



CIN No. : L26943RJ1979PLC001935
Phone : 01462 228101-6
Toll Free : 1800 180 6003 / 6004
Fax : 01462 228117 / 228119
E-Mail : shreebwr@shreecement.com
Website : www.shreecement.com

SHREE CEMENT LTD.

An ISO 9001, 14001, 50001 & OHS 18001 Certified Company

Regd. Office:

BANGUR NAGAR, POST BOX NO.33, BEAWAR 305901, RAJASTHAN, INDIA

SCL/BWR/SE/2023/

2nd July, 2023

FAX NO. 022 – 26598237 / 26598238

Email - cmlist@nse.co.in

National Stock Exchange of India Limited,
Exchange Plaza,
Bandra – Kurla Complex, Bandra (East)
MUMBAI – 400 051

FAX NO. 022-22722041 / 22722061

Email - corp.relations@bseindia.com

Bombay Stock Exchange Ltd.
Phiroze Jeejeebhoy Towers,
25th Floor, Dalal Street,
MUMBAI – 400 023

SCRIP CODE: SHRECEM EQ

SCRIP CODE 500387

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 **SHREE CEMENT LIMITED**

(S.S. KHANDELWAL)
COMPANY SECRETARY

JAIPUR OFFICE : SB-187, Bapu Nagar, Opp. Rajasthan University, JLN Marg, Jaipur 302015
Phone : 0141 4241200, 4241204, Fax : 0141 4241219

NEW DELHI OFFICE : 122-123, Hans Bhawan, 1, Bahadurshah Zafar Marg, New Delhi 110002
Phone : 011 23370828, 23379218, 23370776, Fax : 011 23370499

CORP. OFFICE : 21, Strand Road, Kolkata 700001 Phone : 033 22309601-4 Fax : 033 22434226

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L26943RJ1979PLC001935
2	Name of the Listed Entity	Shree Cement Limited
3	Year of incorporation	1979
4	Registered office address	Bangur Nagar, Beawar -305901, Rajasthan
5	Corporate address	Kolkata: 21, Strand Road, Kolkata - 700001, West Bengal Gurugram: 9 th Floor, Epitome Tower - B, Building No. 5, DLF Cyber City, Gurugram
6	E-mail	investor@shreecement.com
7	Telephone	+91-124-4699200
8	Website	www.shreecement.com
9	Financial year for which reporting is being done	1 st April, 2022 to 31 st March, 2023
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	₹ 36.08 Crore
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. S.S. Khandelwal (Company Secretary) Tel: +91-124-4699200 Email: shyam.khandelwal@shreecement.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures under this report 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	Manufacturing and sale of cement and clinker	95.09%

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 and Clinker	2394	95.09%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	4 Integrated Plant Locations; 10 Grinding Plant Locations	1 Registered Office; 2 Corporate Offices; 4 Zonal Marketing Offices	21
International	NIL	NIL	NIL

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	18 States and 4 Union Territories
International (No. of Countries)	-

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

Nil

c. A brief on type of customers

Institutional buyers, Industrial buyers, Govt., Builders and Dealers

IV. Employees**18. Details as at the end of Financial Year:****a. Employees and workers (including differently abled):****b. Differently abled Employees and workers:**

The response to these questions have been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 60.

19. Participation/Inclusion/Representation of women

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 110.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 61.

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	Shree Global FZE	Subsidiary	100%	
2	Raipur Handling and Infrastructure Private Limited	Subsidiary	100%	
3	Shree Enterprises Management Ltd.	Subsidiary	100% (Beneficially Owned)	
4	Shree International Holding Ltd.	Subsidiary	100%	
5	Union Cement Company, PrJSC	Subsidiary	98.33%	No
6	UCN Co Ltd. L.L.C. (erstwhile Union Cement Norcem Co. Ltd. LLC)	Subsidiary	100%	
7	Shree Cement East Bengal Foundation	Subsidiary (Incorporated under section 8 of the Companies Act, 2013)	52.00%	
8	Shree Cement North Private Limited	Subsidiary	100%	
9	Shree Cement East Private Limited	Subsidiary	100%	
10	Shree Cement South Private Limited	Subsidiary	100%	

