



Business Responsibility and Sustainability Reporting

Business Responsibility and Sustainability Reporting

Section A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L26941TN1957PLC003566
2	Name of the Listed Entity	The Ramco Cements Limited
3	Year of incorporation	1957
4	Registered office address	“Ramamandiram”, Rajapalayam – 626 117
5	Corporate address	“Auras Corporate Centre”, 5 th floor, No:98-A, Dr. Radhakrishnan Road, Mylapore, Chennai – 600 004
6	E-mail	ksn@ramcocements.co.in
7	Telephone	044-28478666
8	Website	www.ramcocements.in
9	Financial year for which reporting is being done	April 2021 – March 2022 (FY 2021-22)
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited & BSE Limited
11	Paid-up Capital	₹ 23,62,92,380/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr.C.Ravichandran Vice President - ESG The Ramco Cements Limited “Auras Corporate Centre”, 4 th Floor, No:98-A, Dr.Radhakrishnan Road, Mylapore, Chennai – 600 004. Tel: 044-2847 7599 E-Mail: ravichandran@ramcocements.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis.

II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of cement	96.69

15. Products/Services sold by the entity:

S. No	Product/Service	NIC Code	% FY 2021-22
1	Cement	23942	96.69
2	Dry Mortar Products	23911	1.17
3	Ready Mix Concrete	23952	0.25
4	Power generated from Windmills	35106	0.99
5	Other Operating Revenue	NA	0.39
6	Other Income	NA	0.51
	Total		100.00

III. Operations

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

Location	Number of Plants	Number of Offices
National	4 Integrated Cement Plants, 6 Grinding Units, 1 Packing Plant, 1 Ready Mix Concrete Unit, 1 Dry Mortar Plant and Wind farms at 7 locations.	27
International	--	1

17. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	16
International (No. of Countries)	3

The international Markets cover Maldives, Seychelles and Sri Lanka

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

The contribution of exports to the total turnover is 0.22%.

c. A brief on types of customers

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

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES (OTHER THAN WORKERS)						
1.	Permanent (D)	2345	2318	99	27	1
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	2345	2318	99	27	1
WORKERS						
4.	Permanent (F)	981	981	100	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	981	981	100	-	-

b. Differently abled Employees and workers:

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

19. Participation/Inclusion/Representation of women

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

* Comprising Chairman & Managing Director, Chief Executive Officer, Chief Financial Officer and Company Secretary

20. Turnover rate for permanent employees and workers

	FY 2021-22			FY 2020-21			FY 2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.41%	0.10%	5.51%	3.15%	-	3.15%	3.83%	-	3.83%
Permanent Workers	4.18%	-	4.18%	3.32%	-	3.32%	6.58%	-	6.58%

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

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

S. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ramco Windfarms Limited	Subsidiary	71.50	Yes
2	Ramco Industrial and Technology Services Limited	Subsidiary	94.11	Yes
3	Madurai Trans Carrier Limited	Associate	29.86	No
4	Ramco Industries Limited	Associate	15.43	No
5	Ramco Systems Limited	Associate	17.58	No
6	Rajapalayam Mills Limited	Associate	0.39	No
7	Lynks Logistics Limited	Associate	38.37	No

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹) – 6,010.62 crores

(iii) Net worth (in ₹) – 6,524.86 crores

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)	FY 2021-22			FY 2020-21		
		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
Shareholders	Yes http://www.ramcocements.in/shareholder-information.aspx	7	--	--	14	--	--
Employees and workers	Yes http://172.16.1.115/ramconnect/download_policy.asp?file=Grievance_Procedure.pdf	--	--	--	--	--	--
Customers	Yes http://ramcocements.net/dportal/index.asp	1,284	--	--	827	--	--
Value Chain Partners	Yes http://52.66.103.168/RVW/extui/vwrt/LaunchPanel.htm	--	--	--	--	--	--

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:

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Sustainable Supply Chain Management	Risk and Opportunity	<ul style="list-style-type: none"> Brand reputation Uninterrupted supply of materials 	<ul style="list-style-type: none"> Extend efforts to the vendors/ supplier base to build a robust and sustainable supply chain Evaluate & engage with vendors who align to Ramco's commitment 	Risk – Negative Implications Opportunity – Positive Implications
2	Energy and GHG Emissions	Risk and Opportunity	<ul style="list-style-type: none"> Dependency on non-renewable coal-based grid consumption 	<ul style="list-style-type: none"> Energy efficient technologies across facilities to reduce consumption 	Risk – Negative Implications Opportunity – Positive Implications
3	Water Efficiency	Risk	<ul style="list-style-type: none"> Ground water depletion Dynamic regulatory landscape Operations in water stressed areas 	<ul style="list-style-type: none"> Strategic plan to become water neutral; Water offset programs In our TPP, replaced Water Cooled Condenser (WCC) with Air Cooled Condenser system (ACC) Water saving initiatives taken up such as waterless urinals, aerators in wash rooms etc. 	Risk – Negative Implications
4	Reduced Impact on Biodiversity	Risk	<ul style="list-style-type: none"> Depletion of green cover Brand Reputation 	<ul style="list-style-type: none"> Tree plantation drives & green zone development Rehabilitation of exhausted mines and reclamation of land Capacity building on the importance of biodiversity 	Risk – Negative Implications
5	Adoption of Circular Economy	Risk and Opportunity	<ul style="list-style-type: none"> Increased usage of alternate fuel Reduced recycled content in overall value chain 	<ul style="list-style-type: none"> Strategic plan to ensure Zero waste to landfill Use of waste as an alternate material 	Risk – Negative Implications Opportunity – Positive Implications
6	Product Innovation and Differentiation	Opportunity	<ul style="list-style-type: none"> Competitive Edge 	<ul style="list-style-type: none"> Development of new products/ solutions; Investment in R&D 	Opportunity – Positive Implications
7	Regulatory compliance	Risk	<ul style="list-style-type: none"> Dynamic regulatory landscape 	<ul style="list-style-type: none"> Adherence on all the relevant/ applicable laws 	Risk – Negative Implications
8	Occupational Health and Safety	Risk and Opportunity	<ul style="list-style-type: none"> Health & Safety hazards at Workplace Workplace Wellness 	<ul style="list-style-type: none"> Ensure safe workplaces for permanent and contract employees Ensure proper use of PPEs, specific trainings on health and safety etc. 	Risk – Negative Implications Opportunity – Positive Implications
9	Dialogue and Communication	Opportunity	<ul style="list-style-type: none"> Better positioning in the market Low awareness amongst key stakeholder groups on ESG 	<ul style="list-style-type: none"> Communicate sustainability stories to consumers Interactive platforms for communication like digital marketing 	Opportunity – Positive Implications
10	Community Engagement & CSR	Opportunity	<ul style="list-style-type: none"> Increased focus on sustainable community development 	<ul style="list-style-type: none"> Enhance scope of existing programs Impact assessment of programs Greater reach to communities 	Opportunity – Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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

