



# MANGALAM CEMENT LIMITED



MC/SEC

14<sup>th</sup> July, 2023

National Stock Exchange of India Limited,  
Exchange Plaza, 5th Floor,  
Plot No. C/1, G-Block  
Bandra – Kurla Complex, Bandra (East)  
MUMBAI – 400 051

The Corporate Relations Department  
Department of Corporate Services  
Bombay Stock Exchange Ltd.  
25th Floor, Phiroze Jeejeebhoy Towers,  
Dalal Street,  
MUMBAI – 400 001

**Security Code: MANGLMCEM**

**SCRIP CODE 502157**

**Attn: Listing Department**

**Re: - Business Responsibility and Sustainability Report (BRSR) for the financial year 2022-23 under Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015**

Dear Sirs,

Please find attached herewith the BRSR forming part of the Annual Report of the Company for the financial year 2022-23.

Kindly take the same on record.

Thanking you,

For **MANGALAM CEMENT LTD.**

**YASWAN** Digitally signed by  
YASWANT MISHRA  
**T MISHRA** Date: 2023.07.14  
16:29:30 +05'30'

**Yaswant Mishra**  
President (Corporate) & CFO

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

FOR FINANCIAL YEAR 2022-23

### SECTION A : GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L26943RJ1976PLC001705
2.	Name of the Listed Entity	Mangalam Cement Ltd.
3.	Year of Incorporation	1976
4.	Registered Office Address	P. O. Aditya Nagar-326520 Morak, Dist. Kota, Rajasthan
5.	Corporate Address	Mangalam Cement Limited Birla Building, 10th Floor, 9/1, R.N. Mukherjee Road, Kolkata - 700 001. Phone: 033-22438706/07; Fax: 033-22438709 Email: kolkata@mangalamcement.com
6.	E-mail	shares@mangalamcement.com
7.	Telephone	07459-2322231
8.	Website	www.mangalamcement.com
9.	Financial Year for which reporting is being done	01.04.2022 – 31.03.2023
10.	Name of the Stock Exchanges(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid up Capital	Rs. 27,49,72,980
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR Report	Shri Yaswant Mishra President (Corporate) and Chief Financial Officer Phone : 033-22438706/07   Email: kolkata@mangalamcement.com
13.	Reporting Boundary (Standalone/Consolidated)	Standalone

#### 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	98

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.	Cement	2394	98

#### 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
<b>National</b>	3 (Morak, Aligarh and Nabrangpur)	4 (Registered Office at Morak, Jaipur Office, Delhi Office and Head Office at Kolkata)	7
<b>International</b>	NA	NA	NA

17. Markets served by the entity :

a. Number of locations

Locations	Number
National (No. of States)	6 (MCL)
International (No. of Countries)	NA

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

Nil

c. A brief on types of customers :

Dealers & Institutional

**IV. Employees**

18. Details as at the end of Financial Year 2022-23:

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)	561	548	97.68%	13	2.32%
2.	Other than Permanent (E)	2	2	100%	0	0
3.	<b>Total employees (D + E)</b>	563	550	97.69%	13	2.31%
<b>WORKERS</b>						
4.	Permanent (F)	519	519	100	0	0
5.	Other than Permanent (G)	1807	1805	99.89%	2	0.11%
6.	<b>Total workers (F + G)</b>	2326	2324	99.91%	2	0.09%

b. Differently abled Employees and workers :

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

19. Participation/Inclusion/Representation of women as on 31st March, 2023

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33.33
Key Management Personnel	4*	1	25.00

\*includes two Whole-Time Directors of the Company.

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	13.85	0	13.85	9.76	0	9.76	6.87	0	6.87
<b>Permanent Workers</b>	6.78	0	6.78	4.11	0	4.11	8.91	0	8.91

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

21. (a) Names of holding / subsidiary / associate companies / joint ventures

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

**VI. CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/NO)** : Yes  
(ii) Turnover (in Rs.): 180158.56 Lakhs (FY 2022-23)  
(iii) Net worth (in Rs.): 75622.26 Lakhs (FY 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:

