0.82	0.26
(ii) Landfilling	0.03	0.01
(iii) Other disposal operations	769	1,054
<b>Total</b>	<b>769.853</b>	<b>1,054.27</b>

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**

**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.**

No

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

While Star Cement's manufacturing process provides a unique value proposition to mitigate climate change by managing waste generated by societies and industries responsibly, the Company's environment management practices emphasise conservation of natural resources and efficient waste management practices. A dedicated team is deployed for regular collection, segregation and transportation of waste at end of life and is disposed to authorised vendors only.

**The following measures have been taken by the Company to manage significant waste in its operations**

Plastics (including packaging),	For production of Cement we are using high quantity of Fly Ash which are imported in plastic bags and producing high quantity of plastic wastes which are disposing through pollution control board authorised recycling vendors
E-waste	The Company is not in the business of electronic consumer goods. However, the E-waste produced during the office operations is sold to the registered recyclers.
Hazardous waste	The hazardous waste generated is disposed through the registered recyclers or disposers having permissions from State Pollution Control Boards
Biomedical waste	The biomedical waste generated is incinerated through the registered recyclers or disposers having permissions from State Pollution Control Boards
Battery waste	The battery waste generated is recycled through the registered recyclers or disposers having permissions from State Pollution Control Boards
Other non-hazardous waste	Other non-hazardous waste including metal scrap and rubber scrap are disposed responsibly through waste handlers

The Company's commitment to using environmentally friendly and safe materials is a key aspect of its commitment towards sustainability. This involves sourcing raw materials and inputs that have a lower environmental and social impact, such as alternative sources and recycled inputs. The Company's operations do not involve the use of harmful substances during production.

**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:**

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If not, the reasons thereof and corrective action taken, if any.
1	Lumshnong, Meghalaya	Manufacturing of cement and clinker	Yes

**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
The Company has not undertaken any EIA studies during the reporting period					

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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, and Environment Protection Act and Rules thereunder (Y/N). If not, provide details of all such non-compliances.

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
	Yes, the Company abides by all relevant environmental laws, rules, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules thereunder. Star Cement follows the State Pollution Control Board's procedures for reducing pollution by increasing production efficiency and technological advancement.			
	In accordance with the Water Act, Air Act, EPA, etc. The Company has also secured consent for establishment and Consent To Operate (CTO) and renews its CTO as required. .			

### LEADERSHIP INDICATOR (Voluntary)

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

Parameter	FY 22-23	FY 21-22
<b>From renewable sources</b>		
Total electricity consumption (A) (TJ)	-	-
Total fuel consumption (B) (TJ)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C) (TJ)	-	-
<b>From non-renewable sources</b>		
Total electricity consumption (D) (TJ)	639	575
Total fuel consumption (E) (TJ)	2,797	2,111
Energy consumption through other sources (F) (TJ)	-	-
Total energy consumed from non-renewable sources (D+E+F) (TJ)	<b>3,436</b>	<b>2,686</b>

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. No

2. Provide the following details related to water discharged:

Parameter	FY 22-23	FY 21-22
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
(ii) To Groundwater	-	-
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
(IV) Sent to third parties	-	-
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
(v) Others	-	-
• No treatment	-	-
• With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kiloliters)</b>	<b>-</b>	<b>-</b>

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. No

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**
**3. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):**

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

- i. **Name of the area** : Not Applicable
- ii. **Nature of operations** : Not Applicable
- iii. **Water withdrawal, consumption, and discharge in the following format**

Parameter	FY 22-23	FY 21-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
<b>Total volume of water consumption (in kilolitres)</b>	-	-
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- with treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- with treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- with treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- with treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- with treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>		

The Company has no operations located at water stressed regions.