Note: Effective Group Holding in UCN Co Ltd. L.L.C as on 31st March, 2023 is 99.00%

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
(ii) Turnover (in ₹)	₹ 16,837.49 Cr
(iii) Net worth (in ₹)	₹ 18,288.44 Cr

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 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Link to Stakeholder Engagement Policy is as under: https://www.shreecement.com/investors/policies	21	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)		NIL	NIL	NIL	NIL	NIL	NIL
Shareholders		10	NIL	NIL	9	NIL	NIL
Employees and workers		7	NIL	NIL	NIL	NIL	NIL
Customers		671	NIL	NIL	218	NIL	NIL
Value Chain Partners		15	NIL	NIL	3	NIL	NIL
Other (please specify)		NIL	NIL	NIL	NIL	NIL	NIL

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

The response to this question has been covered in the Materiality Assessment section of the Integrated Annual Report FY 2022-23, page no. 25.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.shreecement.com/investors/policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	BIS, Greenpro Certification – CII, ISO-45001, ILO, ISO 14001, PAT, VCS, ISO 50001								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any. Ensuring commitment to ethical business practices	Zero deviation from BIS standards	Zero harm at workplace for employees and workers	Zero non-compliance to addressing concerns and grievances of stakeholders	Scope 1 Carbon intensity = 0.51 Tonnes CO2 / tonne cementitious material	Scope 2 Carbon intensity = 0.005 tCO2/Tonnes cementitious material by 2030	Active participation in public policy matters through memberships	Ensure need basis community development programmes at each operational location	Timely resolution of customer complaints	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. No instances of non-compliances against regulatory requirements	Fatalities: Zero for employees and permanent workers and 2 for Contract workers	Concerns from stakeholders addressed on a timely manner	No instances of human rights violations at our operations	Scope 1 Carbon intensity = 0.52 Tonnes CO2 / tonne cementitious material	Scope 2 Carbon intensity = 0.014 tCO2/Tonnes cementitious material.	Participation through forums such as FICCI, CMA, NCCBM and GCCA India.	Community development programmes implemented across all operational locations with spent of INR 69.99 Cr. During FY 2022-23	100% of customer complaints resolved in a timely manner benefiting 7.3 lacs no. of beneficiaries	

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements:

Dear Stakeholders,

At Shree Cement, we believe in ourselves, and our ability to make a difference, even in the face of uncertainty and adversity. We are pushing the envelope of perceived notions and exploring our hidden capabilities to improve, expand, grow, and progress. We are identifying the best path forward, pursuing the right technological advancements, and rethinking our business model, products, portfolios, and partnerships.

Innovation is critical to achieving the cement industry's decarbonisation goal, with promising avenues already emerging. To meet the rising demand for low-carbon materials, we are embracing circular business models, clean energy, and reallocating capital flows to finance the transition to green production. We are enhancing our operational efficiency by using clinker substitutes, increasing plant utilisation (which can lower energy intensity), and improving the effectiveness of equipment.

We are increasingly investing in green energy capacity creation, including Waste Heat Recovery (WHR), solar and wind energy. Our existing green energy capacity is 385.6 MW, whereas our upcoming capacity stands at 83 MW. We have added around 122 MW of solar and wind power plants in different states during the current financial year.

With over three decades of experience in project management, we have a sustained track record of implementing projects ahead of schedule. We are constantly working to increase our installed capacity beyond 80 MTPA in coming years across geographies, through both organic and inorganic growth.

We are continually striving to create an inclusive, diverse, safe and healthy workspace for our people. Our philanthropy arm, Shree Foundation Trust, is consistently working to bring a change in the lives of our communities, especially the disadvantaged, marginalised and vulnerable groups. During the reporting period, our total community spent stood at ₹ 69.99 Crore, impacting more than 7 lac lives.

