



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

BSE Limited  
Corporate Relationship Department  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai 400 001.  
**Scrip Code: 532538**

The Manager  
Listing Department  
The National Stock Exchange of India Limited  
"Exchange Plaza", Bandra-Kurla Complex,  
Bandra (East), Mumbai 400 051.  
**Scrip Code: ULTRACEMCO**

**Sub:** Business Responsibility and Sustainability Report for the financial year ended 31<sup>st</sup> March, 2023

**Ref.:** a. Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations")  
b. ISIN: INE481G01011

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Dear Sirs,

In terms of Regulation 34(2)(f) of the Listing Regulations, attached is the Business Responsibility and Sustainability Report which forms part of the Company's Integrated and Sustainability Report for the financial year ended 31<sup>st</sup> March, 2023.

The Report is also available on the Company's website at:

- <https://www.ultratechcement.com/investors/financials>

This is for your information and records please.

Thanking You,

Yours faithfully,

Sanjeeb Kumar Chatterjee  
Company Secretary and Compliance Officer

Cc:  
Luxembourg Stock Exchange  
BP 165 / L – 2011 Luxembourg  
Scrip Code:  
US90403E1038 and US90403E2028

Singapore Exchange  
11 North Buona Vista Drive, #06-07  
The Metropolis Tower 2, Singapore 138589  
ISIN Code:  
US90403YAA73 and USY9048BAA18



**UltraTech Cement Limited**

# Business Responsibility & Sustainability Report

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS

1. Corporate Identity Number (CIN) of the Listed Entity	L26940MH2000PLC128420
2. Name of the Listed Entity	UltraTech Cement Limited
3. Year of incorporation	24 <sup>th</sup> August, 2000
4. Registered office address	B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
5. Corporate address	B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
6. E-mail	<a href="mailto:brr.utcl@adityabirla.com">brr.utcl@adityabirla.com</a>
7. Telephone	022-6691 7800 / 2926 7800
8. Website	<a href="http://www.ultratechcement.com">www.ultratechcement.com</a>
9. Financial year for which reporting is being done	1 <sup>st</sup> April, 2022 to 31 <sup>st</sup> March, 2023
10. Name of the Stock Exchange(s) where shares are listed	- BSE Limited - National Stock Exchange of India Limited
11. Paid-up Capital	₹ 2,88,68,63,450
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sanjeeb Kumar Chatterjee Company Secretary B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093 Tel.: 022-6691 7800 Email: <a href="mailto:brr.utcl@adityabirla.com">brr.utcl@adityabirla.com</a>
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 made in this report are on a consolidated 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 of Clinker, Cement and RMC	~98

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cement and Clinker	2394	~90

### III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
<b>National</b>	23 Integrated Cement Units;	1 Registered Office;	335
	25 Grinding Units;	1 Central Marketing Office;	
	1 White Cement Unit;	8 Zonal Marketing Offices.	
	2 Wall Care Putty Units;		
	7 Bulk Terminals;		
	231 Ready Mix Concrete Units;		
	36 Building Product Division Units.		
<b>International</b>	1 Clinkerisation Unit;	-	6
	4 Grinding Units;		
	1 Bulk Terminal.		

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

##### a. Number of locations

Locations	Number
National (No. of States)	29 States and 8 Union Territories
International (No. of Countries)	4 countries

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

- 0.5%

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

- Individual Home Builders; Dealers; Real Estate Developers; Infrastructure Companies; Institutional Buyers.

### IV. EMPLOYEES

#### 18. Details as at the end of Financial Year 2022-2023:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	16,822	16,010	95	812	5
2.	Other than Permanent (E)	7,988	7,639	96	349	4
3.	<b>Total employees (D + E)</b>	24,810	23,649	95	1,161	5
<b>WORKERS</b>						
4.	Permanent (F)	6,098	6,085	99	13	0.21
5.	Other than Permanent (G)	39,220	38,168	97	1,052	3
6.	<b>Total workers (F + G)</b>	45,318	44,253	98	1,065	2

## b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	25	24	96	1	4
2.	Other than Permanent (E)	1	1	100	-	-
3.	<b>Total differently abled employees (D + E)</b>	26	25	96	1	4
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	26	26	100	-	-
5.	Other than permanent (G)	14	14	100	-	-
6.	<b>Total differently abled workers (F + G)</b>	40	40	100	-	-

## 19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30
Key Management Personnel*	3	-	-

\*Includes 2 Executive Directors and Company Secretary

## 20. Turnover rate for permanent employees and workers (in %):

	FY 23			FY 22			FY 21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.85	15.39	10.52	9.31	15.82	9.75	5.92	11.16	5.97
Permanent Workers	5.09	-	4.96	7.05	-	6.80	5.08	8.33	5.28