Disclosure Questions	P1 Ethics & Transparency	P2 Product Responsibility	P3 Human Resources	P4 Responsiveness to Stakeholders	P5 Respect for Human Rights	P6 Responsible Lending	P7 Public Policy Advocacy	P8 Inclusive Growth	P9 Customer Engagement
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	www.ramcocements.in								
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.	<p>We at Ramco Cements understand the importance of embedding elements of sustainability at every stage of our value chain. Therefore, we have laid a strong focus on engaging with stakeholders across our value chain such as suppliers, contractors etc. We strive to procure materials and services from companies who are socially and environmentally responsible and are committed to fair practices.</p> <p>We have a robust supplier onboarding mechanism and we actively implement sustainable procurement practices. Ramco Cements ensures all leading vendors who are onboarded are ISO 9001, 14001, 45001 & 50001 certified.</p>								

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

- Aim to minimize the water footprint substantially by investing in adequate infrastructure
- Increased recycling/reuse solutions
- To Ensure 'Zero Waste to Landfill' across operations
- Commitment to promote a sustainable, safe and inclusive workplace that nurtures employees
- Continued inclusive engagement and interactive dialogue with stakeholders

- Aim to consciously reduce the environmental impact and ecological footprint by incorporating elements of sustainability across the product life cycle-from design to end of life
- Commitment to transition to Low Carbon Growth by investing in innovative technological solutions
- Vision to preserve biodiversity and deliver net positive impact
- Commitment towards prioritizing zero injuries across operations and ensuring overall health
- Well-being of all stakeholders
- Focus on creating shared value for our communities

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

As part of the roadmap to achieve the goal, we have laid down activities on a yearly basis which will aid in progress and ultimately achieving the commitment.

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)

Sustainability at Ramco Cements is enshrined in our founding philosophy, “We should believe that when the organization grows the society and community around that should also grow”. Our success lies in ensuring our stakeholders are consistently satisfied in their engagement with us, for it is that which powers each of us at Ramco Cements to stretch our potential to scale newer heights.

Ramco Cements’ engagement with diverse stakeholder groups is underlined by a common thread - our belief in creating value and building capacity, where relevant, to enhance livelihoods and improve quality of life. We place strong emphasis on the holistic well-being of Ramco Cements employees, which is reflected variously in the sustained development of an integrated township in our integrated units, to the Health and Safety initiatives at our plants, and in career oriented continuous learning and development opportunities within the organization.

We also place great importance on the development of communities around Ramco Cements manufacturing units. The legacy of our Founder calls upon us to go beyond positive action and espouse positive intent to create maximum impact in order to make a true difference. Today, several families have access to quality education, healthcare, as well as safe water and sanitation, all of which come together to enable them to improve lives for present and future generations.

Ramco Cements’ commitment to creating value is also demonstrated in an unwavering focus on resource efficiency and minimizing our environmental footprint. Alternative materials comprise 22% of the materials that goes into manufacturing blended cements and renewable energy. Our cement production processes employ the dry process kiln which has generated significant efficiencies in water and energy usage over the years. Digital technology too has been leveraged to track and measure resource efficiencies, driving us to continually research innovative methods of achieving enhanced outcomes.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ravichandran Chinnayan Vice President - Environmental, Social and Governance Email: ravichandran@ramcocements.co.in
--	---

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.	Yes The Board of Directors are members of 5 Board Committees, vested with responsibility for decision making on sustainability and other related issues. The Committees with well-defined responsibilities, oversee the governance at Ramco Cements. The committee members are nominated by the Board of Directors, based on their areas of expertise and experience.
--	--

10. Details of Review of NGRBCs by the Company

Subject for Review	Review of principles undertaken by and frequency
Performance against above policies and follow up action	The Board meets once in every quarter or as and when required to review and discuss key issues relevant to the organization and its stakeholders.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Key concerns are identified at the unit level and communicated by senior executives to the Board for discussion, advice and decisions. The board collectively ensures along with the senior management and then with the Individual departments that all the compliance and statutory requirements are met in a diligent manner.

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.

No.

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)									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**Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable****ESSENTIAL INDICATORS****1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	--	--	--
Key Managerial Personnel	2	Awareness Programmes, Well-being	100%
Employees other than BoD and KMPs	35	Programmes, Regulatory Updates, Safety, ESG, Behavioural and Technical Programmes	27.60%
Workers	28		38%

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	Principle 1/ Principle 9	The Competition Commission of India (CCI)	25.86 Crores	The Competition Commission of India (CCI) vide its order dated 31-08-2016 had imposed a penalty of ₹ 258.63 Crores on the company towards alleged cartelisation. Our appeal along with the appeals of other cement companies had been dismissed by NCLAT vide its order dated 25-07-2018. Against the order, the company appealed to the Honourable Supreme Court, which by its order dated 05-10-2018 admitted the appeal and directed to continue the interim order passed by NCLAT. Accordingly, the company re-deposited ₹ 25.86 Crores being 10% of the penalty and the said deposit is classified under "Bank Balances other than Cash and Cash Equivalents." The Company backed by legal opinion, believes that it has a good case and hence no provision is made.	Yes
Settlement	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Compounding fee	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
NON-MONETARY					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Not Applicable	Not Applicable		Not Applicable	Not Applicable
Punishment	Not Applicable	Not Applicable		Not Applicable	Not Applicable

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
The Competition Commission of India (CCI) vide its order dated 31-08-2016 had imposed a penalty of ₹ 258.63 Crores on the company towards alleged cartelisation. Our appeal along with the appeals of other cement companies had been dismissed by NCLAT vide its order dated 25-07-2018. Against the order, the company appealed to the Honourable Supreme Court, which by its order dated 05-10-2018 admitted the appeal and directed to continue the interim order passed by NCLAT. Accordingly, the company re-deposited ₹ 25.86 Crores being 10% of the penalty and the said deposit is classified under "Bank Balances other than Cash and Cash Equivalents". The Company backed by legal opinion, believes that it has a good case and hence no provision is made.	Honorable Supreme Court of India

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

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

The Company's policies viz. Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy lay down the rules and procedures by which any stakeholder can report the actual or suspected improper activities of any kind, fraud and violation of company's code of conduct. The whistle blower policy extends to individuals who are in full time or part time employment with the company or its subsidiaries including those serving as consultants and contract/third party employees.