To ensure that we are well-prepared for unexpected changes, we have established contingency plans and risk management strategies and regularly review and update them to maintain their effectiveness. We have formulated new policies and revised existing ones in accordance with international standards and frameworks. We have redesigned our business model and governance structure considering the ESG risks.

Our business success is a testimony to our passion and drive to create value. Embracing transformation, integrating sustainability and reinventing ambitions we are setting greater goals, making bolder bets and building successes.

Neeraj Akhoury,
Managing Director

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

Name: Mr. Neeraj Akhoury
DIN: 07419090
Designation: Managing Director

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
CSR and Sustainability Committee
The Board of the company has constituted a CSR and Sustainability Committee to oversee the sustainability related aspects of the business. The Committee oversees and ensures that the company's strategies, activities, risks, and policies are aligned with the evolving global and national context, including Environmental, Social, and Governance (ESG) related aspects. The committee guides the concerned teams to effectively and transparently implement the ESG initiatives that are aligned with the company's vision and mission.

10. Details of Review of NGRBC by the Company

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		Annually
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		Annually

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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes, Secretarial auditor	Yes BSI	Yes BSI	Yes, Secretarial Auditor	Yes Factory Inspector	Yes BSI	Yes Secretarial Auditor	Yes Secretarial auditor	Yes BSI

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programme
Board of Directors	1	Updates on Sustainability initiatives. Revisions and updates in :	100%
Key Managerial Personnel	1	o Whistle blower mechanism and Whistle Blower Policy o Code of Conduct	100%
Employees other than BoD and KMPs	589	Skill Building, Personal and Managerial Effectiveness – Development of capacity to perform the tasks more efficiently. Ethics, Risk and Compliance – helped in improving employee awareness on ethics, risk and compliance that in turn lead to follow applicable policies diligently. Health & Safety – Adoption of improved health and safety measures.	96.84%
Workers	13	Skill Building, Personal and Managerial Effectiveness – Development of capacity to perform the tasks more efficiently. Ethics, Risk and Compliance – helped in improving employee awareness on ethics, risk and compliance that in turn lead to follow applicable policies diligently. Health & Safety – Adoption of improved health and safety measures.	77.30%

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 regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding Fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
	NGRBC Principle	Name of regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an Appeal been preferred (Yes/No)	
Imprisonment	Nil	Nil	Nil	Nil	
Punishment	Nil	Nil	Nil	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
Nil	Nil

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

The Company has adopted a Board approved Anti-Bribery and Anti-Corruption Policy. The Policy entails our approach to combat situations of bribery and corruption and outlines our position on the same. The Policy also mentions the implications and risks that can arise from such situations. We comply with all the applicable anti-bribery and anti-corruption laws, including Prevention of Corruption (Amendment) Act, 2018.

Weblink: <https://www.shreecement.com/investors/policies>

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

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 112.

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

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 112.

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.**

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 112.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Awareness programmes were not conducted for value chain partners on NGRBC principles in the reporting year. However, the company is planning to initiate and execute the same in upcoming years.		

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

Yes

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 112.

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.

The response to this question has been covered in the Intellectual Capital section of the Integrated Annual Report FY 2022-23, page no. 84.

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

Yes

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

73.1%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 79.

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

Yes, the response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 79.

Leadership Indicators

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 76.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 76.

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).

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 76, 78.

PRINCIPLE 3

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

Essential Indicators**1 a. Details of measures for the well-being of employees:**

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 63.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 63.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 63.

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, all our corporate and plant offices are accessible to differently abled employees and workers.

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.

Weblink: <https://www.shreecement.com/investors/policies>

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 63.

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.

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 65.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 64.

8. Details of training given to employees and workers:

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 67.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 65.

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 such system?**

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 143.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68, 69.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68.

14. Assessments for the year:

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68.

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.

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68.

Leadership Indicators

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

(A) Employees : Yes

(B) Workers : Yes

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

Yes, the concerned departments of the company ensure that the value chain partners deduct and deposit statutory dues on time and is supported by documented evidence.