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Grasim Industries Limited	Holding	57.27	S. No. 1: Grasim Industries Limited follows its separate business responsibility initiatives.
2	Bhagwati Lime Stone Company Private Limited	Subsidiary	100	
3	Gotan Lime Stone Khanij Udyog Private Limited	Subsidiary	100	
4	Harish Cement Limited	Subsidiary	100	S. Nos. 2 to 7: The Company's business responsibility initiatives apply to its subsidiaries.
5	UltraTech Cement Lanka (Pvt.) Limited	Subsidiary	80	
6	UltraTech Cement Middle East Investments Limited	Subsidiary	100	
7	UltraTech Nathdwara Cement Limited	Subsidiary	100	
8	Aditya Birla Renewable Energy Limited	Associate	26	
9	Aditya Birla Renewables SPV1 Limited	Associate	26	
10	ABReL (Odisha) SPV Limited	Associate	26	
11	ABRel (MP) Renewables Limited	Associate	26	
12	ABRel Green Energy Limited	Associate	26	
13	Bhaskarpara Coal Company Limited	Associate	47.37	
14	Madanpur (North) Coal Company Private Limited	Joint Venture	11.17	

## VI. CSR DETAILS

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

(ii) Turnover (in ₹): 62,338 crores

(iii) Net worth (in ₹): 54,380 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 2022-2023			FY 2021-2022		
		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.	-	-	-	-	-	-
Investors (other than shareholders)	The Company has in place a Grievance Redressal Mechanism; details whereof are available at <a href="https://www.ultratechcement.com/investors/corporate-governance#policies">https://www.ultratechcement.com/investors/corporate-governance#policies</a>	98	6*	-	53	1	-
Shareholders		1,495	8	-	1,349	5	-
Employees and workers		931	22	-	1,818	6	-
Customers		-	-	-	-	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

\* Out of six pending complaints, one was resolved subsequently and five were pending.

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

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

S. No.	Material 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	Global regulation on curbing Green House Gases Emission	Risk	Limestone is the main input for cement manufacturing and requires fossil fuel for burning the limestone. This process releases CO <sub>2</sub> during calcination of limestone and combustion of fuel. This could contribute to global warming and impact business continuity and/or disruption.	To mitigate the risk, the Company has set voluntary targets to reduce emissions by 27% and 69% for scope 1 and scope 2 respectively, by 2032 from 2017 as base year, which is validated by SBTi.  The Company is taking initiatives such as energy transition to renewables, increasing the waste heat recovery systems, increase in green product portfolio and use of alternative fuels and raw materials. The Company is also exploring innovative technologies like electrical energy to thermal energy for high temperature applications, carbon capture and potential energy for energy generation. The Company entered into MoU with many international players for new technologies. All these initiatives would lead to net zero by 2050.	Negative

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)
2	Climate Change	Opportunity	With increased awareness of climate change, the consumer today is consciously shifting towards greener products. This brings an opportunity of higher revenue to the Company due to its diverse product portfolio and reducing the carbon footprint.	The Company has GreenPro certification for 70+ products, high blended cement usage, Xtralite -AAC blocks and Readiplast - products with lower carbon footprint.	Positive
3	Health and Safety	Risk and Opportunity	The Company places very high importance on safety of its employees. By continuously focusing on the four pillars of safety namely behavioural, process, contractors, and transport safety. The Company is aiming for smooth operations. The basic objective is to make the working place safe for all its employees.	<p>The Company is continuously focusing on “Zero Tolerance” Policy for safety breaches and has a target for zero fatality by 2024.</p> <p>Health and Safety are deeply embedded in the operations and using digitalisation and automation to enhance safety governance at all the levels.</p> <p>The Company is using extensively digital techniques, drones, and videos to minimise the risk in the operations. Safety campaign, online and digital tool (USHA Chatbots) for training are key to make work place safer.</p> <p>IT enabled systems are helping in conducting safety audits from a remote location and assessing vendors and third-party service providers on stringent safety criteria before onboarding.</p>	Negative
4	Circular Economy	Opportunity	Circular economy offers great opportunity to lower the use of limestone, fossil fuel and clinker in cement production and reduces the emission of GHG.	<p>The Company is investing heavily in using waste from various industries and agricultural residuals.</p> <p>The state-of-the-art R&amp;D is enhancing circular economy efforts and maximising use of waste materials.</p> <p>The Company is also utilising Construction &amp; Demolition waste in its Ready Mix Concrete plants.</p>	Positive

