



Ref. : 2022-23/Sustainability Report

July 8, 2023

The National Stock Exchange of India Limited, Exchange Plaza, Bandra-Kurla Complex, Bandra (East), Mumbai – 400 051.	BSE Limited, Corporate Relationship Department, P. J. Towers, Dalal Street, Fort, Mumbai – 400 023.
Code : PRSMJOHNSN	Code : 500338

Dear Sirs,

Sub : Business Responsibility and Sustainability Report for the financial year 2022-23

The Business Responsibility and Sustainability Report of the Company for the financial year 2022-23, is attached.

The Business Responsibility and Sustainability Report is a part of Annual Report and same can be accessed at <https://www.prismjohnson.in/wp-content/uploads/2023/07/Annual-Report-2022-23.pdf>

This is for your information and records.

Thanking you,

Yours faithfully,
for **PRISM JOHNSON LIMITED**

SHAILESH DHOLAKIA
Company Secretary &
Compliance Officer

Encl. : As above





BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A: General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the listed entity > L26942TG1992PLC014033
2. Name of the listed entity > Prism Johnson Limited
3. Year of incorporation > 1992
4. Registered office address > 305, Laxmi Niwas Apartments, Ameerpet, Hyderabad - 500 016
5. Corporate address > Rahejas, Main Avenue, 2nd Floor, V. P. Road, Santacruz (West), Mumbai - 400 054
6. E-mail > investor@prismjohnson.in
7. Telephone > +91-22-61042200
8. Website > <https://www.prismjohnson.in/>
9. Financial year for which reporting is being done > 2022-23
10. Name of the Stock Exchange(s) where shares are listed > BSE Limited and National Stock Exchange of India Limited
11. Paid-up capital > ₹ 503.36 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report > Ms. Nupur Agarwal
nupur.agarwal@prismjohnson.in
Tel: +91-22-61042200
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together) > Disclosures under this report pertaining to environmental, social and financial performance have been made on a standalone basis

II. Products/services

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

	Description of main activity	Description of business activity	% of turnover of the entity
1.	Manufacturing	Manufacturing of clinker, portland cement, tiles and ready mixed concrete	90.9%

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

	Product/service	NIC code	% of total turnover contributed
1.	Portland cement & clinker	23942; 23941	44.8%
2.	Tiles	23939	28.0%
3.	Ready mixed concrete	23952	18.1%

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	2 Cement plants (one location) 5 Tile plants 2 Bathroom fittings plants 91 Ready mixed concrete (RMC) plants 3 Aggregate crusher quarries	214	317
International	Nil	Nil	Nil

Note: The Company has operational control over 66 RMC plants (out of the total 91 RMC plants); the reporting boundary of Environmental and Social data does not include the plants that are not under the operational control of the Company.

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	All states and union territories of the country
International (No. of countries)	31

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

Exports constituted 0.83% of the Company's total standalone turnover in 2022-23.

c. A brief on types of customers.

The Company's customers mainly include, dealers, infrastructure companies, real estate firms, and individual homeowners, among others.

IV. Employees

18. Details as at the end of financial year

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



Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	3,785	3,575	94%	210	6%
2.	Other than permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	3,785	3,575	94%	210	6%
WORKERS						
4.	Permanent (F)	1,389	1,387	99%	2	1%
5.	Other than permanent (G)	4,705	4,552	97%	153	3%
6.	Total workers (F + G)	6,094	5,939	98%	155	2%

The Company has 185 individuals who are working on either retainer basis or third-party payroll, who have not been included in the above data.

b. Differently-abled employees and workers:

Sr. no.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY-ABLED EMPLOYEES						
1.	Permanent (D)	4	4	100%	0	0%
2.	Other than permanent (E)	-	-	-	-	-
3.	Total differently-abled employees (D + E)	4	4	100%	0	0%
DIFFERENTLY-ABLED WORKERS						
4.	Permanent (F)	2	2	100%	0	0%
5.	Other than permanent (G)	5	5	100%	0	0%
6.	Total differently-abled workers (F + G)	7	7	100%	0	0%

19. Participation/inclusion/representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
 Board of Directors	8	1	12.5%
 Key Management Personnel*	3	1	33.3%

*Other than Board of Directors

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

Particulars	2022-23			2021-22			2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	27%	41%	28%	24%	35%	25%	22%	29%	23%
Permanent workers	5%	0%	5%	8%	0%	8%	9%	0%	9%

V. Holding, subsidiary and associate companies (including joint ventures)

21. (a) Name of the holding/subsidiary/associate companies/joint ventures:

Sr. no.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint ventures	% of shares held by listed entity	Does the entity indicated at Column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
1.	TBK Rangoli Tile Bath Kitchen Private Limited	Subsidiary	100%	Not applicable
2.	TBK Venkataramiah Tile Bath Kitchen Private Limited	Subsidiary	100%	Not applicable
3.	TBK Samiyaz Tile Bath Kitchen Private Limited	Subsidiary	100%	Not applicable
4.	H. & R. Johnson (India) TBK Limited	Subsidiary	100%	Not applicable
5.	RMC Readymix Porselano (India) Limited	Subsidiary	100%	Not applicable
6.	TBK Prathap Tile Bath Kitchen Private Limited	Subsidiary	98%	Not applicable
7.	Raheja QBE General Insurance Company Limited	Subsidiary	51%	Not applicable
8.	Sentini Cermica Private Limited	Joint venture	50%	Not applicable

Sr. no.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/subsidiary/associate/joint ventures	% of shares held by listed entity	Does the entity indicated at Column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
9.	Spectrum Johnson Tiles Private Limited	Joint venture	50%	Not applicable
10.	Antique Marbonite Private Limited	Joint venture	50%	Not applicable
11.	Sanskar Ceramics Private Limited	Joint venture	50%	Not applicable
12.	Small Johnson Floor Tiles Private Limited	Joint venture	50%	Not applicable
13.	Coral Gold Tiles Private Limited	Joint venture	50%	Not applicable
14.	Ardex Endura (India) Private Limited	Joint venture	50%	Not applicable
15.	TBK Deepgiri Tile Bath Kitchen Private Limited	Joint venture	50%	Not applicable
16.	TBK Florance Ceramics Private Limited	Joint venture	50%	Not applicable
17.	CSE Solar Parks Satna Private Limited	Associate	27.95%	Not applicable
18.	Sunspring Solar Private Limited	Associate	27%	Not applicable



VI. CSR details





22.