Stakeholder group from whom complaint is received	Grievance Redressal mechanism in Place (Yes/NO) (If Yes, then provide web-link for grievance redress policy)	Number of complaints filed during the year	FY 2022-23		FY 2021-22		Remarks
			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	
Communities	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	YES	7	Nil	NIL	4	Nil	NIL
Employees and workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Nil	350	Nil	NIL	272	Nil	–
Value Chain Partners	NIL	NIL	NIL	NIL	NIL	NIL	NIL
Other (Please specify)	–	–	–	–	–	–	–

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

S. No.	Material issued identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environmental rules and regulations on curbing Green House Gas Emissions	Risk	Consumption of limestone and fossil fuels as part of the Manufacturing process leads to release of carbon emissions.	Shifting to renewables and/ or low-carbon solutions where possible and process optimisation and digitisation	Negative
2	Climate changes / sustainable development.	Risk	Increase the cost of fuel, pet coke and Coal	Installation of Waste Heat Recovery plant.  Use of Bio MAS  Use of Wind Energy  Exploring the other options of green energy	Negative

**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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and Management process</b>									
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	<a href="https://www.mangalamcement.com/codes_policies.php">https://www.mangalamcement.com/codes_policies.php</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 of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest alliance, Trustea) standards (e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Company has adopted various standards specified by the International Organization for Standardization (ISO). These are: 1. ISO 45001:2018 for OHS (Bureau of Indian Standard, Gol) 2. ISO 9001: 2015 for Quality Management Systems (QMS) (Bureau of Indian Standard, Gol) 3. ISO 14001: 2015 for Environment Management Systems (EMS) (Bureau of Indian Standard, Gol) 4. ISO 50001: 2018 Energy Management Systems (EnMS) (S.G.S, Kolkata)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	By reducing its Carbon footprints and use of Renewable/ Green energy Company wants to give its contribution to Climate changes/sustainable development.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> <li>o Waste Heat Recovering plant is installed</li> <li>o Use of Bio MAS</li> <li>o Use of Wind Energy</li> <li>o Exploring the other options of green energy</li> </ul>								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity had flexibility regarding the placement of this disclosure</i> )									
<p>At Mangalam Cement, we believe any business enterprise cannot sustain in an environment of complete insularity and isolation. It needs to continually draw resources from the community, while giving back something in return. This symbiotic relationship with the community represents the bedrock of sustainable and holistic development, both for the community and the corporate.</p> <p>At Mangalam Cement, green initiatives are integral to our corporate philosophy. We adopt eco-friendly processes to minimise our environmental footprint and promote green awareness to help shape a cleaner and greener tomorrow. We are implementing measures to minimise our carbon footprint and help protect the environment. This is part of our sustainable business blueprint requirements</p> <p><b>Pollution-free Plant Vicinity</b></p> <p>We monitor the performance of our pollution-control equipment regularly. We have enhanced focus on ensuring dust-free surroundings, so all the transfer points of raw materials are provided with water mist dust suppression filtration system. Besides, consistent water sprinkling (from harvested water) in the vicinity of the dust emission area is conducted to reduce dust levels. The effluent treatment plant ensures zero discharge.</p> <p><b>Wind Energy</b></p> <p>We have an aggregate wind turbine capacity of 13.65 MW at Jaisalmer, India. It helps reduce CO2 emissions.</p> <p><b>Safety</b></p> <p>To cultivate and promote safety amongst the employees at the plant, the Company celebrated National Safety Week. The mission of the National Safety Week Celebration was to collectively raise awareness about the importance of safety measures and how to implement them in day-to-day activities. A series of competitions and activities related to safety were organised throughout the week for employees and their family members. During the National Safety Day function, employees and workers gathered and undertook a "Safety Pledge" to reaffirm their commitment to ensuring health and safety. Safety banners and posters were also displayed at various locations along with the distribution of tokens and articles promoting safety awareness and alertness among all the employees.</p>									