Web Link - <http://www.ramcocements.in/policies.aspx>

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 2021-22	FY 2020-21
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2021-22		FY 2020-21	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	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

No such cases on corruption and conflicts of interest

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics/Principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Usage of Company Online systems for trouble free and ease of operations	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.

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

Yes Ramco Cements have a Code of Conduct for Board Members and Senior Management Personnel, Whistle Blower Policy for establishing Vigil Mechanism and Grievance redressal policy for redressal of all kind of grievances

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

ESSENTIAL INDICATORS

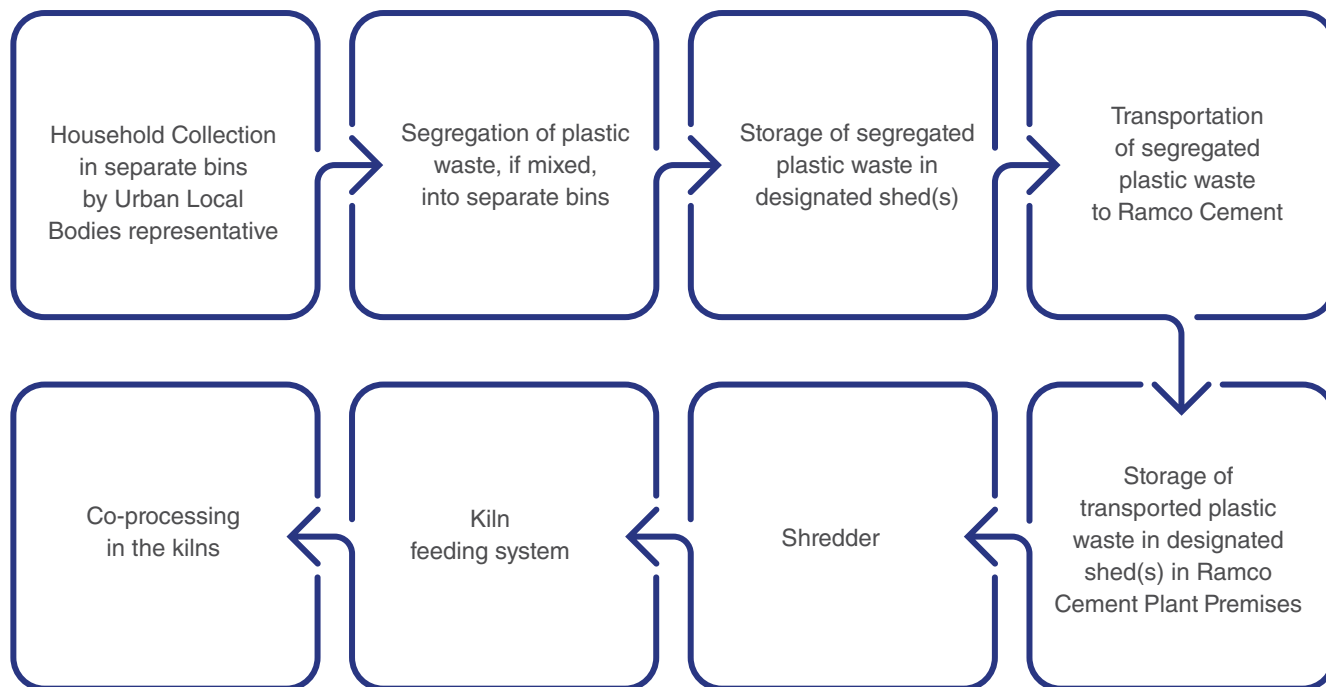
1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively

Particulars	FY 2021-22	FY 2020-21	Details of improvements in environmental and social impacts
R&D	0.02% of total capex	0.06% of total capex	Green belt development & Fountain formation, etc.
Capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes	4.91% of total capex	7.79% of total capex	Air condenser replacement in Captive power plant, WHRB, Raw Mill Secondary classifier, Solar plant 290 kW, MV VFD, CNG Vehicle and Limestone recovery by Floatation Projects.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No):
Ramco Cements follow sustainable procurement practices in which it source materials locally and optimize distance and time travelled by raw materials, to reduce fuel consumption as well as emissions. Ramco Cements have planned to develop sustainable supply chain Policy in Year 1 of its Roadmap. (Ref. Sustainability Report 2020-21, Pg 25, Para 1)
- b. If yes, what percentage of inputs were sourced sustainably?
The supply chains are integrated, which facilitate optimum utilisation of raw materials, recycling of waste and efficient logistics operations, focussing on sustainability.
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) – Co-incinerated in the Kiln
E-waste – Buy back basis/Sold to Authorised recyclers
Hazardous waste and other waste – Sold to Authorised recyclers
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 Ramco Cements. The Extended Producers Responsibility (EPR) framework (under the Plastic Waste Management Rules, 2016) lays down guidelines for the responsible management of managing plastic waste generated in the market, with the larger aim of minimizing plastic litter in the environment. We are in the process of planning to collaborate with municipal corporations and our network of dealers to collect back plastic waste after end use and co-process in our kilns resulting in sustainable business operations.

Going forward, we strive to carry out Life cycle assessment (LCA) of select products to assess the environment footprint throughout its life cycle to drive product stewardship.

MATERIAL FLOW SHEET FOR PLASTIC WASTE MANAGEMENT



LEADERSHIP INDICATORS

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

Though Ramco Cements have a life cycle perspective, but LCA is not conducted comprehensively. It will be planned and carried out over subsequent reporting years.

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

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

As the LCA is planned for subsequent years, risks will be identified accordingly and mentioned in subsequent report. However, the minor environmental impact by organization is minimized through effective control measures.