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:

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 68.

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

No, currently we do not provide any transition assistance programmes.

5. Details on assessment of value chain partners:

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 107.

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2023, page no. 107.

PRINCIPLE 4:**Businesses should respect the interests of and be responsive to all its stakeholders****Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23, page no. 22.

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

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23, page no 22.

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.**

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23, page no 22.

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.

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23, page no. 22.

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

The response to this question has been covered in the Stakeholder Engagement and Materiality Assessment section of the Integrated Annual Report FY 2022-23, page no. 24.

PRINCIPLE 5**Businesses should respect and promote human rights****Essential Indicators****1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:**

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 64.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 64.

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

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 110.

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, all our operations are strictly monitored for human rights impacts as per our internal risk procedures. The human rights issues and impacts are overseen by the Chief Human Resource Officer.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 65.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 65.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 65.

8. Do human rights requirements form part of your business agreements and contracts?

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 64.

9. Assessments for the year:

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 64.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 64.

Leadership Indicators

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 64.

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

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 64.

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?

The response to this question has been covered in the Human Capital section of the Integrated Annual Report FY 2022-23, page no. 60.

4. Details on assessment of value chain partners:

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 107.

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 107.

PRINCIPLE 6:

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

Essential Indicators

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 72.

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

Yes, M/s Intertek India Private Limited was engaged by the Company to provide an independent assurance for FY 2022-23.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 74.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 81.

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

Yes, M/s Intertek India Private Limited was engaged by the Company to provide an independent assurance for FY 2022-23.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 80.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 76.

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

Yes, M/s Intertek India Private Limited has been engaged by the Company to provide an independent assurance for FY 2022-23 for air emissions.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 74.

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

Yes, M/s Intertek India Private Limited was engaged by the Company to provide an independent assurance for FY 2022-23.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 72.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 79.

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

Yes, M/s Intertek India Private Limited was engaged by the Company to provide an independent assurance for FY 2022-23.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 79.

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:

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 81.

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
Integrated Cement Plant at Villages- Bhivgarh, Jawangarh and Ras - II, (Rajasthan)	EIA Notification dated 14.09.2006 vide S.O. 1533(E), as amended thereof	14.09.2006	Yes, by JM EnviroNet Pvt. Ltd. (NABET Accredited EIA Consultant)	Yes	https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=2267316
Expansion in Existing capacity of Integrated Cement Plant at Village: Gothra, Tehsil: Nawalgarh, District: Jhunjhunu (Rajasthan)	EIA Notification dated 14.09.2006 vide S.O. 1533(E), as amended thereof	14.09.2006	Yes, by JM EnviroNet Pvt. Ltd. (NABET Accredited EIA Consultant)	Yes	https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=1422847
Expansion of Integrated Cement Plant at Village: Benkanhalli, Taluka: Sedam, District: Kalaburagi (Karnataka)	EIA Notification dated 14.09.2006 vide S.O. 1533(E), as amended thereof	14.09.2006	Yes, by JM EnviroNet Pvt. Ltd. (NABET Accredited EIA Consultant)	Yes	https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=4611687
Integrated Cement Plant at Villages: Tilgul & Kirangi, Taluka & District: Kalaburagi (Karnataka)	EIA Notification dated 14.09.2006 vide S.O. 1533(E), as amended thereof	14.09.2006	Yes, by JM EnviroNet Pvt. Ltd. (NABET Accredited EIA Consultant)	Yes	https://kspcb.karnataka.gov.in/node/406
Expansion of Kodla Limestone Mine at Villages: Kodla & Benakanahalli, Taluka: Sedam, District: Kalaburagi (Karnataka)	EIA Notification dated 14.09.2006 vide S.O. 1533(E), as amended thereof	14.09.2006	Yes, by JM EnviroNet Pvt. Ltd. (NABET Accredited EIA Consultant)	Yes	https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=2736624
Expansion of Standalone Clinker Grinding Unit at Village: Hansda, PO: Burudih, Block: Kharsawan, District: Saraikela - Kharsawan (Jharkhand)	EIA Notification dated 14.09.2006 vide S.O. 1533(E), as amended thereof	14.09.2006	Yes, by JM EnviroNet Pvt. Ltd. (NABET Accredited EIA Consultant)	Yes	https://parivesh.nic.in/newupgrade/#/organisation/project-detail?project=2392751

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, in the following format:

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 71.