<p><b>Energy Conservation Week Celebration</b></p> <p>Energy Conservation Week was celebrated in December to create awareness of energy conservation. A variety of programs were organised, such as essay writing, speech competition, slogan writing, quiz.</p> <p><b>Steps taken by the Company for utilizing alternate sources of energy during the Financial Year 2022-23</b></p> <p>a) Utilisation of 144.14 Lac units Wind Energy (Green Power) for plant captive use.</p> <p>b) Utilisation of 356 Tons of Carbon Black and 144 Tons of biomass in Kiln and 9610 Tons of Biomass in CPP.</p> <p>c) Utilisation of Net electricity of 648.82 Lac Units for captive use, generated from Waste Heat Recovery (WHR) Plant.</p> <p>Further for energy conservation measures taken by the Company during the Financial Year 2022-23, please refer the Annexure-3 i.e. information as per section 134 (3) (m) read with rule 8 of the Companies (Accounts) Rules, 2014 and forming part of the Directors' Report for the year ended 31st March, 2023.</p> <p>We support local communities wherever we operate and foster an environment in which the business and the neighbouring populace share a relationship of mutual trust and reliability. The Company has formulated a CSR Policy pursuant to the Section 135 of the Companies Act, 2013 and rules framed thereunder. The Policy is framed for undertaking activities as may be found beneficial for upliftment of the society, environment protection and economic development for the weaker section with preference to local areas and areas near Company's factory sites.</p> <p>For upgrading skills of the youth and building a progressive society, the Company provides regular financial support to Industrial Training Institution (ITI), Khairabad.</p> <p>An initiative to empower women to contribute meaningfully to women empowerment in rural areas, the Company has tied up with gram panchayats surrounding the plant in providing training of tailoring and garment stitching to the women of the village. This promotes financial independence and self-respect among women, thereby building a better society.</p> <p><b>Our community intervention initiatives include the following:</b></p> <ul style="list-style-type: none"> <li>o Promoting Education</li> <li>o Skill Development Programmes</li> <li>o Health</li> <li>o Financial Assistance to Gram Panchayats</li> <li>o Community Development Programme</li> </ul> <p><b>Mangalam Jal Rakshak saving water for a better future:</b></p> <p>Mangalam Cement continue to live by its motto "<i>Jal Kam...Jalan Kam</i>", which reflects our thrust on saving water.</p>
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S. No.	Disclosure Questions										
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<b>Shri Yaswant Mishra</b> President (Corporate) and Chief Financial Officer									
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.	The relevant policies are administered by the Departmental Heads who report to the Management of the Company who is responsible for monitoring and overseeing all policy implementation.									
10.	Details of Review of NGRBCs by the Company:										
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee</b>									
		<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other - please specify)</b>									
		P P P P P P P P P P P P P P P P P P P P									
		1 2 3 4 5 6 7 8 9 1 2 3 4 5 6 7 8 9									
	Performance against above policies and follow up action	Board Annually and from time to time as per statutory requirements									
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is compliant with applicable rules and regulations on an on-going basis.									
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<table border="1"> <tr> <td>P1</td> <td>P2</td> <td>P3</td> <td>P4</td> <td>P5</td> <td>P6</td> <td>P7</td> <td>P8</td> <td>P9</td> </tr> </table> <p>No, Few Policies are certified by this part</p>	P1	P2	P3	P4	P5	P6	P7	P8	P9
P1	P2	P3	P4	P5	P6	P7	P8	P9			

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated :										
<b>Questions</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	
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)										Not Applicable
The entity does not have the financial or/human and technical resources available for the task (Yes/No)										Not Applicable
It is planned to be done in the next financial year (Yes/No)										Not Applicable
Any other reason (please specify)										Not Applicable

### SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to a higher level in their quest to be socially, environmentally and ethically responsible.

#### PRINCIPLE 1 Business 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	%age of person in respective category covered by the awareness programmes
Board of Directors	1	They have been given awareness training for the Code of Conduct policy.	100%
Key Managerial Personnel	1	They have been given awareness training for the Code of Conduct policy.	100%
Employees other than BoD and KMPs			
Workers			

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

NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine Settlement Compounding fee		NIL		
Non-Monetary				
NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment 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. Yes, Anti-Corruption is governed under the Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy for establishing Vigil Mechanism.