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2021-22	FY 2020-21
Dust collected from Pyro circuits by APCE	Nearly 10%	Nearly 10%
Dust collected from APCE in other circuits	Nearly 5%	Nearly 5%

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

	FY 2021-22			FY 2020-21		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-Waste	Nil	Nil	15.82	Nil	Nil	10.09
Hazardous waste	Nil	Nil	17.39	Nil	52,687.38	47.60
Ash CPP (flyash & bottom ash)	Nil	1,14,295.20	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	2,597.20	Nil	Nil	2,090.99

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

This data is not presently monitored and will be shared in the BRSR of the subsequent reporting periods.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	Not Applicable

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 (Other than Workers):

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	2318	2318	100	2318	100	-	-	-	-	-	-
Female	27	27	100	27	100	27	100	-	-	-	-
Total	2345	2345	100	2345	100	27	100	-	-	-	-
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	981	981	100	981	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	981	981	100	981	100	-	-	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

2. Details of retirement benefit.

Benefits	FY 2021-22			FY 2020-21		
	No. of employees covered as a % of total employees (Other than Workers)	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 (Other than Workers)	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	2345 (100%)	981 (100%)	Y	2349 (100%)	1025 (100%)	Y
Gratuity	2345 (100%)	981 (100%)	Y	2349 (100%)	1025 (100%)	Y
ESI	24 (1.02%)	25 (2.55%)	Y	55 (2.34%)	28 (2.73%)	Y
Others – Superannuation	1242 (52.96%)	Not Applicable	Y	1250 (53.21%)	Not Applicable	Y

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

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

Yes. The link for the same is as below. -

http://172.16.1.115/ramconnect/download_policy.asp?file=Equal_Oppurtunity_Policy_for_Specially_Abled.pdf

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable	Not Applicable	Not Applicable

* The Company does not have paternity leave

* The Company has maternity leave applicable for all women employees as per “The Maternity Benefit Act & Rules” and for the year 2021-22, no women employee claimed maternity leave.

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

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

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

Category	FY 2021-22			FY 2020-21		
	Total employees/workers in respective category	No. of employees/workers in respective category, who are part of association(s) or Union	% (B/A)	Total employees/workers in respective category	No. of employees/workers in respective category, who are part of association(s) or Union	% (D/C)
	(A)	(B)		(C)	(D)	
Total Permanent Employees (Other than Workers)	2345	Not Applicable	Not Applicable	2349	Not Applicable	Not Applicable
- Male	2318	Not Applicable	Not Applicable	2330	Not Applicable	Not Applicable
- Female	27	Not Applicable	Not Applicable	19	Not Applicable	Not Applicable
Total Permanent Workers	981	361	36.80	1025	389	37.95
- Male	981	361	36.80	1025	389	37.95
- Female	Nil	Nil	Nil	Nil	Nil	Nil

* Ramasamy Raja Nagar Plant 83% of workmen were unionised

* Jayanthipuram Plant 91% of workmen were unionised

8. Details of training given to employees and workers

Category	FY 2021-22					FY 2020-21				
	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 (Other than Workers)										
Male	2318	646	27.87	675	29.12	2330	211	9.06	463	19.87
Female	27	-	-	-	-	19	-	-	-	-
Total	2345	646	27.55	675	28.78	2349	211	8.98	463	19.71
WORKERS										
Male	981	371	37.82	318	32.42	1025	71	6.93	74	9.86
Female	-	-	-	-	-	-	-	-	-	-
Total	981	371	37.82	318	32.42	1025	71	6.93	74	9.86

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees (Other than Workers)						
Male	2318	2318	100	2330	2330	100
Female	27	27	100	19	19	100
Total	2345	2345	100	2349	2349	100
Workers						
Male	981	981	100	1025	1025	100
Female	-	-	-	-	-	-
Total	981	981	100	1025	1025	100

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 system?	Yes. All locations are certified for Occupational Health & Safety Management System. The management system covers all employees, workers and interested party's health and safety at each certified location. The system includes everything from planning to developing strategies and procedures, as well as monitoring and analysing data and improving it continually.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<ol style="list-style-type: none"> 1. Periodical Safety Audit, 2. Hazard Identification of Various Routine and Non Routine Activities <ol style="list-style-type: none"> i) Classifying work activities ii) Identifying hazards and describing hazardous events iii) Identify risk controls iv) Determine risk 3. Risk Assessment for Identified Hazard <ol style="list-style-type: none"> i) Estimation of the potential severity of consequence ii) Estimating the likelihood (degree of certainty/uncertainty) iii) Categorisation of Risks levels (Intolerable, Substantial and Moderate risk levels are unacceptable risk and trivial and tolerable levels are acceptable risks) 4. Actions & Time Scale <ol style="list-style-type: none"> i) Based on the Risk Level, risk reduction/control measures implemented within defined timelines ii) Ensure controls are maintained
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Yes. The process is available at all the locations. The processes include direct interaction with controller or safety officer, suggestion box, approaching the Work's Committee or Health and Safety Committee
d. Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. Available in all units to all category of employees (Through Group Medical Insurance, ESI, and OHC medical facility)

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

Safety Incident/Number	Category	FY 2021-22	FY 2020-21
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) [(No. of lost time injuries in FY * 1,000,000) /Total hours worked by all staff in same FY]	Employees	-	-
	Workers	-	-
Total recordable work-related injuries (Total number of employees/ Workers affected by work-related injuries or ill health)	Employees	-	-
	Workers	-	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

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

- Exhibiting highest standards of corporate behaviour towards its employees, consumers and the society in which the company operates.
- Developing, introducing and maintaining systems across the Company to meet the Company's standards, as well as statutory requirements for ensuring Safety and Health of the employees and protection of Environment.
- Providing Engineering control over the control and eradication of hazards from the system.
- Using advance technology to ensure safety and health
- Celebrating Safety Week and conducting various competition to encourage the person for safe working.
- Implementation of IS 45001 for high level Safety Structure

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

Particulars	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	--	Nil	Nil	--
Health & Safety	Nil	Nil	--	Nil	Nil	--

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	1. M/s Chola MS Risk Services conducts external safety audit once in four years. 2. All the lifting tools, pressure vessels are certified by the competent authorities every year.
Working Conditions	Internal Safety Audit is being conducted on monthly basis in each department and further it is reviewed in the monthly safety committee meeting.