- i. Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes
- ii. Turnover: ₹ 6,711.46 Crores in 2022-23
- iii. Net worth: ₹ 1,205.40 Crores in 2022-23

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) ¹	2022-23			2021-22		
		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	Nil	Nil	Nil	Nil	Nil	Nil
 Investors (other than shareholder)	Yes	Nil	Nil	Nil	Nil	Nil	Nil





Stakeholder group from whom complaint is received	Grievance redressal mechanisms in place (Yes/No) (If yes, then provide web-link for grievance redressal policy) ¹	2022-23			2021-22		
		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
 Shareholder	Yes	Nil	Nil	Nil	Nil	Nil	Nil
 Employees and workers	Yes	Nil	Nil	Nil	1	1	POSH complaint ²
 Customers	Yes	Nil	Nil	Nil	Nil	Nil	Nil
 Value chain partner	Yes	Nil	Nil	Nil	Nil	Nil	Nil





- The grievance redressal mechanism forms part of the **Stakeholder Engagement Policy**, which is available on the Company's website at <https://www.prismjohnson.in/wp-content/uploads/2023/07/Stakeholder-Engagement-Policy.pdf>.
- The POSH complaint made in 2021-22 was resolved during 2022-23.






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 along with its financial implications as per the following format:


Sr. no.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications*)
1.	 Energy and GHG emissions	Risk & opportunity	<ul style="list-style-type: none"> Emissions from fossil fuels and production, the physical and transitional (including regulatory) impact of climate change, higher fuel costs and greater regulation 	<ul style="list-style-type: none"> Reliance on alternative fuels Integration of renewable energy Enhancing energy efficiency across operations Substitution by alternative low-carbon raw materials 	<ul style="list-style-type: none"> Reduction in operational costs and carbon emissions Potential increase in capital expenditure in the short-term Regulatory implications in terms of fines and penalties

Sr. no.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications*)
2.	 Air quality	Risk	<ul style="list-style-type: none"> Ensuring emissions are within permissible limits to prevent negative health impacts 	<ul style="list-style-type: none"> Regular air quality assessments by NABL-accredited laboratories 	<ul style="list-style-type: none"> Punitive measures from regulatory bodies for non-compliance
3	 Water conservation	Risk	<ul style="list-style-type: none"> Addressing water stress through judicious use of water 	<ul style="list-style-type: none"> Zero liquid discharge across three business divisions Implementation of water conservation measures including rainwater harvesting, and groundwater recharge, among others. 	<ul style="list-style-type: none"> Reduction in operational costs Punitive measures from regulatory bodies for non-compliance
4	 Waste management and circular economy	Risk & opportunity	<ul style="list-style-type: none"> Environmental impact of waste generated from the Company's operations 	<ul style="list-style-type: none"> Implementing the 4R (Reduce, Reuse, Recycle, and Recover) principles for effective utilisation of resources Safe disposal of waste through SPCB-authorized vendors Usage of waste from other industries as alternative fuel 	<ul style="list-style-type: none"> Reduction in operational costs Punitive measures from regulatory bodies for non-compliance
5	 Biodiversity	Risk	<ul style="list-style-type: none"> Negative impact on local habitats, ecological systems and biodiversity 	<ul style="list-style-type: none"> Undertaking green belt development programme and plantation drives Mine rehabilitation programmes Environmental impact assessments 	<ul style="list-style-type: none"> Punitive measures from regulatory bodies for non-compliance Reputational damage

Sr. no.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications*)
6	 <p>Transport and logistics</p>	Opportunity	<ul style="list-style-type: none"> Carbon footprint of the Company's transportation and logistics network 	<ul style="list-style-type: none"> Route optimisation through the adoption of technological interventions Fuel efficient vehicles 	<ul style="list-style-type: none"> Reduction in operational costs
7	 <p>Talent attraction and retention</p>	Risk	<ul style="list-style-type: none"> The significance of a diverse and skilled workforce that enables the Company to achieve its growth objectives 	<ul style="list-style-type: none"> Robust recruitment policy Skill development and training Performance based rewards and recognitions programme Employee benefits to foster employee well-being Employee engagement to gauge satisfaction and formulate employee-centric policies 	<ul style="list-style-type: none"> High employee turnover and reduced ability to attract talent Reduction in employee productivity Increased cost of hiring and training
8	 <p>Labour relations</p>	Risk	<ul style="list-style-type: none"> Resolving employee grievances through worker unions that could otherwise disrupt operations 	<ul style="list-style-type: none"> Active engagement with labour unions for grievance redressal 	<ul style="list-style-type: none"> Disruption in operations, which could impede daily operations and increase operational costs
9	 <p>Human rights</p>	Risk	<ul style="list-style-type: none"> Human right violations in the Company's value chain 	<ul style="list-style-type: none"> Human Rights policy Human rights assessment and due diligence framework 	<ul style="list-style-type: none"> Punitive measures from regulatory bodies for non-compliance Reputational damage High employee turnover and reduced ability to attract talent