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

The whistle blower policy extends to individuals who are in fulltime or part time employment with the company or its subsidiaries including those serving as consultants and contract/thirdParty employees. Web Link - [https://www.mangalamcement.com/pdf/policy/vigil\\_mechanism.pdf](https://www.mangalamcement.com/pdf/policy/vigil_mechanism.pdf)

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 2022-23	FY 2021-22
Directors	NIL	NIL
Kmps		
Employees		
Workers		

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of Complaints received in relation to issues of Conflict of Interest of KMPs	NIL		NIL	

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.: Not Applicable (No such cases on 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 product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2022-23 (Rs. In Lakhs)	FY 2021-22 (Rs. In Lakhs)	Details of improvements in environmental and social impacts
R&D	75.33	1.19	Development of a triboelectric separator equipment
Capex	16.93	Nil	NA

2. a. Does the entity have procedures in place of sustainable sourcing? (Yes/No)- YES  
b. If yes, what percentage of inputs were sourced sustainably?

Approximately 29% of raw material sourced for production of cement, is a waste of Power Plants/other industry.

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.

No process waste is generated from cement plant operation; however, some solid waste gets generated from utilities and offices as well as colonies, the management of which are undertaken as detailed below:

- Mangalam Cement Installed Bio-methanation / Composting System for disposal of biodegradable waste.
- Hazardous waste generated viz. lube oil, grease and oily cotton, is managed through authorized recyclers in terms of the Provisions of Hazardous waste rules, 2016.
- The company re-uses the fly ash and bottom ash generated from its captive power plants.
- Mangalam Cement Ltd. made Cemented Roads to control fugitive emission by automobiles. Dust cleaning system like mechanized sweeping machines for removing dust from Roads inside the units to avoid dispersion of dust and good housekeeping practices have been adopted to control Fugitive emissions.
- The solid waste generation from the Cement plant is mainly dust, which is collected from various control equipment & recycled back to the system, results there is no solid waste generation from the plant.
- The fly ash and bottom ash generated from power plant are basically mineral admixture and possess Pozzolanic properties. Hence, the entire ash received from the boiler utilised for cement blending.
- Sewage Treatment Plant sludge used as manure in green belt development.
- Mangalam Cement Ltd. maintained two bed's Occupational Health Center. Bio-medical waste will be properly disposed as per Pollution Control Guideline.
- Generated total quantity of E-waste sold to the authorize vendors.



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, we have prepared & submitted action plan in pollution control board to the Best Possible Extent for collection of plastic waste as per Extended Producer Responsibility (EPR).

**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	Total	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number	% (B / A)	Number	% (C / A)	Number	% (D / A)	Number	% (E / A)	Number	% (F / A)
		(B)		(C)		(D)		(E)		(F)	
<b>Permanent employees</b>											
Male	548	-	-	548	100	-	-	-	-	-	-
Female	13	-	-	13	100	1	7.69	-	-	-	-
<b>Total</b>	<b>561</b>	-	-	<b>561</b>	<b>100</b>	<b>1</b>	<b>0.18</b>	-	-	-	-
<b>Other than Permanent employees</b>											
Male	5	-	-	2	100	-	-	-	-	-	-
Female	0	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>5</b>	-	-	<b>2</b>	<b>100</b>	-	-	-	-	-	-

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

Category	Total	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	(A)	Number	% (B / A)	Number	% (C / A)	Number	% (D / A)	Number	% (E / A)	Number	% (F / A)
		(B)		(C)		(D)		(E)		(F)	
<b>Permanent worker</b>											
Male	519	519	100	519	100	-	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-	-
<b>Total</b>	<b>519</b>	<b>519</b>	<b>100</b>	<b>519</b>	<b>100</b>	-	-	-	-	-	-
<b>Other than Permanent worker</b>											
Male	5	5	100	5	100	-	-	-	-	-	-
Female	0	0	0	0	0	-	-	-	-	-	-
<b>Total</b>	<b>5</b>	<b>5</b>	<b>100</b>	<b>5</b>	<b>100</b>	-	-	-	-	-	-

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

Benefits	No. of employees covered as a % of total employees	FY 2022-23			FY 2021-22		
		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		100	100	Y	
ESI	1.38	1.44		1.14	2.02	Y	
Other - please specify	-	-	-	-	-	-	

3. **Accessibility of workplaces**

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

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 entity have an equal opportunity and for accessing the same, please connect : [personnel@mangalamcement.com](mailto:personnel@mangalamcement.com)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	100%	100%	N.A.	N.A.
<b>Total</b>	<b>100%</b>	<b>100%</b>	--	--

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

	Yes/No (if Yes, then give details of the mechanism in brief)
Permanent Workers	- Grievance Redressal System
Other than Permanent Workers	- Works Committee
Permanent Employees	- Meeting with Labour Unions
Other than Permanent Employees	- Approach the HR - Write to HR (dedicated E-mail personnel@mangalamcement.com) - ICC - Certified Standing Orders. - HR policies & Practices.