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.

No necessity for corrective action as there is no significant risk/concerns reported during the year 2021-22.

LEADERSHIP INDICATORS

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

- (A) Employees - Yes (Employee Deposited Linked Insurance, Group Personal Accident policy, Group Term Policy and ESI for Applicable Employees)
- (B) Workers - Yes (Employee Deposited Linked Insurance, Group Personal Accident policy, Group Term Policy, ESI for applicable worker)

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

Ensured Statutory Compliance through Internal audit, verification process and reimbursement basis

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2021-22	FY 2020-21	FY 2021-22	FY 2020-21
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

Yes. Financial Management (investment planning, returns planning), retirement planning, Saving scheme related awareness Program.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation during the vendor induction process and while signing MOU/Work Order Agreement.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

As no significant risk/concern was reported on health, safety and/or working conditions in value chain partners, hence no corrective actions taken.

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

ESSENTIAL INDICATORS

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

Any individual and group of people, etc, who are impacted due to business operations and projects of the Company are the stakeholders. Any of such individual and group of people that adds value for business and have greater impact on the business are the key stakeholders for the Company. The key stakeholders inter alia include employees, shareholders/investors, distributors, customers, channel partners, research analyst, vendors, suppliers, regulators and government agencies.

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

2. List of 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 (Annual/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Mail Advertisements in Newspapers, Press Releases, Virtual Meetings and Website	Quarterly, Half-yearly, Annually and as and when needed	Announcing the financials results to the investors, Dividend, Annual Reports, General Meetings, educating and encouraging the shareholders to exercise their voting rights in shareholders' meetings, explaining the procedures for claiming the shares before they get transferred to IEPF and subsequently the procedures for claiming back the dividends and shares, so transferred to IEPF.
Customers	No	Multiple Channel - physical and digital	Frequent and need based	Through Distributors and also direct interaction
Employees	No	Emails, Notices and SOPs and other communication mechanisms	Daily	Follow up for SOPs and compliances with policies of the Company
Leadership	No	Emails, Notices and SOPs and other communication mechanisms	Daily	Follow up for SOPs and compliances with policies of the Company
Local Communities	No	Directly or through CSR Foundation	Frequent and need based	Support socially/by CSR Activities to satisfy needs of society/communities
Suppliers	No	Email/con-calls, meetings, Video - conferences	Frequent and need based	Purchase of Machines, Plastics Polymers, Consumables, Packing Materials etc.
Logistics & Mining Contractors	No	Email/con-calls, meetings, Video - conferences	Frequent and need based	Purchase of raw materials, liaisoning regarding the logistics arrangements etc.

LEADERSHIP INDICATORS

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

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

1. Audit Committee: The committee is entrusted with the Business, Economic and Environmental responsibilities of the organization. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements.
2. Nomination and Remuneration Committee: The committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment of Directors. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings.
3. Stakeholders Relationship Committee: This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group.

4. Risk Management Committee: The committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of Ramco Cements' Risk Management Policy and also provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organization's risk management system.
 5. CSR Committee: The Committee is entrusted with the social responsibility obligations of the company. This committee is responsible for developing and modifying the organization's CSR policy, as well as for identifying the CSR programs and related expenditure for Ramco Cements to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee, as is keeping the Board updated of the organization's CSR activities.
2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

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

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

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

PRINCIPLE 5: Businesses should respect and promote human rights

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

Category	FY 2021-22			FY 2020-21		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees (Other than Workers)						
Permanent	2345	47	2.00	2349	-	-
Other than permanent	-	-	-	-	-	-
Total Employees	2345	47	2.00	2349	-	-
Workers						
Permanent	981	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	981	-	-	-	-	-

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

Category	FY 2021 - 22				FY 2020-21					
	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 (Other than Workers)										
Permanent	2345	-	-	2345	100	2349	-	-	2349	100
Male	2318	-	-	2318	100	2330	-	-	2330	100
Female	27	-	-	27	100	19	-	-	19	100
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

Category	FY 2021 - 22				FY 2020-21					
	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										
Permanent	981	-	-	981	100	1025	-	-	1025	100
Male	981	-	-	981	100	1025	-	-	1025	100
Female	-	-	-	-	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. Details of remuneration/salary/wages:

Number	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	7	7,50,000	-	-
Key Managerial Personnel	4	20,22,27,985	-	-
Employees other than BoD, KMP and Workers	2,315	8,74,792	27	4,05,634
Workers	981	6,33,629	-	-

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.

We have dedicated committees such as Joint Council Committee, Works Committee, Union of Association, Canteen committee, Safety Committee and Sexual Harassment Committee, which acts as the focal point on this.

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

We have HCM Grievance portal, Works Committee and Joint Council Committee and they meet periodically or on need basis.

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

Particulars	FY 2021-22			FY 2020-21		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

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

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

Yes. Statutory and regulatory requirement clauses stipulate regarding human values, child labour, equal remuneration and social security.

9 Assessment for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% through statutory compliance
Forced/involuntary labour	100% through statutory compliance
Sexual harassment	100% through Internal complaints committee
Discrimination at workplace	100% through statutory compliance
Wages	100% through statutory compliance
Other than human rights related issues	100% through Grievance redressal mechanism

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

No risk/concern has arisen and there is no necessity for corrective action

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

No Grievance/complaints received and there was no necessity for modification of business process

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

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

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

Yes - As per legal requirements

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Forced/involuntary labour	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Sexual harassment	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Discrimination at workplace	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Wages	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.

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

No necessity for corrective action and there is no risk/concerns reported or arisen during the year 2021-22.

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

1. Details of total energy consumption (in Gigajoules - [GJ]) and energy intensity:

Parameter	FY 2021-22	FY 2020-21
Total electricity consumption (A) - GJ	6,09,611	4,64,698
Total fuel consumption (B) - GJ	3,79,85,408	3,87,21,298
Total energy consumption (A+B) GJ	3,85,95,019	3,91,85,996
Revenue Energy Intensity (Total energy consumption in GJ/Turnover ₹ in crores)	6,421.14	7,389.29
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes. The Data has been verified by CII- CESD.