Sr. no.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications*)
10	 Occupation health & safety	Risk	<ul style="list-style-type: none"> Prevention of work-related injuries and ill health through the provision of a safe and conducive work environment 	<ul style="list-style-type: none"> Occupational Health and Safety policy and management systems Safety training Safety risk assessment Performance management 	<ul style="list-style-type: none"> Reduced employee productivity Increase in operational costs Employee compensation
11	 Indirect economic impacts	Opportunity	<ul style="list-style-type: none"> Fostering economic growth in local communities 	<ul style="list-style-type: none"> Local procurement Hiring from local communities 	<ul style="list-style-type: none"> Positive impact on reputation and brand value
12	 Community engagement	Opportunity	<ul style="list-style-type: none"> Social licence to operate through community development initiatives 	<ul style="list-style-type: none"> Community development projects implemented through the Company's CSR framework Community need assessment 	<ul style="list-style-type: none"> Reduced risk of community unrest and disruption in operations Positive impact on reputation and brand value
13	 Value and ethics	Risk	<ul style="list-style-type: none"> Unethical behaviour and business practices could erode stakeholder trust 	<ul style="list-style-type: none"> Code of Conduct Whistle blower mechanism Training on ethical business practices 	<ul style="list-style-type: none"> Disciplinary and punitive measures by regulators Reputational damage and erosion of stakeholder trust
14	 Regulatory and statutory compliance	Risk	<ul style="list-style-type: none"> The Company is subject to numerous economic, environmental and social regulations 	<ul style="list-style-type: none"> Compliance management framework and SOPs 	<ul style="list-style-type: none"> Disciplinary and punitive measures by regulators Reputational damage and erosion of stakeholder trust Potential Increase in operational cost

Sr. no.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications*)
15	 <p>Supplier sustainability</p>	Risk	<ul style="list-style-type: none"> Environmental and social risks in the supply chain that could disrupt the Company's value chain 	<ul style="list-style-type: none"> Supplier code of conduct Supplier sustainability assessment framework 	<ul style="list-style-type: none"> Increase in operational costs due to disruption in the supply chain Reputational damage
16	 <p>Economic business performance</p>	Opportunity	<ul style="list-style-type: none"> Higher revenue growth and profitability will enable the Company to create value for stakeholders 	<ul style="list-style-type: none"> Robust business strategy to expand production capacity, grow sales and achieve deeper market penetration Cost rationalisation measures across Divisions 	<ul style="list-style-type: none"> Higher revenue generation with increased profit margins
17	 <p>Diversity and inclusion</p>	Opportunity	<ul style="list-style-type: none"> A diverse and skilled workforce that can bolster innovation 	<ul style="list-style-type: none"> Diversity and Inclusion policy Plan to increase the share of female professionals in mission-critical roles Pay parity, merit-based decision-making 	<ul style="list-style-type: none"> Higher talent attraction and retention Greater innovation
18	 <p>Innovation and sustainable products</p>	Opportunity	<ul style="list-style-type: none"> Increased stakeholder expectations with respect to environmental and social performance of the Company and impact of its products on customers and other stakeholders 	<ul style="list-style-type: none"> Accredited R&D facilities Adoption of new and sustainable technologies Expanding the share of greener products Green product certifications 	<ul style="list-style-type: none"> Reduction in operating expenses New and innovative product offerings that cater to customer demand Higher revenue generation with increased profit margins
19	 <p>Customer relations</p>	Opportunity	<ul style="list-style-type: none"> Customer retention and satisfaction is imperative for the long-term profitability of the Company's business 	<ul style="list-style-type: none"> Customer satisfaction surveys Customer grievance redressal mechanisms New and innovative product offerings 	<ul style="list-style-type: none"> Bolsters economic performance Higher revenue generation with increased profit margins

Sr. no.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications*)
20	 Customer health and safety	Risk	<ul style="list-style-type: none"> Impact of the Company's wide range of products on customers health and safety 	<ul style="list-style-type: none"> Manufacturing products that are devoid of toxic chemicals and hazardous substances 	<ul style="list-style-type: none"> Punitive measures from regulatory bodies for non-compliance Reputational damage

*All material aspects identified as a Risk could have a potential negative impact on the Company and all aspects identified as an Opportunity could have a positive impact.

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

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

Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes:									
1. a. Whether your entity's policy/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	https://www.prismjohnson.in/policies/								

Disclosure questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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 of 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.	UNGC Guidelines, GRI, ISO 9001:2008, ISO 45001:2018, SA 8000:2008, ISO 50001:2011, ISO 14001:2004, ISO 27001:2013, ISO 20001:2018, IGBC Green Pro, BIS standards								

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

The Company acknowledges the need to address environmental challenges and reduce its ecological footprint. As part of its commitment to sustainable operations, the Company has been actively implementing sustainable practices, with a focus on reducing greenhouse gas emissions, minimising waste generation and supporting renewable energy initiatives. In addition, the Company is committed to increasing the use of alternative raw materials and fuels that have a lower carbon footprint and are more sustainable as compared to their conventional counterparts. Further, it is committed to optimising the use of water across all manufacturing plants, sites and quarries as well as maintaining zero liquid discharge at its plants and increasing the water table at Satna district.

The Company aims to create a positive impact on society by fostering inclusivity and diversity. Prism Johnson is an equal opportunity employer and diversity is highly valued and encouraged. Further, the Company actively supports initiatives that empower marginalised communities, promote education and skill development and improve access to essential services.

Prism Johnson firmly believes in maintaining the highest standards of governance and ethical behaviour. The Company's commitment to good corporate governance is based on four pillars – accountability, transparency, independence and fairness.

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

During the reporting period, Prism Cement's emissions intensity declined from 650 kg CO₂ per tonne of cementitious material during 2021-22 to 626 kg CO₂ per tonne of cementitious material. Further, ~32% of Prism Cement's total power requirement was met through green power and renewable sources during 2022-23. With an aim to increase this share further, the Company has announced its plan to invest in 24MW captive wind power.