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees /workers respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees /workers respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent employees</b>	--	--	--	--	--	--
Male	--	--	--	--	--	--
Female	--	--	--	--	--	--
<b>Total Permanent Workers</b>	524	524	100	455	550	100
Male	524	524	100	550	550	100
Female	0	0	0	0	0	0

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

Category	FY 2022-23					FY 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)	
<b>Employees</b>										
Male	550	550	100	84	15.27	564	564	100	127	22.52
Female	13	13	100	0	0	14	14	100	0	0
<b>Total</b>	<b>563</b>	<b>563</b>	<b>100</b>	<b>84</b>	<b>14.92</b>	<b>578</b>	<b>578</b>	<b>100</b>	<b>127</b>	<b>21.97</b>
<b>Workers</b>										
Male	524	524	100	100	19.08	550	550	100	72	13.09
Female										
<b>Total</b>	<b>524</b>	<b>524</b>	<b>100</b>	<b>100</b>	<b>19.08</b>	<b>550</b>	<b>550</b>	<b>100</b>	<b>72</b>	<b>13.09</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	493	493	100	510	510	100
Female	13	13	100	14	14	100
<b>Total</b>	<b>506</b>	<b>506</b>	<b>100</b>	<b>524</b>	<b>524</b>	<b>100</b>
<b>Workers</b>						
Male	417	417	100	445	445	100
Female	–	–	–	–	–	–
<b>Total</b>	<b>417</b>	<b>417</b>	<b>100</b>	<b>445</b>	<b>445</b>	<b>100</b>

## 10. Health and safety management system :

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?  
1 EHS policy 2. Permit to Work System 3. Safety manual 4. On-site emergency plan 5. Factories Act Compliance.
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
1. Take the round of the plant to find out unsafe action/unsafe condition.  
2. Safety audit of selected area  
3. Conducted Safety Committee meeting and Tool Box Talk.
- Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)  
YES
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)  
YES

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
Lost Time injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

- Permit to work system.
- Power isolation permit
- Ensure the use of necessary PPE's as per working nature.
- Report the unsafe action and condition to make the safer work place
- Tool box talk and safety training on specific topics.

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

	FY 2022-23			FY 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	193	16		163	0	
Health & Safety	23	0		27	0	

## 14. Assessments for the year :

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	Plant is under ISO 45001 Management system, where working condition and safety is constantly assessed by third party & by entity at regular intervals.
Working Conditions	

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.
- At packing plant, provided nip guard on bag discharge chute.
  - One way movement of traffic to improve the road safety.
  - Blaster of switch provided at preheater and cooler area.
  - Provided pressure gauge at fly ash unloading the rejected belts.
  - Inspection of safety belts and discarded the rejected belts.
  - Inspection of lifting tool and tackles and discarded the rejected tools.
  - Unsafe staircase changed with safe staircase at wagon loading platform.
  - Provided guard at belt conveyor to protect the filled cement bags from falling down.

**PRINCIPLE 4 Business 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.

Your company is that which is directly or indirectly impacted by it or can impact our value creation in the short, medium, or long term. Our relations with them are based on mutual trust and understanding their priorities in creating shared value.

Accordingly your company has identified internal stakeholders like employees, workers, and board of directors, as well as external stakeholders that impact our business, like investors, suppliers, and communities. The company has also engaged with these stakeholders through different channels.