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: Not Applicable

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

Parameter	Unit	FY 22-23	FY 21-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	SCL will explore scope of estimating Scope 3 emissions in the next financial year.	
Total Scope 3 emissions per rupee of Turnover			
Total Scope 3 emission 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: No

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

5. With respect to the ecologically sensitive areas reported at 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.

The Company implements appropriate environmental control measures to ensure protection of biodiversity in the local community of Lumshnong. The Company provides monetary compensation on annual basis to the concerned local authorities to ensure management of biodiversity resources on a yearlong basis.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, 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
1.	Energy conservation measures	<ul style="list-style-type: none"> <li>• VFD installation in bag filter fans</li> <li>• VFD installation in PA fan</li> <li>• VFD installation in air compressor</li> <li>• Floor wise Lighting On-off through CCR as per requirement.</li> <li>• Replacement of HPSV lights with LED lights</li> <li>• Optimisation of RABH purging operation</li> <li>• Cement Mill 1 production, mix &amp; circuit optimised</li> <li>• Optimised bag house air purging system.</li> <li>• Providing hardware interlock in 38 Nos bag filter &amp; air slide fan's enclosures exhaust fans.</li> </ul>	Energy saved-36,748 GJ

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

Any accident, which has potential to develop into emergency and can threaten large no of person or large area of plant on site. These hazards can be a result of man-made actions resulting in fire, leakage of flammables, structural failure and act of terrorism; or due to natural calamities like earthquakes, floods and cyclones. Therefore, Emergency procedures are essential to protect plant, property, public and environment. The objectives of our emergency plan are as follows

- Rapid control of the Hazardous situation,
- Minimising the risk and impact of incident,
- Whether our system & resources are sufficient for handling of emergencies,
- Proper training of the concerned personnel, if required,
- Effective notification and communication system at the time of emergency.

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?

The Company has not identified environmental risks in the value chain during the reporting period.

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

The Company has not undertaken an assessment of value chain partners on environmental parameters.

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

#### ESSENTIAL INDICATORS (Mandatory)

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

The Company is affiliated with 3 trade and industry chambers/associations.

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bharat Chamber of Commerce	National
2	Cement Manufacturer's Association	National
3	Indian Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
	The Company had received a notice from the Director General of Competition Commission of India (CCI) seeking various information on alleged cartelisation. SCL filed application before CCI for recall/ review of the order by which CCI registered the case and ordered investigation. As complete information sought by CCI was not received within reasonable time, CCI imposed a penalty of ₹ 5 Lakhs upon SCL. Challenging the order of penalty, the Company filed Writ Petition and challenging the order of investigation and registration of Case by CCI, the Company also preferred Writ Petition before Guwahati High Court. The Company has received stay order on both the Writ Petitions. CCI has filed Affidavits in Opposition in both the cases and also filed petitions for vacation of the stay orders. The Company has filed Affidavits. Cases are sub-judice and are in the stage of Final Hearing..	

**LEADERSHIP INDICATORS (Voluntary)**

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company has not resorted to any such advocacy for or against any policies					

**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**
**ESSENTIAL INDICATORS (Mandatory)**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
The Company has been voluntarily conducting impact assessments through Independent Agencies to screen and evaluate select CSR programs. The Company takes cognisance of sub-rule 3 of rule 8 of the Companies (Corporate Social Responsibility Policy) Rules, 2014 and shall initiate steps to conduct impact assessment of all applicable CSR projects.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
The Company has no ongoing Rehabilitation and Resettlement (R&R) at any site						

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

The Company has established a forum comprising of people, representing the Local administration, local citizen forum and management of Star Cement where all issues are discussed. The discussions cover aspects such as but not limited to project planning, project implementation strategy, grievance of the community, project functioning status. Through this forum, local people can put forth their needs and also suggestions for smooth implementation of the projects. The committee is periodically appraised about timely and delayed implementation of the project.



**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)****4. Percentage of input material (inputs to total inputs by value) sourced from suppliers.**

	FY 22-23 (in %)	FY 21-22 (in %)
Directly sourced from MSMEs/ small producers	3.08	2.21
Sourced directly from within the district and neighboring districts	1.19	0.39

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

Details of negative social impact identified	Corrective action taken
Not applicable	

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

S. No.	State	Aspirational District	Amount spent (In ₹)
1	Assam	Goalpara, Barpeta, Hailakandi, Baksa, Darrang, Udalguri, Dhubri	₹ 31 Lakhs

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

Yes. Star Cement's policy on "Inclusive Growth & Equitable Development" involves promoting local suppliers to enhance their livelihoods and facilitate the overall economic growth of the local region where the Company operates. The Company is dedicated towards developing a sustainable value chain that promotes the growth of micro-scale businesses and creates livelihood opportunities for vulnerable and marginalised communities. To achieve this, the Company invests significantly in engaging with MSMEs, local suppliers and vendors to foster diversity within its supply chain. In the upcoming years the Company aims to empower women entrepreneurs by partnering with businesses run by them.