Leadership Indicators

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 72.

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

Yes, M/s Intertek India Private Limited was engaged by the Company to provide an independent assurance for FY 2022-23.

2. Provide the following details related to water discharged

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 80.

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

Yes, M/s Intertek India Private Limited was engaged by the Company to provide an independent assurance for FY 2022-23.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no 81.

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

Yes, M/s Intertek India Private Limited was engaged by the Company to provide an independent assurance for FY 2022-23.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no 74.

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

Yes, M/s Intertek India Private Limited was engaged by the Company to provide an independent assurance for FY 2022-23.

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

The response to this question has been covered in the Natural Capital section of the Integrated Annual Report FY 2022-23, page no. 81.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Manufacture and use of synthetic gypsum	Synthetic gypsum is manufactured using low grade limestone and spent acid (waste from other industry). This synthetic gypsum is used to replace natural mineral gypsum for cement production.	<ul style="list-style-type: none"> - Reduction in mineral gypsum consumption - Use of low-grade limestone and spent acid, leading to effective waste management - Cost savings
2	Air cooled condenser	Air cooled condensers are installed within captive power plants and waste heat recovery boilers replacing conventional water-cooled condensers	<ul style="list-style-type: none"> - Savings of substantial quantity of cooling water
3	Alternative fuels and raw materials	Increased consumption of alternative fuels and raw materials in cement manufacturing	<ul style="list-style-type: none"> - Increased production of blended cement/ low carbon cement - Reduced natural resource consumption (Raw materials and fuels)
4	Green Power	We have the highest WHR capacity in cement industry outside China. Additionally, we have substantially enhanced our solar and wind capacity in the reporting year. This has minimized our dependency on grid electricity and conventional fuel-based electricity.	<ul style="list-style-type: none"> - Decrease in fossil fuel consumption - Reduced GHG Emissions

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

The response to this question has been covered in the Risk and Opportunities section of the Integrated Annual Report FY 2022-23, page no. 35.

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 106.

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 107.

PRINCIPLE 7:

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

Essential Indicators

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

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 112.

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.

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 112.

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.

We conduct awareness sessions and trainings on code of conduct which includes aspect of anti-competitive conduct. Further, we did not identify any issues related to anti-competitive conduct.

Leadership Indicators

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

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 113.

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.

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 91.

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

Name of project for which R&R in ongoing	State	District	No. of Project Affected Families (PAF)	% of PAFs covered by R&R	Amounts No. paid to PAFs in the FY (in INR)
We do not have any ongoing projects and neither we undertook any projects during the reporting period that involved Rehabilitation and Resettlement.					

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

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no.113.

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 107.

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):

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 91.

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 91.

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

Yes, the response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 105.

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 105.

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 105.

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
		N.A.		

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
	N.A.	

6. Details of beneficiaries of CSR Projects

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 88.

PRINCIPLE 9:

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

Essential Indicators

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 101.

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	
Safe and responsible usage	100%
Recycling and/or safe disposal	

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

The response to this question has been covered in the Corporate Governance section of the Integrated Annual Report FY 2022-23, page no. 101.

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

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

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

Yes, we have an Information security policy in place.

Weblink: <https://www.shreecement.com/investors/policies>

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 105.

Leadership Indicators

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

<https://www.shreecement.com/our-business>

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

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 103.

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

Cement which is our major product does not fall under Essential Services hence this 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.**

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 103.

- 5. 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 response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 100.

- 6. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact**

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 101.

- b. Percentage of data breaches involving personally identifiable information of customers**

The response to this question has been covered in the Social and Relationship Capital section of the Integrated Annual Report FY 2022-23, page no. 101.