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

Stakeholder Group	Whether identified as vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	" Annual General meetings/ Postal Ballot " Annual Report " Intimation letters " E-mails " Newspaper Notice " Website	Quarterly; Annually and as and when required	To provide all necessary information/events of Company and to take necessary approvals.
Government Bodies and Regulatory Authorities	No	" Annual report " Quarterly filing " Other event based filings	Annually / Quarterly / Monthly and as and when required	Good corporate governance practice; environmental compliance;
Industry Association	No	" Meetings " Commutations	Annually and as and when required	Information exchange on key sustainability parameters
Employees	No	" Internal communication " Circulars " Club/Celebration of Events	Daily and as and when required	Employee engagement is an on-going exercise conducted throughout the year
Local Community / Local Vendors	No	" Meetings " Through CSR activities " Providing employment " Giving preference to local vendors	Daily and as and when required	Interaction with Local Community is part of day to day working of the Company.
Customers/ Dealers/ Sales Promoters/ Rajmistri	No	" Visit to construction site " Customer feedback " Awareness through Social Media " Dealers Meeting " Sales Promoter Meeting " National and International tours " Architect Award	Routine process	Customer is key stakeholder of the Company and company provides the quality products to its customers at competitive price. Customer satisfaction is the prime moto of the Company.

**PRINCIPLE 5 Business 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, in the following format:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	561	561	100	576	576	100
Other than permanent	2	2	100	2	2	100
<b>Total Employees</b>	<b>563</b>	<b>563</b>	<b>100</b>	<b>578</b>	<b>578</b>	<b>100</b>
<b>Workers</b>						
Permanent	524	524	100	550	550	100
Other than permanent	1807	1807	100	1623	1623	100
<b>Total Workers</b>	<b>2331</b>	<b>2331</b>	<b>100</b>	<b>2173</b>	<b>2173</b>	<b>100</b>

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

Category	FY 2022-23				FY 2021-22					
	Total (A)	Equal to Minimum Wage No. (B)	% (B / A)	More than Minimum Wage No. (C)	% (C / A)	Total (D)	Equal to Minimum Wage No. (E)	% (E / D)	More than Minimum Wage No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	548			548	100	562			562	100
Female	13			13	100	14			14	100
<b>Other than Permanent</b>										
Male	2			2	100	2			2	100
Female										
<b>Workers</b>										
<b>Permanent</b>										
Male	524			524	100	550			550	100
Female										
<b>Other than Permanent</b>										
Male	1805			1805	100	1621			1621	100
Female	2			2	100	2			2	100

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	12.30 lakhs	2	182.20 lakhs
Key Managerial Personnel	3*	198.92 lakhs	1*	350.45 lakhs
Employees other than BoD and KMP	544	9.87 Lakhs	12	7.94 Lakhs
Workers	524	5.74 Lakhs	–	–



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

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

- Grievance Redressal System
- Meeting with Labour Unions
- Write to HR (dedicated E-mail personnel@mangalamcement.com)
- Certified Standing Orders.
- Works Committee
- Approach the HR
- ICC
- HR policies & Practices.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

- Privacy protection
- Ensure complainant and his / her family safety.
- Continuous hand holding of the complainant.
- Secured workplace.
- Provide safe working environment.

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

9. Assessments for the year :

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	NA
Forced/involuntary labour	NA
Sexual harassment	0
Discrimination at workplace	0
Wages	0
Others - please specify	0

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 Business 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, in the following format:

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	260.94096 TJ	172.4475636 TJ
Total fuel consumption (B)	1460.99 TJ	1568.82 TJ
Energy consumption through other source (C)	–	–
<b>Total energy consumption (A + B + C)</b>	<b>1721.93096 TJ</b>	<b>1741.2675636 TJ</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.0000009557	0.0000011118
Energy 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.		

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.

Name of DC under PAT Scheme - MANGALAM CEMENT LTD.

Mangalam Cement Ltd. has achieved the set target under PAT Cycle-VII in FY2022-23.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	–	–
(ii) Groundwater	–	–
(iii) Third party water	16803 KL	18735 KL
(iv) Seawater / desalinated water	–	–
(v) Others	320972 KL	338142 KL
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>337775 KL</b>	<b>356877 KL</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>337775 KL</b>	<b>356877 KL</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.00001874876</b>	<b>0.00002278828</b>
<b>Water intensity (Optional) - the relevant metric may be selected by the entity.</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.

**We are using all process and drinking water from two sources one is stored rainwater which is stored in our mines pit and second is PHED department.**

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.  
We are maintaining the "Zero Liquid Discharge" strictly and no waste water is being discharged.