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

S. No	DCs (Units of RAMCO)	PAT -I	PAT-II
1	Ramasamy Raja Nagar	Achieved the target gate to gate specific energy consumption as per the PAT scheme	Achieved the target gate to gate specific energy consumption as per the PAT scheme
2	Alathiyur	Escerts received in the PAT cycle – I	Failed to achieve the target in PAT cycle – II - adoption of Waste heat recovery system to achieve target value
3	Ariyalur	Achieved the target gate to gate specific energy consumption as per the PAT scheme	Achieved the target gate to gate specific energy consumption as per the PAT scheme
4	Jayanthipuram	Failed to achieve the target Gate to gate specific energy consumption - adoption of Waste heat recovery system has been implemented to achieve target value	Failed to achieve the target Gate to gate specific energy consumption- adoption of Waste heat recovery system has been implemented to achieve target value

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

Parameter	FY 2021-22	FY 2020-21
Water withdrawal by source (in kilolitres)		
(i) Surface water	14,92,382	6,68,397
(ii) Ground water	12,92,465	17,31,565
Total volume of water withdrawal (in kilolitres) (i+ii)	27,84,847	23,99,962
Total volume of water consumption (in kilolitres)	27,84,847	23,99,962
Water intensity per rupee of turnover (Water consumed in KL/ Turnover ₹ in crores)	463.21	452.56
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

No

Consumption Meter/Inspection well readings are recorded and monitored by PWD but the data has not been assured by any external agency.

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation
-
- Cement manufacturing will not generate process effluents.

- TPP effluent is being treated in effluent treatment plant. The wastewater from boiler blow down, DM plant regeneration, UF & RO rejects and cooling tower blow down of TPP are being neutralized in neutralization tank.
- Sewage treatment plant is in operation to treat domestic sewage from colony, plant, canteen and offices.
- Auto garage wash water is being treated separately at Oil & Grease Trap.
- These treated effluents are used for greenbelt, water sprinkling & partially for cement plant process activities.
- With all these measures, 'zero discharge' is being maintained

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

Parameter	UOM	FY 2021-22	FY 2020-21
NOx –Cement Plant	mg/Nm3	Min 46 Max 550	Min 65 Max 560
SOx –Cement Plant	mg/Nm3	Min 35 Max 57	Min 14 Max 59
Particulate matter (PM) <150 (are units of 150 - µg/m3) –Cement Plant	mg/Nm3	Min 17 Max 29	Min 20 Max 26
NOx -CPP	mg/Nm3	Max 257 Min 73	Max 240 Min 63
SOx -CPP	mg/Nm3	Max 247 Min 71	Max 444 Min 90
Particulate matter (PM) <150 (are units of 150 - µg/m3) CPP	mg/Nm3	Max 29 Min 21	Max 26 Min 18
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)		Not Applicable	Not Applicable
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable
Others –Carbon Monoxide		Not Applicable	Not Applicable

Data represent here is group emissions in totality considering all the units.

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

Meter/Inspection readings are recorded and monitored by respective PCBs but the data has not been assured by any external agency.

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

Parameter	Unit	FY 2021-22	FY 2020-2021
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	81,09,723	74,61,451
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,15,683	90,354
Total Scope 1 and Scope 2 emissions per rupee of turnover	(MTCO2e/ Cr. turnover)	1,368.48	1,424.04
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

Yes

The data has been verified by CII-CESD.

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

Even before de-carbonisation had become as imperative as it is today, Ramco has begun the journey in harnessing green power as early as 1992-93 which has become a critical part of our organisation now. What began as 4 MW, has now reached a capacity of 165.79 MW, including the subsidiary.

Additionally, we have been taking steady measures across our operations for the reduction of emissions which includes periodic energy audits, implementation of waste heat recovery systems, etc.

8. Provide details related to waste management by the entity:

Parameter	FY 2021-22	FY 2020-21	
Total Waste generated (in metric tonnes)			
Plastic waste (A) (Liner, Plastic carboys, Buckets, Drums, etc.)	162.12	127.72	Co-processed in the cement kiln
E-waste (B)	15.82	8.96	Sold to authorised recyclers
Bio-medical waste (C)	0.30	0.30	
Battery waste (D)	722.00	365.81	
Other Hazardous waste (E)	34.66	51.81	
Other Non-hazardous waste generated (F).	8,856.68	5,771.88	Sold to recyclers.
Ash from Captive Power Plant (G)	1,14,295.16	52,687.38	Used in cement production as an additive
Total (A+B+C+D+E+F+G)	1,24,086.74	59,013.86	

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations

Category of waste	FY 2021-22	FY 2020-21
(i) Recycled	Dust collected from cement plant pollution control equipment – recycled in the respective system	Dust collected from cement plant pollution control equipment – recycled in the respective system
(ii) Re-used	Sludge collected from Sewage Treatment Plant -used as manure	Sludge collected from Sewage Treatment Plant -used as manure
(iii) Other recovery operations	Fly ash generated from TPP - used in cement manufacturing	Fly ash generated from TPP - used in cement manufacturing

For each category of waste generated, total waste disposed by nature of disposal method

Category of waste	FY 2021-22	FY 2020-21
(i) Incineration	Plastic waste collected from colony & plant - Co-processed in cement kilns	Dust collected from cement plant pollution control equipment – recycled in the respective system
(ii) Landfilling	Bottom Ash from TPP - is being used as admixture for concrete pavements and filling of low laying areas	Sludge collected from Sewage Treatment Plant -used as manure
(iii) Other disposal operations	Battery waste – disposed to authorized vendor, on buy-back basis. HDPE waste – disposed to the vendor. Bio-medical waste – disposed to PCB authorized agency	HDPE waste – disposed to the vendor. Bio-medical waste – disposed to PCB authorized agency

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

Meter/Inspection readings are recorded and monitored by respective PCBs but the data has not been assured by any 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.