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

- P1 Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
- P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3 Businesses should promote the wellbeing of all employees
- P4 Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- P5 Businesses should respect and promote human rights
- P6 Businesses should respect, protect, and make efforts to restore the environment
- P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8 Businesses should support inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
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	Policies are available at <a href="https://www.ultratechcement.com/investors/corporate-governance#policies">https://www.ultratechcement.com/investors/corporate-governance#policies</a>								
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.	ISO 9001; ISO 14001; OHSAS 18001; ISO 45001; ISO 50001; SA 8000; UNGC Guidelines; GRI Standards; BIS Standards; ILO Principles; WBCSD; IGBC GreenPro, PAT								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	For commitments, goals and targets relating to Environment and Social, please refer to Targets and Achievements section of this Report.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	For commitments, goals and targets relating to Environment and Social, please refer to Targets and Achievements section of this Report.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	Please refer to the message of the Managing Director forming part of this Report.								

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
- Mr. K.C.Jhanwar**  
DIN: 01743559  
Designation: Managing Director  
Telephone: 022 66917800  
email: [brr.utcl@adityabirla.com](mailto:brr.utcl@adityabirla.com)
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.  
Risk Management and Sustainability Committee.  
The Committee comprises of:  
- Mrs. Sukanya Kripalu, Independent Director  
- Mr. K. C. Jhanwar, Managing Director  
- Mr. Atul Daga, Whole-time Director and CFO  
The Committee monitors and approves risk management and sustainability framework, sets climate change and sustainability strategy and targets, reviews progress on a regular basis among others. For further details, please refer to the Report on Corporate Governance forming part of this Report.

## 10. Details of Review of NGRBCs by the Company:

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

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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Yes, assured by an independent certifying agency - Ernst & Young Associates LLP (EY).

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	All	100
Key Managerial Personnel	2	All	100
Employees other than BoD and KMPs	2	All	81
Workers	1	All	100

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

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

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

Yes. The policy is available on the Company's weblink - <https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/anti-money-laundering-and-anti-bribery-and-corruption-policy.pdf>. It is applicable to all employees and sets out essential steps employees must take to avoid being implicated for money laundering and to present the Company's involvement in any activity relating to bribery, facilitation payments, or corruption, even where the involvement may be un-intentional.

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

Case Details	FY 2022-2023	FY 2021-2022
Directors		
KMPs		
Employees	Nil	Nil
Workers		

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

	FY 2022-2023		FY 2021-2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

### 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
1,54, 208	Good construction practices, site demonstration on efficient usage of cement and other building products, benefits of the Company's GreenPro certified cement and products, plant visits showcasing the Quality Assurance/Quality Control measures, sustainability initiatives taken during cement manufacturing, etc. Various aspects of Green Home construction like GreenPro certified products, home plans for better light and ventilations, Green practices like Rainwater Harvesting, etc.	40-42

#### 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 Company has a code of conduct for the Board and Senior Management pursuant to the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations").

Further, the Board Members and KMPs confirms, at the beginning of every financial year and as and when there is any change in such interest, that there was no material, financial and commercial transactions with the Company, where they have interest that may have any potential conflict.

The Directors do not participate in agenda items at the Board/ Committee meetings in which they are interested or deemed to be interested.

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

### Essential Indicators:

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

	FY 2022-2023	FY 2021-2022	Details of improvements in environmental and social impacts
R&D	23	0.04	New product development, 3D printing material, energy efficiency equipment, WHRS, solar, alternative fuels.
Capex	12	11	

#### 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?

- The Company has developed a Sustainable Supply Chain Framework which uses an ESG criteria for vendor assessment and prefers those with better scores.
- These criteria encompass availability of robust policies, compliance certifications like ISO 14001, OHSAS 18001, etc., performance on emissions, water usage, human rights, etc.
- As part of sustainable sourcing, about 55% of annual spend sourced locally / indigenously sources.
- 20.6% of raw material used for production of cement is recycled from industrial waste which is sourced sustainably.

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

- The Company follows circularity principles in the manufacturing and end use stage of the product lifecycle.
- The plastic used for packaging as well as waste generated are used in kiln operation. The Company is 2.44 times plastic negative.

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, Extended Producer Responsibility (EPR) is applicable to the Company and the waste collection plan is under development.