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)

Being a building materials company, we acknowledge our impact on the environment and the communities we serve. Our Vision is to create sustainable value by meeting our customers' construction and lifestyle needs through innovative building materials and services. Our collective purpose is to foster growth and nurture strong infrastructural developments in the country, create a healthy and safe working environment for the people, provide quality product and service offerings to our customers and create shareholder value.

During the year under review, Prism Cement's Emissions Intensity declined from 650 kg CO₂ per tonne of cementitious material during 2021-22 to 626 kg CO₂ per tonne of cementitious material. Further, ~32% of Prism Cement's total power requirement was met through green power and renewable sources during 2022-23. With an aim to increase this share further, we have announced our plan to invest in 24MW captive wind power.

We remain committed to promoting inclusive growth and this year we contributed ₹ 2.85 Crores as CSR to various community initiatives in areas surrounding our plants. Our objective is to further our contribution to activities in several thematic pillars of our CSR programme, namely Rural Infrastructure Development, Health and Hygiene, Promotion of Education, Environment and Water Conservation, Providing Potable Drinking Water, Disaster Management and Social Welfare.

Our talent management strategy revolves around the recruitment, development, and empowerment of competent professionals, guided by well-thought-out planning and initiatives that enable us to achieve our goals. Our aim is to cultivate a motivating workplace culture that values and rewards exceptional performance, and fosters an environment where teams can hone their abilities and fulfil their potential. Furthermore, we are committed to continually enhancing our safety protocols, making safety an integral aspect of everyone's daily life.

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

	Particulars		Details
1	DIN number	>	00515412
2	Name	>	Mr. Vijay Aggarwal
3	Designation	>	Managing Director
4	Telephone number	>	+ 91-22-61042200
5	E-mail ID	>	brsr.info@prismjohnson.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 sustainability governance framework is headed by the Risk Management Committee of the Board, which evaluates the Company's progress on its sustainability agenda and how effectively it is addressing environmental and social risks. The Executive Committee (EC) is responsible for formulating the sustainability strategy of the Company.

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 reviewing the Company's performance against the above policies									Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the Executive Committee reviews compliance with statutory requirements									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 has a comprehensive evaluation framework through which it assesses compliance with all policies.

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									





Section C: Principle-Wise Performance Disclosure

Principle 1 >


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



> Essential Indicators



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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
 Board of Directors	1	Stakeholders were provided training on ESG that covered the NGRBC principles, the Company's material aspects and sustainability strategy.	100%
 Key Managerial Personnel (KMP)	1		100%
 Employees other than Board of Directors or KMPs	1		70%
 Workers	775		Environmental impact, occupational health and safety and Human Rights

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

Monetary					
Particulars	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
 Penalty/fine			Nil		

Monetary					
Particulars	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
 Settlement			Nil		
 Compounding fee			Nil		

Non-monetary				
Particulars	NGRBC principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
 Imprisonment			Nil	
 Punishment			Nil	

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

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.

The Company has a **Code of Conduct** and **Whistle Blower Policy**, which pertain to ethics, bribery and corruption. The **Whistle Blower Policy** enables all stakeholders to raise any concern about unethical practices. The policy ensures confidentiality and protection against discrimination for complainants.

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



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

Particulars	2022-23		2021-22	
	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.

There have been no fines/penalties/actions taken by regulators/law enforcement agencies/judicial institutions, pertaining to cases of corruption and conflicts of interest.

Principle 2 > **Businesses should provide goods and services in a manner that is sustainable and safe**

> **Essential Indicators**

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

Particulars	2022-23	2021-22	Details of improvements in environmental and social impacts
R&D	₹ 4.97 Crores	₹ 5.28 Crores	Over the years, the Company's R&D activities have increasingly focussed on energy-efficient, greener processes and products with a lower environmental footprint that also safeguard customer health and well-being.
Capex	₹ 122.37 Crores	₹ 70.30 Crores	

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

Yes, the Company's **Supplier Code of Conduct** defines its expectations concerning Business Ethics, Environmental Standards, Labour and Human Rights.

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

The Company assesses compliance with certain regulations and criteria during vendor onboarding. However, the Company is now in the process of developing a comprehensive Supplier Assessment Framework to assess ESG performance and risks. As a first step, the Company has identified a critical set of suppliers for priority action.

Currently, Prism Cement assesses the social performance of its suppliers to identify labour and human rights risks. In accordance with the requirements of the SA 8000 certification, the Division's key suppliers are assessed and audited annually to ensure compliance. Based on the risk assessment, each human rights parameter for a supplier is categorised as low, medium or high risk. Furthermore, probable impacts are also mapped for each risk. Corrective action plans are formulated in collaboration with suppliers to mitigate all the identified risks. Each supplier is assigned a rating that is reflective of their performance. Additionally, the performance of each supplier is reassessed to ensure compliance.

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



Plastics (including packaging)



Prism Cement has developed an Extended Producer Responsibility (EPR) plan in line with the Plastic Waste Management Rules, 2016 and has partnered with authorised EPR vendors for executing the plan.



E-waste



The Company is not in the business of electronic consumer goods. However, the e-waste generated by the use of electronic consumer goods is sold to registered recyclers.



Hazardous waste



The hazardous waste generated in the facilities is processed by State Pollution Control Board (SPCB)-authorised vendors.



Other waste



The non-hazardous waste generated is processed by SPCB-authorised vendors. Biodegradable waste is further processed into Alternative Fuels and Raw Materials (AFR).

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



Yes, EPR is applicable to the Company's activities. The Company has developed an EPR plan and has partnered with SPCB-approved recyclers for its implementation.