Type of waste	Disposal practice
Dust collected from cement plant pollution control equipment	Being totally recycled/re-utilised in the respective circuits to make it as a part of the product of the respective section
Bottom Ash from TPP	Being used as admixture for concrete pavements and filling of low laying areas.
Fly ash generated from TPP	Being used in cement plant.
Sludge Top & Bottom Layers collected from TPP ETP	Being used as manure in greenbelt activities, in place of chemical fertilisers.
Sludge collected from Sewage Treatment Plant	Being used as manure in greenbelt activities, in place of chemical fertilisers.
Colony garbage	By Vermi-composting and compost is being used for greenbelt activities as manure, in place of chemical fertilizers.
Kitchen waste from colony	Kitchen waste is being composted in bio-gas plant. The generated bio-gas is used in industrial canteen, to partially replace the consumption of LPG.
MS scrap	Being sold to local vendors.
E-waste	Being disposed to PCB authorised agencies.
Hazardous waste – Waste oil	Waste oil are sold to Pollution control board authorized Recycler.
Hazardous waste – Used hi-chrome grinding media	Used hi-chrome grinding media is used as makeup for counter weights and is being disposed to authorized agencies.
Hazardous waste – waste lead acid batteries	Waste lead acid batteries are being disposed to the supplier on exchange basis.
Plastic waste	Being co-processed in the kilns.
HDPE waste	Being sold to local vendors.
Bio-medical waste	Operating Occupational Health Centre (OHC) to provide basic first aid facilities within the premises. Bio-medical waste from this OHC is being regularly collected by Pollution control board authorized agent for onward treatment.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable, None of our operations are in Ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
Expansion of Reddipalayam limestone mine from 1.7 to 3.0 MTPA	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	12.08.2021	Yes EIA study conducted by ABC Techno labs India private Ltd.	No	-
Modernisation & expansion of Ramasamy Raja Nagar cement plant capacity from 2.0 to 2.7MTPA	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	16.06.2021	Yes EIA study conducted by ABC Techno labs India private Ltd.	Yes. Through print media.	-

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
Proposed addition of 3rd packer along with 2 Nos.of cement silos in Salem grinding unit	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof .	30.11.2021	Yes. No Increase in Pollution load calculated by ABC Techno Labs India private Ltd.	-	-
Proposed Addition of Standby Crusher in Ariyalur Cement Plant with Addition & Upgradation of APC Measures to Control Fugitive Emissions	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	30.11.2021	Yes. No Increase in Pollution load calculated by ABC Techno Labs India private Ltd	-	-
Jayanthipuram South band expansion of Limestone Mine	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	20.01.2021	Yes. EIA study done by M/s. ABC Techno Labs India private Ltd.	Yes. Through print media.	-
Ravirala Limestone Mine expansion project	EIA Notification, 2006, vide number S.O.1533 (E) and its amendments thereof	5.10.2021	Yes, EIA study done by M/s Creative Engineers.	Yes. Through print media.	-

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). If not, provide details of all such non-compliances:

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the noncompliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Compliant With all the relevant regulations			

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Gigajoules) from renewable and non-renewable sources:

Parameter	FY 2021-22	FY 2020-21
From renewable sources		
Total electricity consumption (A) (GJ)	1,05,058	83,169
Total fuel consumption (B) (GJ)	3,14,957	9,101
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	4,20,015	92,270
From non-renewable sources		
Total electricity consumption (D) (GJ)	30,79,195	29,02,804
Total fuel consumption (E) (GJ)	2,59,61,859	2,22,09,263
Energy consumption through other sources (F) (GJ)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2,90,41,054	2,51,12,067

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

Yes

The data has been verified by CII-CESD.

2. Provide the following details related to water discharged:

Parameter	FY 2021-22	FY 2020-21
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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

Not Applicable

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

None of the manufacturing locations are in the water stressed locations and hence this section is not applicable.

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

Not relevant as none of the areas where the operations are located is water stressed.

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

Parameter	Unit	FY 2021-22	FY 2020-21
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	-	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ Rupee turnover	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/ Product turnover	-	-

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

Not Applicable

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not Applicable

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Replacement of water cooled condenser to Air cooled condenser for CPP (2X18 MW) in Alathiyur unit	https://tnpcb.gov.in/success-stories.php	Reduction in raw water consumption by 90.76% (from 3843 KLD to 355 KLD) Effluent generation reduction by 78.08% (From 875 KLD to 193.5 KLD) Fuel consumption (coal) 3.5% reduction
2.	Initiative undertaken: Installation of Waste Heat Recovery Systems	--	10.97% of total power consumption is met through WHRS 2.05% equivalent of power consumption is saved by reducing the heat rate of captive thermal power plant.

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

Yes. all our Manufacturing units are having emergency plan where disaster management plan is in place. The plan is targeted to- contain the incident, minimize casualties and prevent further injuries, migratory measures, quick and streamlined relief and rescue operation without unnecessary delay, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. It is critical also to ensure the site's management system is designed to manage these risks. This can be achieved by:

- Increasing awareness and ensuring all workers are aware of the hazards in their workplace.
- Identifying areas where there is uncertainty about safety. It's always good to wonder what if...
- Implementing controls to eliminate risk, or if elimination is not possible, reduce the risk to as low as is reasonably practicable.
- Monitoring implementation by inspecting & auditing controls to ensure they're working as expected.

With respect to Business continuity, we have adequate mines reserve to continue the business. All our manufacturing units as having Factory licence to operate business and being renewed.

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

Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the coming years.

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

Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the coming years.

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

ESSENTIAL INDICATORS

- a. Number of affiliations with trade and industry chambers/associations.
8 Nos.
- 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	Bureau of Energy Efficiency	National
2	National council for cement and building materials	National
3	Confederation of indian industry	National
4	Federation of indian chamber of commerce and industry	National
5	Cement manufacturers association	National
6	Indian wind power association	National
7	The Madras chamber of commerce	State
8	Madras management association	State