### 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:

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.
2394	OPC, PPC, PSC, PCC	96.88	Cradle-to-Gate	Yes	Yes <a href="https://api.environdec.com/api/v1/EPDLibrary/Files/f23f7e4e-486b-4dd4-acff-08da599e304a/Data">https://api.environdec.com/api/v1/EPDLibrary/Files/f23f7e4e-486b-4dd4-acff-08da599e304a/Data</a>

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

Name of product/ service	Description of the risk/ concern	Action Taken
OPC, PPC, PSC, PCC	<ul style="list-style-type: none"> <li>• Abiotic Depletion</li> <li>• Energy intensive process - Rising GHG emissions</li> </ul>	<ul style="list-style-type: none"> <li>• Modify the product mix</li> <li>• Use of alternative fuels and raw materials</li> <li>• Energy efficiency</li> <li>• Energy Transition (34% Green energy by 2024)</li> </ul>

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 2022-2023	FY 2021-2022
Recycled and reused from aluminium, steel and other sources	20.60	19.12

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 2022-2023			FY 2021-2022		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (Including packaging)						
E-waste						
Hazardous waste		None			None	
Other Waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	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:

Category	% of employees <sup>#</sup> 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)
<b>Permanent employees</b>											
Male	15,747	15,747	100	15,747	100	-	-	15,747	100	-	-
Female	798	798	100	798	100	798	100	-	-	-	-
<b>Total</b>	<b>16,545</b>	<b>16,545</b>	<b>100</b>	<b>16,545</b>	<b>100</b>	<b>798</b>	<b>5</b>	<b>15,747</b>	<b>95</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	7,636	7,636	100	7,636	100	-	-	-	-	-	-
Female	349	349	100	349	100	349	100	-	-	-	-
<b>Total</b>	<b>7,985</b>	<b>7,985</b>	<b>100</b>	<b>7,985</b>	<b>100</b>	<b>349</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

<sup>#</sup>Data specific to India

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

Category	% of workers <sup>#</sup> 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)
<b>Permanent workers</b>											
Male	5,839	5,839	100	5,839	100	-	-	-	-	-	-
Female	13	13	100	13	100	13	100	-	-	-	-
<b>Total</b>	<b>5,852</b>	<b>5,852</b>	<b>100</b>	<b>5,852</b>	<b>100</b>	<b>13</b>	<b>0.22</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	37,929	Vendors and Contractors are required to adhere with the statutory compliance as per the state rules.									
Female	1,052										
<b>Total</b>	<b>38,981</b>										

<sup>#</sup>Data specific to India

#### 2. Details of retirement benefits:

Benefits <sup>#</sup>	FY 2022-2023			FY 2021-2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	NA	4.6	Yes	NA	12	Yes
Others - please specify	Superannuation : 15 NPS : 5	-	Yes	Superannuation : 10 NPS : 5	-	Yes

<sup>#</sup>Data specific to India

### 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, operations and office premises 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.

The Company is committed to being an equal opportunity employer and ensures an inclusive workplace for all its employees. The Company's anti-harassment and anti-discrimination policy highlights that the Company provides equal opportunity to all without discriminating on any grounds be of gender, age, sex, religion, cultural background, health or medical condition, physical ability, appearance, marital status, etc. The policy is uploaded on the Company's website at [https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/Anti-Harassment%20and%20Discrimination%20Policy\\_2021.pdf](https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/Anti-Harassment%20and%20Discrimination%20Policy_2021.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	94	86	NA	NA
Female	100	88	100	100
<b>Total</b>	94	86	100	100

### 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. The Employee Relations Team meet at the shop floor twice a week to discuss concerns raised and tasks are assigned to team members for speedy redressal of grievances. The Company has a digitised Online Tool-Xpedite for receiving and attending to grievances.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category <sup>#</sup>	FY 2022-2023			FY 2021-2022		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	5,852	4,554	78	6,149	4,126	67
- Male	5,839	4,544	78	6,136	4,126	67
- Female	13	10	77	13	-	-

<sup>#</sup>Data specific to India

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

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	16,010	5,944	37	11,835	74	14,996	12,983	87	13,197	88
Female	812	201	25	674	83	550	167	30	478	87
<b>Total</b>	<b>16,822</b>	<b>6,145</b>	<b>37</b>	<b>12,509</b>	<b>74</b>	<b>15,546</b>	<b>13,150</b>	<b>85</b>	<b>13,675</b>	<b>88</b>
<b>Workers</b>										
Male	6,085	5,963	98	2,113	35	6,383	6,255	98	396	6
Female	13	13	100	12	92	13	13	100	12	92
<b>Total</b>	<b>6,098</b>	<b>5,976</b>	<b>98</b>	<b>2,125</b>	<b>35</b>	<b>6,396</b>	<b>6,268</b>	<b>98</b>	<b>408</b>	<b>6</b>

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

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	15,327	15,327	100	14,996	14,996	100
Female	605	605	100	550	550	100
<b>Total</b>	<b>15,932</b>	<b>15,932</b>	<b>100</b>	<b>15,546</b>	<b>15,546</b>	<b>100</b>
<b>Workers</b>						
Male	6,085	6,085	100	6,383	6,383	100
Female	13	13	100	13	13	100
<b>Total</b>	<b>6,098</b>	<b>6,098</b>	<b>100</b>	<b>6,396</b>	<b>6,396</b>	<b>100</b>

## 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. The Company's Units are ISO 45001 certified for implemented occupational health and safety management systems covering all elements of Plan-Do-Check-Act (PDCA) cycle.