Domestic Sewage & industrial effluent from thermal power plants is being treated in our own STP & neutralization pit respectively to meet the prescribed norms.

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

Parameter	Please specify unit	FY 2022-23	FY 2021-22
Nox	T/Month	2865.00	3296.02
SOx	T/Month	423.151	452.908
Particulate matter (PM)	T/Month	188.39	195.05
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Other - 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.

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

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (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	1682724	2296746
<b>Total Scope 2 emissions</b> (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	26402	17712
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>			
<b>Total Scope 1 and Scope 2 emissions intensity (optional) - the relevant metric may be selected by the entry</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.

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

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	4590.78 T/A	4498.93 T/A
E-waste (B)	3.22 T/A	1.24 T/A
Bio-medical waste (C)	0.006603 T/A	0.00567 T/A
Construction and demolition waste (D)	–	–
Battery waste (E)	1.05 MT	4.56 MT
Radioactive waste (F)	–	–
Other Hazardous waste. Please specify, if any. (G) {Used Oil}	23.00 MT/A	24.4 MT/A
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	–	–
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>4618.06</b>	<b>4529.14</b>

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

Category of waste	
(i) Recycled	NIL
(ii) Re-used	NIL
(iii) Other recovery operations	NIL
<b>Total</b>	

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

Category of waste	
(i) Incineration	NIL
(ii) Landfilling	NIL
(iii) Other disposal operations	NIL
<b>Total</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.

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.

No process waste is generated from cement plant operation; however, some solid waste gets generated from utilities and offices as well as colonies, the management of which are undertaken as detailed below:

- Mangalam Cement Installed Bio-methanation / Composting System for disposal of biodegradable waste.
- Hazardous waste generated viz. lube oil, grease and oily cotton, is managed through authorized recyclers in terms of the Provisions of Hazardous waste rules, 2016.
- The company re-uses the fly ash and bottom ash generated from its captive power plants.
- Mangalam Cement Ltd. made Cemented Roads to control fugitive emission by automobiles. Dust cleaning system like mechanized sweeping machines for removing dust from Roads inside the units to avoid dispersion of dust and good housekeeping practices have been adopted to control Fugitive emissions.
- The solid waste generation from the Cement plant is mainly dust, which is collected from various control equipment & recycled back to the system, results there is no solid waste generation from the plant.
- The fly ash and bottom ash generated from power plant are basically mineral admixture and possessPozzolanic properties. Hence, the entire ash received from the boiler utilised for cement blending.
- Sewage Treatment Plant sludge used as manure in green belt development.
- Mangalam Cement Ltd. maintained two bed's Occupational Health Center. Bio-medical waste will be properly disposed as per Pollution Control Guideline.
- Generated total quantity of E-waste sold to the authorize vendors.

10. If 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 no, the reasons thereof and corrective action taken, if any.
1	M/s Mangalam Cement Ltd. Aditya Nagar Morak Kota (Rajasthan)	Cement Plant and Captive Power Plant	Yes
2	M/s Mangalam Cement Ltd. Morak	Lime Stone Mines	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 detail of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). YES

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
2	National Council for Cement & Building Materials (NCCBM)	National
3	Cement Manufacturers' Association (CMA)	National
4	Bureau of Energy Efficiency (BEE)	National
5	Employer Association of Rajasthan, Jaipur	State
6	Divisional Employer Association, Kota	State

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

Name of authority	Brief of the case	Corrective action taken
None		

**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 Weblink
NIL					

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

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 PAFs in the FY (In INR)
NIL						

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

CSR team interact with the community and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration and work towards finding the best solution

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	16%	6%
Sourced directly from within the district and neighbouring district	29%	36%

**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.

Technical team & Mobile Van Engineers are deputed throughout the market to redressal of customer complaints & queries.

## 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
Environmental and social parameters relevant to the product	All necessary information as per regulatory requirements are disclosed
Safe and responsible usage	on all Safe and responsible usage our products. Information on cement
Recycling and/or safe disposal	bags are governed as per BIS.

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

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

	Number	Reasons for recall
Voluntary recalls		NIL
Forced recalls		NIL

## 5. Does of 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 entity have an equal opportunity and for accessing the same, please connect : fw@mangalacement.com

## 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