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

Name of Authority	Brief of case	Corrective Action Taken
Competition Commission of India	<p>Based on a complaint filed by Builders Association of India in 2006, Competition Commission of India (CCI) vide its order dated 20-06-2012, had held that leading cement companies, including The Ramco Cements Limited and Cement Manufacturers Association (CMA) had contravened the provisions of Section 3(1) read with Sections 3(3) (a) and 3(3)(b) of the Competition Act, 2002 and imposed penalties of which the penalty for The Ramco Cements Limited was ₹ 258.63 crores. The cement companies appealed to Competition Appellate Tribunal (COMPAT) against the order of CCI. COMPAT referred back the matter to CCI for fresh adjudication. CCI held the cement companies liable for cartelisation vide its order dated 31-08-2016, which was in substantial part, a reiteration of its earlier order dated 20-06-2012. The Company filed an appeal against the order of CCI before the Competition Appellate Tribunal (COMPAT), New Delhi and obtained an interim order on 28-11-2016, wherein the Company had been directed to deposit 10% of the penalty amount in the Registry of COMPAT in the form of Fixed Deposit within 60 days thereof. Accordingly, the amount of ₹ 25.86 crores has been so deposited on 30-11-2016. The Company filed a civil appeal before the Honourable Supreme Court of India and obtained stay of the proceedings before COMPAT. In the meanwhile, Government of India had abolished COMPAT and transferred all pending cases to National Company Law Appellate Tribunal (NCLAT), New Delhi.</p> <p>NCLAT, vide its judgement dated 25-07-2018, had dismissed the Company's appeal along with the appeals of other cement companies against the order of CCI. The Company had appealed to Supreme Court against the order of NCLAT. The Honourable Supreme Court of India on 05-10-2018 admitted the appeal of the Company and other affected cement companies and ordered the continuation of interim orders that had been passed by NCLAT in these cases.</p> <p>Accordingly, the Company had deposited with NCLAT, 10% of the amount imposed as penalty [10% of ₹ 258.63 crores (i.e) ₹ 25.86 crores].</p>	The proceedings are ongoing.

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity

Ramco cements regularly interacts and engages with Government bodies, regulators, legislative bodies etc. Ramco understands its responsibilities to operate within the democratic setup and constitutional framework.

Ramco being one of leading manufacturer of cements in India, strives to be a part of chambers and associations. Company make recommendations/representations before Government bodies, regulators, legislative bodies, chambers and associations for advancement and improvement of Cement business in India. The representatives of the Company, upon invitation, participate and play active role on associations constituted for development and representation of Cement industries.

Company ensures constancy of its public communications, disclosures with the Code of Conduct and the principles as outline in the relevant regulatory framework.

The Company shall promote consensus, co-operations, compliances, persuasion, and meaningful discussions instead of conflict on policy and regulatory matters.

Company believes that policy advocacy must preserve and expand public good and thus shall never advocate any policy change to benefit itself alone or a select few in a partisan manner.

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
Gramalaya SMART toilet project : - 70 toilets were built at the Erunagalakurichi village in Ariyalur district to address open defecation and poor sanitation. The project also involved community awareness building and group formation to create ownership. The community were sensitized towards safe and healthy lifestyle practices to bring about a behavioral change.	MCA notification - G.S.R. 40 ; Certificate number : SIA 1002	22/01/21	yes	yes	http://www.ramcocements.in/sustainability-reports.aspx

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 to PAFs in the FY (In INR)
Not Applicable						

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

All the units have a designated CSR team to interact with the community at large and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration & political parties and work towards finding the best solution.

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

	FY 2021-22	FY20-21
Directly sourced from MSMEs/small producers	-	-
Sourced directly from within the district and neighbouring districts	-	-

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
None - The project impact was positive and achieved deliverables including a behavioral change among the community.	The feedback from the impact assessment involved rewarding the best maintained toilet and regular meetings between the CSR team and the Community groups. Both these recommendations were escalated to the Unit's CSR team and adopted.

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

S.No.	State	Aspirational District	Amount spent (In INR)
1	Tamil Nadu	Virudhunagar	₹ 444 lakhs
2	Andhra Pradesh	Vizag	₹ 80 lakh

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

No such preferential procurement policy exists as of now.

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

Not Applicable

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

Not Applicable

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

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

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

Name of Authority	Brief of the Case	Corrective action taken
	Not Applicable	

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Enabling access to safe drinking water to villages by establishing borwells, tanks, pipeline and R.O Plants	> 25,000 beneficiaries	100% - Rural population
2	Promotion of Sanitation and hygiene: Gramalaya SMART toilet project.	100 families - Direct beneficiaries + Behavioral change at community level	100% - Rural population
3	Infrastructure support to Schools towards creating a better learning space for Children : Classrooms, labs, toilets etc.	1000 Students	100% - reducing inequality in education
4	Enhancing the vocational skills of women to empower them towards a livelihood and financial stability - tailoring classes + Embroidery workshops	500 women	100%
5	Masterplan preparation of Rajapalayam LPA towards fulfilling the vision for a sustainable future : Townplanning project.	1,30,000 people.	60% women, children, elderly and socially & economically backward
6	Enabling oxygen supply to hospitals for treatment of Covid – 19 by setting up oxygen plants	200 people/day	100% - The oxygen plants are set up at government hospitals
7	Reaching out to the community - distribution of Covid relief kits (Ration + essentials)	7000 beneficiaries	100%

During the year under review, the Company has spent ₹ 18.29 crores towards its CSR. The details of project-wise amount spent has been provided as Annexure-6 to the Board's Report.

Principle 9: Businesses Should Engage With And Provide Value To Their Consumers In A Responsible Manner

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

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

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

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	The organization has put in place plan of action to incorporate these aspects as a part of labelling/product information over short to medium term as a part of corporate sustainability strategy
Safe and responsible usage	The organization has put in place plan of action to incorporate these aspects as a part of labelling/product information over short to medium term as a part of corporate sustainability strategy
Recycling and/or safe disposal	The organization has put in place plan of action to incorporate these aspects as a part of labelling/product information over short to medium term as a part of corporate sustainability strategy

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

Particulars	FY 2021-22		Remarks	FY 2020-21		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-		-	-	
Advertising	-	-		-	-	
Cyber-security	-	-		-	-	
Delivery of essential services	-	-		-	-	
Restrictive Trade Practices	-	-		-	-	
Unfair Trade Practices	-	-		-	-	

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

	Number	Reasons for recall
Voluntary recalls	Not applicable	Not applicable
Forced recalls	Not applicable	Not applicable

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

Ramco has an internal framework to manage the risks related to cyber security. This will be made a full fledged policy and made available in the subsequent reporting years.

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.

In order to minimize the impact of cyber-attacks on our business, Ramco Cements has installed firewalls and threat monitoring systems with immediate response capabilities to mitigate identified threats. We also maintain system for the control and reporting of access to our critical IT system, which is subjected to periodical testing of access controls.

LEADERSHIP INDICATORS

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

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

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

Information regarding usage of product and end use applications are given in the respective Product catalogue, Website of the Company, etc. The information on proper usage of products is provided with live demonstrations to Masons, Architects and Distributors in Knowledge Centre set up.

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

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

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

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

5. Provide the following information relating to data breaches:

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

No instances of data breach in the FY 2021-22.