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 Company has its laid down structured Hazard Identification and Risk Assessment (HIRA) standard and the Units follow the same. Cross functional teams trained in HIRA methodology identify hazards involved in each activity and evaluate associated risks based on exposure (E), severity (S) and probability (P) following Kinney & Fine method. The initial risk score considering existing control is equal to ExSxP. If the risk score is beyond tolerable limit, additional controls are exercised and after considering them, the final score is assigned. Efforts are made to follow hierarchy of control in the order of elimination, substitution, engineering control, administrative control and personal protective equipment (PPE). Prioritised actions are taken to reduce/ manage significant risks. Apart from tier-1 risk assessment described above, tier -2 risk assessment is also done for high risk activities with the help of HAZOP, PHA and Bowtie, as applicable.

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

- Yes

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

- Yes, facilities have medical center, and health service providers for non-occupational needs.

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

Safety Incident/Number	Category	FY 2022-2023	FY 2021-2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.21	0.30
	Workers	0.07	0.16
Total recordable work-related injuries	Employees	9	24
	Workers	34	59
No. of fatalities	Employees	0	2
	Workers	1	5
High consequence work-related injury or ill-health (excluding fatalities)	Employees	8	11
	Workers	12	25

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

The Company accords utmost importance to precious human life. Safety of people associated with the business remains the fulcrum of its operations. In order to further boost effectiveness of its already well established safety management system, the Company took a call to introduce emotional element into it. Numerous interventions were launched and driven under an organisation-wide campaign coined as “Suraksha, dil se...” (Safety by heart) encompassing almost all vital elements that constitute organisational safety culture. Positive outcome is reflected in the lagging indicators: Best ever LTIFR (0.10) achieved- with a reduction by 28% compared to the previous best.

Numerous initiatives have been undertaken to improve employee safety at the Units. Please refer to the Safety section forming part of the Directors’ Report and Management Discussion and Analysis.

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

	FY 2022-2023			FY 2021-2022		
	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	172	19	-	-	-	-
Health & Safety	92	17	-	-	-	-

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by the Company, 85% by third party
Working Conditions	100% by the Company, 85% by third party

**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.**

- Apart from circulating the Red Corner Notices (“RCN”) across Units which contained summary of past serious incidents, the recommended corrective actions were also informed. 3D-animated videos in English, Hindi and Regional Languages on past serious incidents are displayed at Units for easy understanding by employees and contractual workers. These contain reasons for occurrence and steps to prevent recurrence.
- Implementation of those recommendations are verified physically by respective cluster safety heads along with operation teams during their regular Unit visits.
- Virtual Reality (VR)-enabled safety training on 30 modules organised for contract workmen and employees at Units to ensure that job specific immersive training to each contract workman (as applicable) before deploying them on the job. VR puts learners in places and situations they are likely to encounter on the job and experience how their actions affect outcomes, all in a safe environment. Around 12,000 persons were trained.
- E-learning modules on critical processes (Coal mill, boiler, operations having likelihood of hot material exposure and management of change) developed and uploaded in LMS platform. All employees involved in these operations to mandatorily get themselves qualified by completing the courses. Around 5,000 employees completed these courses.

As far as safety governance is concerned, following six sub-committees comprising of line team members (around 8 employees) at each Unit look after various elements of safety management system and meet once a month to monitor progress on decided actions/ improvement areas:

- Standards & Procedures
- Safety Observation
- Training & Capability Building
- Incident Investigation
- Contractor Safety Management
- Logistics Safety

Unit Apex committee headed by Unit Head reviews effectiveness of these sub-committees functioning on monthly basis. Representatives of Unit-level sub-committees apprise status in the respective Board level sub-committee meetings (chaired by Cluster Heads/ Cell Head) held once every four months to decide on action to be taken, based on inputs/ review outcomes and ensure implementation of preventive actions. Finally, OHS Board chaired by the Managing Director and Chief Manufacturing Officer review organisational safety performance once every two months and further course of action is communicated across Units for implementation.