**(b) From which marginalised / vulnerable groups do you procure?**

None

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

Nil

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

During the reporting year, the Company did not collaborate with any entity to derive or share any benefits from the intellectual properties it acquired or owned.

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not applicable				

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

Name of authority	Brief of the Case	Brief of the Case
Not applicable		

**BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)**
**6. Details of beneficiaries of CSR Projects**

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Health & Sanitation	1,70,530	82%
2	Education	22,043	85%
3	Livelihood & Skill Building	1,750	90%
4	Emergency Relief & Rural Development	1,14,890	79%
5	Environment & Biodiversity	71,605	81%

**PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**
**ESSENTIAL INDICATORS (Mandatory)**
**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

Star Cement receives and responds to complaints and feedback received from customers, dealers or sub dealers through Business WhatsApp, Customer Care, and India Mart. The Company analyzes the query, checks the customer details, categorises the query based on the type of request or concern, and assigning the concern to the appropriate department to resolve the same.

A unique ticket number is assigned to track the progress of the concern and the customer is kept informed about the updates. Once the query has been transferred to the appropriate department, the customer is notified that their query has been received and is being processed. The Company follows up with the customer after 48 hours to provide an update on their complain status. Once the query is resolved, the generated ticket is closed and marked as resolved in the system. This ensures that customer queries are handled efficiently and effectively, leading to greater customer satisfaction and loyalty.

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

	As a percentage to total turnover
<b>Environmental and social parameters relevant to the product</b>	100%
<b>Safe and responsible usage</b>	100%
<b>Recycling and/or safe disposal</b>	100%

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

	FY 22-23			FY 21-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	None	-	-	None
Advertising	44	-	None	40	-	None
Cyber-security	-	-	None	-	-	None
Delivery of essential services	-	-	None	-	-	None
Restrictive Trade Practices	-	-	None	-	-	None
Unfair Trade Practices	-	-	None	-	-	None
other - product performance complaints/ Accounts / Logistics / Purchase / Technical	1188	-	None	934	-	None

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

	Number	Reasons for recall
Voluntary recalls	Nil	None
Forced recalls	Nil	None

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING (Contd.)

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

Yes. The Company is cognisant of the significance of sensitive information breach to third parties like competitors and trading partners. Considering the potential impacts and for the protection of its system, the Company has developed a information technology policies and procedures and the same is available on the website of the Company at <https://www.starcement.co.in/investor/investor-information>.

### 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.

The Company has observed no such instances in the reporting year 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, hence no corrective actions were required to be taken.

## LEADERSHIP INDICATORS (Voluntary)

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

The Company communicates its product offerings through its website (<https://www.starcement.co.in/home>), product launches, advertisements and promotions in various social media platforms. Furthermore, the Company is involved in developing various in-house applications and expanded their digital footprint for more efficient business processes. The Company has introduced

- WhatsApp for Business to respond to the queries of channel partners and customers.
- Contractor engagement application named Star Lotus App Star Lotus to engage 6,000+ contractors in loyalty programme.
- Star Saathi App for strengthening the channels of distribution with its vast network of 2,100 dealers
- Star Stellar App for facilitating loyalty programme with 2,000+ engineers along their journey

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

The Company interacts with the customers to raise awareness on responsible use and disposal mechanisms of its products. The product labels include information on the quality, ingredients, and safe handling of the products, ensuring compliance with regulations related to customer health, safety, marketing, and labeling.

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

The Company's product portfolio does not fall under Essential Services Maintenance.

### 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/ Not Applicable) If yes, provide details in brief.

Yes. The Company abides by the Bureau of Indian Standards regulations (BIS). As mandated by BIS, transparency is maintained with regards to product labelling and information, and no misleading labelling is done that may create confusion for consumers.

### Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

The Company emphasises on ensuring customer satisfaction of its products, hence it engages with customers on a variety of platforms including social media campaigns, customer loyalty programs and brand equity surveys, to gauge their requirements.

These interactions provide valuable insights into the preferences and needs of its customer base, enabling the Company to tailor its products and services to better meet the demands. This proactive approach to customer engagement not only helps to improve customer satisfaction but also drives brand loyalty and fosters a stronger relationship with customers.

### 5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Nil