Principle 3 >

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


> **Essential Indicators**


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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities*	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F / A)
 Permanent employees											
Male	3,575	3,575	100%	3,575	100%	-	-	-	-	-	-
Female	210	210	100%	210	100%	210	100%	-	-	-	-
Total	3,785	3,785	100%	3,785	100%	210	6%	-	-	-	-
 Other than permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

* Day care facilities has been provided, wherever applicable in line with the regulations




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)
 Permanent workers											
Male	1,387	1,387	100%	1,387	100%	-	-	-	-	-	-
Female	2	2	100%	2	100%	2	100%	-	-	-	-
Total	1,389	1,389	100%	1,389	100%	2	0.1%	-	-	-	-

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)
 Other than permanent workers											
Male	4,552	-	-	-	-	-	-	-	-	-	-
Female	153	-	-	-	-	-	-	-	-	-	-
Total	4,705	-	-	-	-	-	-	-	-	-	-

* Day care facilities are provided, wherever applicable in line with the regulations

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

Benefits	2022-23			2021-22		
	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%	Yes	100%	100%	Yes
 Gratuity	100%	100%	Yes	100%	100%	Yes
 ESI	2%	3%	Yes	2%	7%	Yes




3. Accessibility of workplaces: Are the premises/offices of the entity 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 complies with the requirements of the Rights of Persons with Disabilities Act, 2016, wherever applicable.

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, the Company is an equal-opportunity employer. The Company does not discriminate on the basis of gender, caste, race, religion, ethnicity and disability, among others. The Company's recruitment process is strictly guided by the principle of meritocracy. The Company's commitment to diversity and inclusion is operationalised through its **Diversity and Inclusion Policy**. The policy is available on the Company's website at: <https://www.prismjohnson.in/wp-content/uploads/2023/07/Diversity-and-Inclusion-Policy.pdf>.

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	100%	-	100%	-
 Female	100%	-	100%	-
 Total	100%	-	100%	-

* No employees availed parental leave during the last financial year.



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

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
 Permanent workers	<p>Yes.</p> <p>The Company has instituted an employee grievance redressal mechanism that allows employees to formally voice any concerns. All the employee-centric policies of the Company, including the Whistle Blower policy, Diversity and Inclusion policy, POSH policy, Human Rights policy and Occupational Health and Safety policy specify how and to whom grievances can be reported.</p>
 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	2022-23			2021-22		
	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)
 Total permanent employees	3,785	0	0%	3,745	0	0%
Male	3,575	0	0%	3,537	0	0%
Female	210	0	0%	208	0	0%
 Total permanent workers	1,389	1,050	76%	1,425	1,091	77%
Male	1,387	1,048	76%	1,423	1,089	77%
Female	2	2	100%	2	2	100%

8. Details of training given to employees:

Category	2022-23					2021-22				
	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)
 Employees										
Male	3,575	1,599	45%	2,598	73%	3,537	2,244	63%	1,957	55%
Female	210	74	35%	177	84%	208	45	22%	103	50%
Total	3,785	1,673	44%	2,775	73%	3,745	2,289	61%	2,060	55%
 Workers										
Male	5,939	3,447	58%	1,231	21%	6,238	3,426	55%	1,767	28%
Female	155	34	22%	8	5%	175	34	19%	1	1%
Total	6,094	3,481	57%	1,239	20%	6,413	3,460	54%	1,768	28%

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

Category	2022-23			2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
 Employees						
Male	3,575	2,722	76%	3,537	2,725	77%
Female	210	91	43%	208	131	63%
Total	3,785	2,813	74%	3,745	2,856	76%
 Workers*						
Male	1,387	984	71%	1,423	1,194	84%
Female	2	1	50%	2	1	50%
Total	1,389	985	71%	1,425	1,195	84%

* Includes only 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 Company has implemented an Occupational Health and Safety Management (OHS) system across its plants. All plants across Prism Cement and HRJ have received the ISO 45001:2018 certification. All plants in RMC have a robust internal management system with five plants being ISO 45001:2018 certified.

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

At all the manufacturing units of the Company, site-level safety committees carry out Hazard Identification and Risk Assessments (HIRA). Additionally, all HRJ's plants undertake Hazard and Operability (HAZOP) studies to identify potential hazards and implement effective mitigation plans. The Company has also established Standard Operating Procedures (SOPs) that provide guidance and outline safety procedures for all high-risk operations.

The Company also conducts periodical reviews of routine and non-routine activities, analyses past incidents, and considers potential emergency scenarios. The plants also undergo annual inspections to review the functioning of tools, and machinery, among others.

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









Yes.

The Company has put in place a system for near-miss reporting that is accessible to both permanent and contractual employees. The Company analyses all cases reported to formulate corrective action plans.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

Yes, the Company provides all its eligible employees and workers with ESI cards, the benefits of which can be availed at the registered hospitals. Additionally, employees and workers are also provided other benefits including Health Care Insurance, Group Personal Accident (GPA) insurance, disability and invalidity coverage.

11. Details of safety-related incidents:



Safety incident/number	Category	2022-23	2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	 Employees	0.21	0.99
	 Workers	0.45	0.76
Total recordable work-related injuries	 Employees	2	9
	 Workers	6	19
No. of fatalities (safety incident)	 Employees	0	0
	 Workers	2	1
High consequence work-related injury or ill-health (excluding fatalities)	 Employees	0	1
	 Workers	0	0

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

To help the Company strive towards achieving its goal of zero accidents and injuries, it has implemented Occupational Health and Safety Management (OHS) systems across its plants. To ensure the effective implementation of its policies and management systems, the Company has instituted Safety Governance Committees across different business divisions. At all manufacturing units, site-level safety committees carry out HIRA assessments. Additionally, all HRJ's plants undertake HAZOP studies to identify potential hazards and implement effective mitigation plans. The Company has established SOPs that provide guidance and outline safety procedures for all high-risk operations.