To further strengthen safety governance, the following Leaders’ Connect initiatives were introduced:

- Periodical Safety Review by Chief Manufacturing Officer, Unit Head, Function Head (Technical) and Department Head (Safety) of randomly selected three Units connected every week and Chief Manufacturing Officer interacted with them on all safety KPIs of their respective Unit.
- Cluster Head – Weekly review of WTI done by employees across Units through “Pratibimb” - a creative initiative to improve and strengthen safety and awareness at all workforce levels. 576 employees connected through 144 sessions during the year.



“हमें आपकी परवाह है” Contractor Connect Initiative: Unit Heads / Function Heads engages weekly with contractors and their workers to verify their adherence to safety norms while at work. This has been continued for 84 weeks so far since launch.

### Leadership Indicators:

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).  
(A) Employees - (Y) (B) Workers - (Y).
2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.
  - a. Checking and validating monthly registers and payment challans.
  - b. HR team updates the compliance status in the “Compliance Manager” portal.
  - c. Self-declaration by Units.
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 / are 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 2022-2023	FY 2021-2022	FY 2022-2023	FY 2021-2022
Employees	- 0 fatality - 8 Lost work case (LWC)	- 2 fatalities - 11 LWC	LWC - all injured person resumed to duty.	Fatalities - compensation provided LWC - all injured person resumed to duty.
Workers	- 1 fatality - 12 LWC	- 5 fatalities - 25 LWC	Fatality - spouse of the deceased person provided employment LWC - all injured person resumed to duty.	Fatalities - 3 cases: compensation provided; 2 cases: spouse of respective deceased persons provided employment. LWC - all injured person resumed to duty.

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)

As an organisation, the Company eases employees’ retirement process by providing them retirement planning support. Retiring employees can give their preference of location to settle down post retirement and the goods transportation for the employees is undertaken in terms of the mobility policy. However, programs to facilitate continued employability is not a part of this support.

5. Details on assessment of value chain partners

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Around 75% contractors- through Pre-qualification (PQ) score and Contractor field safety audit (CFSA)
Working Conditions	

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

- Units are abiding Safety Policy and CAPA is being carried out to eliminate the possible risks at shop floor.
- All safety standards implemented to eliminate the possible risks in the field.
- Periodical medical health check-ups of all employees and contract workmen. Medical officers and Nurses are made available in OHC to handle any health risk.
- Regular SO, WTI Rounds, gate meetings and training sessions are conducted by all employees in the Unit to assess any risk/ concern that may arise due to the working condition of Value Chain Partners.
- The Company has put in place a structured contractor safety management standard. This encompasses a six-step approach starting with pre-qualification and ending with post evaluation. Each contractor's safety performance is monitored and evaluated. Contractor field safety inspection (CFSA) is carried out on-the job, based on severity index (probability x severity).
- The contractors are rated and requisite actions are taken, which range from issuing warning letters to imposing financial penalty and termination of contract or blacklisting in some cases. Vendors who supply safety equipment and PPE are also assessed prior to entering into annual rate contract. In case of poor quality, punitive actions are 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.**

- Please refer to the Stakeholder Engagement section forming part of this Report.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channel 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
Industry Associations	No	- Meetings - Website - Integrated Report - Sustainability Report	Annually and as and when required	Information exchange on key sustainability parameters.
Shareholders, Lenders and Investors	No	- General meetings - Investor meetings - Integrated Report - Sustainability Report - Investor Presentation - One-on-One meetings	Quarterly / Annually and as and when required	The Company engages with all its stakeholders. It helps to enrich business conduct by understanding their priorities and addressing their queries and concerns.
Government and Regulatory Authorities	No	- Integrated report, sustainability report and regulatory filings - Facility inspections - One-on-One meetings	Annually / Quarterly / Monthly and as and when required	Good governance practice; community engagement; regulatory compliance; environmental initiatives.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channel 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
Employees	No	<ul style="list-style-type: none"> <li>- Internal communication platforms</li> <li>- Townhalls</li> </ul>	Daily	Employee engagement is an on-going exercise conducted throughout the year. The Company has also set up a formal mechanism for this - the Vibes employee survey, which covers all its employees.
Customers	Yes	<ul style="list-style-type: none"> <li>- Company website</li> <li>- Product Campaigns</li> <li>- Surveys</li> <li>- Grievance Redressal</li> </ul>	Periodic	Evaluating satisfaction level of customers using Net Promoter Score (NPS) methodology.
Suppliers and Contractors	Yes	<ul style="list-style-type: none"> <li>- Review meetings</li> <li>- Vendor interactions</li> <li>- Performance reports</li> <li>- Feedback and grievance forms</li> </ul>	Periodic	Engagement with suppliers and contractors by adhering to the supply chain code of conduct, thereby developing long-term business relationships.
Community	Yes	<ul style="list-style-type: none"> <li>- Community visits and meetings</li> <li>- Surveys</li> <li>- Workshops</li> </ul>	Periodic	Support the stakeholder / identified communities by empowerment and productivity improvement through programmes on education, health and sustainable livelihood.