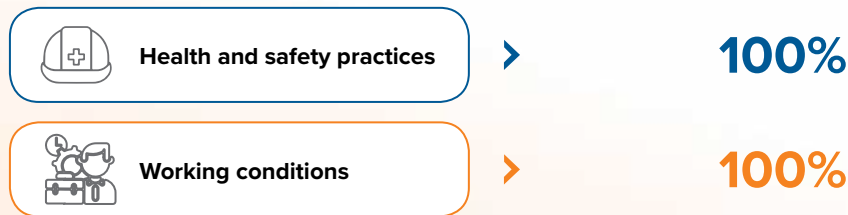
The Company also conducts periodical reviews of routine and non-routine activities, analyses past incidents, and considers potential emergency scenarios. The plants also undergo annual inspections to review the functioning of tools, and machinery, among others. The Company regularly conducts health and safety training sessions for its employees to promote awareness about safety policies and procedures. It undertakes a need assessment to identify priority training topics and prepares an annual training calendar for the same.

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

Particulars	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
 Working conditions	0	0	Not applicable	0	0	Not applicable
 Health and safety	0	0	Not applicable	0	0	Not applicable

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third-parties)



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.



Not applicable







Principle 4

Businesses should respect the interests of and be responsive to all its stakeholders
Essential Indicators
1. Describe the processes for identifying key stakeholder groups of the entity.

The Company engages with all stakeholders who are impacted by its operations and who have the potential to impact the Company. The Company has implemented a comprehensive process to identify its key stakeholders, design mechanisms to engage with them and conduct stakeholder analysis. The Company engages with various stakeholders through several formal and informal mediums with an objective of understanding their sustainability priorities and/or concerns.

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

Stakeholder groups	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), others	Frequency of engagement (annually/ half yearly/ quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 Investors	No	<ul style="list-style-type: none"> Annual General Meetings, Postal Ballots Quarterly results and presentations Investor interactions Annual Report and Sustainability Report 	Quarterly, need basis	<ul style="list-style-type: none"> Business growth by leveraging the Company's financial, operational and sustainability strategies Timely financial disclosures Competition and market positioning Sound corporate governance mechanism Timely receipt of dividends and resolving shareholders' grievances
 Customers and dealers	No	<ul style="list-style-type: none"> Customer satisfaction surveys Grievance redressal forums Dealer and distributor conventions Seminars and workshops 	Need basis	<ul style="list-style-type: none"> Customer satisfaction, loyalty & retention Product quality and safety New product development-based on market needs Fair and competitive pricing Timely and efficient redressal of customer complaints Detailed product-related labelling; Adequate information on products

Stakeholder groups	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (Email, SMS, newspaper, pamphlets, advertisement, community meetings, notice board, website), others	Frequency of engagement (annually/ half yearly/ quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
 Employees	No	<ul style="list-style-type: none"> Employee satisfaction surveys Grievance redressal and self-service portals Periodical e-bulletins, newsletters and emails Workshops, events, and seminars Various trainings held throughout the year Performance evaluation 	Need basis	<ul style="list-style-type: none"> Company policies and procedures Nurturing work environment Career growth prospects Personal and professional growth Diversity and equal opportunity Health and well-being
 Suppliers and service providers	No	<ul style="list-style-type: none"> Meetings with contractors/ vendors Seminars and workshops 	Need basis	<ul style="list-style-type: none"> Inclusion of local suppliers Timely payment of suppliers Fair and accountable supply chain practices Improving operational efficiency of logistics Supplier financial health, reputation and service quality
 Local communities	Yes	<ul style="list-style-type: none"> Awareness programmes Social media channels Sponsorships CSR activities 	Need/event basis	<ul style="list-style-type: none"> Strengthening relations with local communities Need assessment of local communities Undertaking CSR initiatives
 Government and regulatory bodies	No	<ul style="list-style-type: none"> Annual Report and requisite disclosures Policy advocacy forums Compliance reports Notices and circulars 	Need/event basis	<ul style="list-style-type: none"> Engaging with government regulatory bodies to stay compliant with legal and regulatory requirements Product safety Product quality and standard Employee health and safety
 Board of Directors	No	<ul style="list-style-type: none"> Board/ERM/Audit Committee meetings Annual General Meeting Annual Report and disclosures 	Quarterly/ annually	<ul style="list-style-type: none"> Sustainable business growth Sound corporate governance mechanisms Strategic planning and investor relations
 Industry associations	No	<ul style="list-style-type: none"> Conferences Technology exhibitions meetings Events, and seminars Forums and workshops 	Need basis	<ul style="list-style-type: none"> Policy advocacy Continuous innovations and staying updated with industry developments Maintenance of product and service standards Cooperation between business to ensure overall industry development

Principle 5







Businesses should respect and promote human rights



Essential Indicators

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





The Company is committed to respecting the human rights of its employees, the community, and those affected by its operations. The Company operationalises its commitment through its **Human Rights Policy**, which is in alignment with internationally recognised frameworks, including the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the International Declaration of Human Rights and the UN Convention on the Rights of the Child, as well as applicable local regulations. The policy is available on the Company's website at: <https://www.prismjohnson.in/wp-content/uploads/2023/01/Human-Rights-Policy.pdf>.

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

Category	2022-23					2021-22				
	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)
Employees - permanent										
 Male	3,575	0	0%	3,575	100%	3,537	0	0%	3,537	100%
 Female	210	0	0%	210	100%	208	0	0%	216	100%
Other than permanent										
 Male	-	-	-	-	-	-	-	-	-	-
 Female	-	-	-	-	-	-	-	-	-	-
Workers										
 Male	1,387	210	15%	1,177	85%	1,423	581	41%	842	59%
 Female	2	1	50%	1	50%	2	1	50%	1	50%

Category	2022-23					2021-22				
	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)
Workers - other than permanent										
 Male	4,552	2,774	61%	1,778	39%	4,447	2,386	54%	2,061	46%
 Female	153	25	16%	128	84%	164	11	7%	153	93%

3. Details of remuneration/salary/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category in ₹ Lakhs	Number	Median remuneration/ salary/wages of respective category in ₹ Lakhs
 Board of Directors (BoD)	3	374.3	-	-
 Key Managerial Personnel (other than BoD)	2	184.1	1	108.0
 Employees other than BoD and KMP	3,340	6.8	210	7.0
 Workers	1,611	5.2	7	3.0
Total	4,956	5.6	218	6.9

Note: Information has been provided for employees as of March 31, 2023; Non-executive Directors are not considered in the above







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 department along with the senior management for HRJ and RMC and the Social Performance team in the Cement Division is responsible for addressing human rights aspects. The procurement team at Prism Cement is responsible for ensuring compliance among value chain partners for the Cement Division.

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

All grievances pertaining to human rights issues can be reported to the Company's HR department as specified in the **Human Rights Policy**. The scope of the policy extends to the Company's employees and value chain. Additionally, Prism Cement's grievance redressal mechanism has been formulated in accordance with the requirements of the SA 8000 certification with a predefined escalation matrix.

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

Particulars	2022-23			2021-22		
	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
 Sexual harassment	0	0	Not applicable	1	1	Was resolved in 2022-23
 Discrimination at workplace	0	0	Not applicable	0	0	Not applicable
 Child labour	0	0	Not applicable	0	0	Not applicable
 Forced labour/involuntary labour	0	0	Not applicable	0	0	Not applicable
 Wages	0	0	Not applicable	0	0	Not applicable
 Other human rights-related issues	0	0	Not applicable	0	0	Not applicable










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

The Company's whistle blower mechanism ensures the anonymity of the complainant. Whistle blower cases, if any, are addressed to the Chairman of the Company/Chairperson of the Audit Committee and Corporate Governance Cell of the Company. The Company has also formulated a **POSH Policy** for the prevention, prohibition, and redressal of sexual harassment in the workplace. The Company has an Internal Complaints Committee for the redressal of complaints. The Internal Complaints Committee is responsible for conducting inquiries fairly and impartially, while maintaining strict confidentiality and anonymity.

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

Yes. Additionally, Prism Cement's suppliers are required to submit a written commitment to the Company's human rights policies.

9. Assessments for the year

<u>Particulars</u>	<u>% of plants and offices that were assessed (by entity or statutory authorities or third-parties)</u>
 Child labour	100.0%
 Forced/involuntary labour	100.0%
 Sexual harassment	100.0%
 Discrimination at workplace	100.0%
 Wages	100.0%
Others, are as follows:	
 Health and safety	100.0%
 Freedom of association	
 Disciplinary	
 Working hours	

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






Not applicable

Principle 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameters	2022-23	2021-22
	Gigajoules (GJ)	Gigajoules (GJ)
 Total electricity consumption (A)	17,79,714	16,92,806
 Total fuel consumption (B)	1,43,14,075	1,38,73,056
 Energy consumption through other sources (C)	-	-
 Total energy consumption (A+B+C)	1,60,93,789	1,55,65,862
 Energy intensity per rupee of turnover (Total energy consumption/turnover) (GJ/₹ Crores)	2,398	2,795

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.

Yes, Prism Johnson Limited (Cement Division - Unit I) & Prism Johnson Limited (Cement Division - Unit II) have been identified as designated consumers under the PAT scheme.

Unit I has completed two PAT cycles - Cycle-I (2012-2015) and Cycle-II (2016-2019). Unit I achieved its target in both the cycles, earning Energy Saving Certificates. Currently, Unit I is under PAT Cycle-VII (2022-25).

Unit II has Completed one PAT cycle (Cycle-III 2017-2020). Unit II also achieved its target and Energy Saving Certificates. Currently, Unit -II is under PAT Cycle-VII (2022-25).

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

Parameter	2022-23	2021-22
Water withdrawal by source (in kilolitres)		
(i) Surface water	5,36,183	4,86,880
(ii) Groundwater	9,75,573	8,02,784
(iii) Third-party water	5,21,161	4,78,535
(iv) Seawater/desalinated water	Nil	Nil
(v) Others	NA	NA
Total volume of water withdrawal (kilolitres) (i + ii + iii + iv + v)	20,32,916	17,68,199
Total volume of water consumption (kilolitres)	20,32,916	17,68,199
Water intensity per rupee of turnover (Water consumed/ turnover) (KL/₹ Crores)	303	318

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.

All of Prism Johnson's own facilities are Zero Liquid Discharge and this does not include Prism RMC's Mega plants, which are outside the ESG reporting boundary of the business division.

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

Parameter	Please specify unit	2022-23	2021-22
NOx	Metric Tonne	2,858	2,245
SOx	Metric Tonne	705	288
Particulate matter (PM)	Metric Tonne	374	240
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	Unit	2022-23	2021-22
Total Scope 1 emissions	tCO ₂	35,67,633	34,53,431
Total Scope 2 emissions	tCO ₂	2,45,682	2,45,442
Total Scope 1 and Scope 2 emissions (per rupee of turnover)	tCO ₂ /₹ Crores	568	664

Note: The Company has disclosed CO₂ emissions for 2022-23 and 2021-22.

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

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

The Company has formulated a decarbonisation strategy and identified key levers that will enable it to achieve its ambitions.

To achieve its decarbonisation ambitions, the Company has identified five key levers, including the use of alternate raw materials and clinker factor reduction, alternative fuels, energy conservation and efficiency, renewable energy, and Carbon Capture and Storage (CCS).