### 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 Company's Mission - To deliver superior value to our stakeholders on the four pillars of: Sustainability | Innovation | Team Empowerment | Customer Centricity.

As a step in this direction, the Company engages with stakeholders as on ongoing process - be it investors; lenders; analysts; shareholders; employees; customers; suppliers and other channel partners.

This enables the Company to feel the pulse of stakeholders, their expectations and aspirations. Feedback received during interactions with stakeholders are deliberated by the management team and implemented, where appropriate.

The Board and relevant Committees are briefed about the interactions with the stakeholders and action implemented.

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.**

Stakeholders form an integral part of the Company's business. Consultations are in the form of investor meetings; employee engagement; vendor / dealer meets; inter-action with host communities; training programs, among others.

The Company is committed to driving sustainability. It is focusing on reducing the carbon emissions by a number of ways. The decarbonisation framework includes driving efficiency improvements, introducing new technologies

for reducing carbon footprint, using alternative energy, recovering waste heat, increasing renewables in the energy mix, introducing green product continuously in the portfolio, adopting circularity, reducing water usage and improving biodiversity. It also has effective community management and human rights management.

The Company benchmarks its sustainability practices with global players through Global Cement and Concrete Association (GCCA). As the founding member of the GCCA, the Company has played a pivotal role in launching GCCA's India operations and exploring the new technology adoption possibilities.

The Company undertakes its social initiatives under the aegis of The Aditya Birla Centre for Community Initiatives and Rural Development, under the able leadership of Mrs. Rajashree Birla. The key focus areas are education, healthcare, women-empowerment, sustainable livelihood, infrastructure and social reform.

It follows a bottom-up approach for all social projects. All projects are planned in consultation with the community. The process involves interacting with them and understanding their challenges and issues. We interact with village panchayats and prepare a list of requirements based on in-depth focused discussions. Implementation and monitoring of a project is a mutual responsibility of the community and the team. Regular community stakeholder meetings are held to ensure appropriate implementation process is followed. Once the project achieves a status of self-sustenance, ownership is transferred to the villagers. This transfer of responsibility ensures a culture of empowerment and self-reliance.

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

The Corporate Social Responsibility ("CSR") projects of the Company aim to focus on a social transformation in the life of its disadvantaged, vulnerable and marginalised stakeholders. The Company ensures that the CSR funds are utilised in an optimum manner that uplifts the weaker sections of the society.

The Company works towards overall development of the way of life of the communities around its Units, most of which are in distant rural areas and tribal belts. It reaches out to more than 1.6 million people across 500 villages spanning 16 states.

It works to actively contribute to the social and economic development of communities in which it operates. The details of projects undertaken under CSR activities towards vulnerable / marginalised stakeholder groups are provided in the Social Report section of this Report.

## 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:

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. of employee / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	10,277	210	2	9,528	72	0.76
Other than permanent	937	-	-	902	-	-
<b>Total Employees</b>	<b>11,214</b>	<b>210</b>	<b>2</b>	<b>10,430</b>	<b>72</b>	<b>0.69</b>
<b>Workers</b>						
Permanent	5,858	-	-	6,155	-	-
Other permanent	38,981	-	-	36,323	-	-
<b>Total Workers</b>	<b>44,839</b>	<b>-</b>	<b>-</b>	<b>42,478</b>	<b>-</b>	<b>-</b>

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

Category <sup>#</sup>	FY 2022 - 2023					FY 2021 - 2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Permanent	16,545	-	-	16,545	100	15,267	-	-	15,267	100
Male	15,747	-	-	15,747	100	14,728	-	-	14,728	100
Female	798	-	-	798	100	539	-	-	539	100
<b>Other than Permanent</b>	7,985	315	4	7,670	96	4,710	10	0.2	4,700	99.8
Male	7,636	310	4	7,326	96	4,464	5	0.1	4,459	99.9
Female	349	5	1	344	99	246	5	2	241	98
<b>Workers</b>										
Permanent	5,852	-	-	5,852	100	6,155	-	-	6,155	100
Male	5,839	-	-	5,839	100	6,140	-	-	6,140	100
Female	13	-	-	13	100	15	-	-	15	100
<b>Other than Permanent</b>	38,981	19,100	49	19,881	51	36,323	17,069	47	19,254	53
Male	37,929	18,311	48	19,618	52	35,615	16,456	46	19,159	54
Female	1,052	789	75	263	25	708	613	87	95	13