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

Parameter	2022-23 (In MT)	2021-22 (In MT)
Plastic waste (A)	63	33
E-waste (B)	10	0
Biomedical waste (C)	0	0
Construction and demolition waste (D)	48,674	77,027
Battery waste (E)	4	0
Radioactive waste (F)	0	0
Other hazardous waste. Please specify, if any. (G)	Used oil – 106 ETP sludge – 20,637	Used oil – 84 ETP sludge – 16,776
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Metal scrap – 2,116 Bags – 48 Rubber scrap – 76 Wooden pellets – 44 Carton – 217 Broken tiles – 1,896 Coal ash – 67 Refractory bricks – 91 Others – 94	Metal Scrap – 2,421 Bags – 145 Rubber scrap – 131 Wooden pellets – 23 Carton – 154 Broken tiles – 1,817 Coal ash – 326 Refractory bricks – 771 Others – 257
Total (A + B+ C + D + E + F + G + H)	74,143	99,965

Parameter	2022-23 (In MT)	2021-22 (In MT)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycle	The Company disposes of waste generated from its operations through third-party vendors, which are authorised by the SPCBs.	
(ii) Re-used		
(iii) Other recovery operations		
Total		
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
(i) Incineration	The Company disposes of waste generated from its operations through third-party vendors, which are authorised by the SPCBs.	
(ii) Landfilling		
(iii) Other disposal operations		
Total		

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.

The Company has formulated Standard Operating Procedures (SOPs) to ensure safe and appropriate waste disposal.

All hazardous waste generated at the sites is disposed of through third-party vendors, which are authorised by the SPCBs. All non-hazardous waste is also handled through authorised vendors for recycling and safe disposal. Cement, HRJ or Prism RMC divisions do not use any hazardous or toxic chemicals in their processes.

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:

Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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The Company has requisite environmental clearances/approvals for its operations.

11. Details of Environmental Impact Assessments (EIA) 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
No EIA conducted in the current year.					

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.

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
No non-compliances.			

Principle 7

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

Essential Indicators

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

The Company is part of the following eight associations as listed below:

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.

	Name of the trade and industry chambers/associations		Reach of trade and industry chambers/associations (State/National)
1.	Bombay Chambers of Commerce & Industry	>	National
2.	Confederation of Indian Industry	>	National
3.	Cement Manufacturers Association	>	National
4.	Indian Council of Ceramic Tiles and Sanitaryware	>	National

	Name of the trade and industry chambers/associations		Reach of trade and industry chambers/associations (State/National)
5.	Indian Ceramic Society	>	National
6.	All India Pottery Manufacturers Association	>	National
7.	Ready Mixed Concrete Manufacturers Association	>	National
8.	Indian Green Building Council	>	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 has not engaged in any anti-competitive conduct.	

Principle 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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
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The Company did not conduct a Social Impact Assessment in 2022-23.

In 2019-20, the Company commissioned Genesis Management and Market Research Pvt Ltd., to conduct a Need and Impact Assessment, the results of which have been used to formulate the CSR road map and initiatives for 18 villages around the Satna plant, where a majority share of its CSR budget is allocated.

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

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 ₹)
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Not applicable, as no family has been displaced due to the Company's operations.

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

The Company is cognizant of the importance of developing long-term relationships with local communities and its responsibility for fostering more inclusive growth. The Company's commitment is outlined in its **Corporate Social Responsibility (CSR) Policy**, which provides guidance on CSR governance, focus areas and effective monitoring of CSR activities.

The CSR Committee of the Board oversees the implementation of the **CSR Policy**. Every year Prism Cement undertakes a comprehensive assessment across local communities, to identify key concerns and grievances. These concerns and grievances are addressed by the Company's CSR team through local government bodies.

The policy is available on the Company's website at: https://www.prismjohnson.in/wp-content/uploads/2023/01/PJL-CSR-Policy_2021.pdf.

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

Particulars	2022-23	2021-22
Directly sourced from MSMEs/small producers	20%	17%
Sourced directly from within the district and neighbouring districts	70%(Cement), 54% (HRJ), 82% (RMC)*	85%(Cement), 70% (HRJ), 75% (RMC)

* Raw materials procured in value terms from within 500 kilometers distance of the respective plants.

Principle 9 >

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

> **Essential Indicators**

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

The Company has formulated multiple platforms for consumer feedback including application-based telephonic grievance mechanisms and engagement surveys.

Prism Cement enables its dealers and retailers to submit queries and complaints through a digital platform called 'Anmol Rishtey'. The application tracks the real-time status of the complaints and ensures timely updates to its dealers.

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

<u>Particulars</u>	<u>As a percentage to total turnover</u>
Environmental and social parameters relevant to the product	*
Safe and responsible usage	*
Recycling and/or safe disposal	*

* All the products of the Company carry the necessary information in compliance with all applicable regulations.

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

Particulars	2022-23			2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	0	0	0	None
Advertising	0	0	0	0	0	None
Cyber-security	0	0	0	0	0	None
Delivery of essential services	0	0	0	0	0	None
Restrictive trade practices	0	0	0	0	0	None
Unfair trade practices	0	0	0	0	0	None
Others*	1,13,963	338	0	78,142	602	None

* Includes product service requests for Johnson Bath products, which have a 10 year warranty.

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

<u>Particulars</u>	<u>Number</u>	<u>Reasons for recall</u>
Voluntary recalls	Nil	None
Forced recalls	Nil	None

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.

The Company has formulated a **Cyber Security Policy** and undertakes internal as well as external audits to ensure compliance. Prism Cement's IT infrastructure is ISO 27001:2013 certified and HRJ, Prism RMC's infrastructure is ISO 20001:2018 certified. The policy is available on the Company's website at: <https://www.prismjohnson.in/wp-content/uploads/2023/01/Cyber-Security-Policy.pdf>.

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

Not applicable