<sup>#</sup>Data specific to India

3. Details of remuneration/salary/wages<sup>#</sup> in the following format:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)*	5	₹ 1,11,00,000	3	₹ 1,14,00,000
Key Managerial Personnel (KMP)**	3	₹ 4,91,85,936	-	-
Employees other than BoD and KMP	15,744	₹ 9,10,417	798	₹ 7,00,000
Workers	5,839	₹ 5,53,977	13	₹ 3,30,099

<sup>#</sup>Data specific to India

\* Excludes 2 Executive Directors

\*\* Includes 2 Executive Directors and Company Secretary

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

- Yes

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

- Internal Audit

- Certification SA 14000 & IMS

- Human Rights Policy

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

Category	FY 2022-2023			FY 2021-2022		
	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	6	2	Report finalisation in progress for the 2 pending cases (Complaints were received towards end of the financial year)	3	-	closed
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.

- POSH Committee
- HR-'Apke Dwar': People connect initiative
- Shop Floor Committee meeting
- Parakh Audit: Inter-unit HR practices audit
- Monthly meeting with Unions

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

- Yes

## 9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NA
Forced/involuntary labour	NA
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	NA

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

- Employee Relations Apke Dwar and physical verification of workmen on the shop floor. Safety Audits i.e. FPSA and SPSA, Parakh Audit, Statutory Audit, Inspection by labour department.
- Regular employee education.

**Leadership Indicators:**

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

- Implementation and adherence of Human Rights Policy.
- 'Xpedite' - Online grievances handling tool for workmen at shopfloor.

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

Human Rights due diligence covered all facets of human rights which provides discrimination against sex, caste etc. and also prohibits child labour, extra forceful working hours, etc.

**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, operations and office premises are accessible to differently abled employees and workers.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at workplace	NA
Child Labour	NA
Forced Labour/Involuntary Labour	NA
Wages	100
Others - please specify	NA

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

Implementation and adherence of Human Rights Policy.

**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:**

Parameter	FY 2022-2023	FY 2021-2022
Total electricity consumption (A) (TJ)	7,503.92	4,627.62
Total fuel consumption (B) (TJ)	2,81,080.00	2,66,383.00
Energy consumption through other sources (C)	-	-
<b>Total energy consumption(A+B+C) (TJ)</b>	<b>2,88,583.92</b>	<b>2,71,010.62</b>
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	462 kJ/₹	515 kJ/₹
Energy intensity (MJ/t cement)	2,777	2,871

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, limited assurance carried out by EY.

The increase in the total energy consumption is mainly due to higher production and new capacity commissioning, however, energy intensity is lower than last year.

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

Yes, a total of 33 Units have been notified as DCs under various PAT cycles. 22 Integrated Units and 1 Birla White Unit are currently mapped in PAT VII regime, 9 Grinding Units are notified under PAT VI regime and 1 Integrated Unit is mapped in PAT V regime. All 23 PAT VII notified Units have migrated from PAT II regime after their assessment year, for which trading is still in progress.

Performance verification (M&V) is completed for 23 PAT II notified Units and results showed 8 Integrated Units missing the targets. M&V audit for 1 PAT V notified Unit is completed and BEE scrutiny result is pending while all Grinding Units are scheduled to undergo M&V during FY24.

For compliance, 3 out of 8 Units have consumed their banked ESCerts and rest have purchased required quantity to fulfill their legal obligations. Energy reduction initiatives were identified during mandatory energy audit and progress on GTG consumption is monitored quarterly and yearly. Inclusion of Waste Heat Recovery Systems (WHRS), installation of Solar facilities, induction of energy efficient technologies, adoption of alternative fuels and renewable energy and wide scale digitisation has ushered the development of energy efficient environment.

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

Parameter	FY 2022-2023	FY 2021-2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	61,87,900	55,56,794
(ii) Ground water	50,60,817	49,15,446
(iii) Third party water	3,14,715	2,55,480
(iv) Sea water / desalinated water	10,06,003	7,06,035
(v) Others	1,50,53,366	1,61,76,709
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,76,22,801</b>	<b>2,76,10,464</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,62,11,862</b>	<b>2,77,00,605</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0414 l/₹</b>	<b>0.0526 l/₹</b>
<b>Water intensity (Times water positive)</b>	<b>4.17</b>	<b>3.80</b>

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency : No.

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

The Units are compliant with zero liquid discharge. Recycled water is reused in processes such as equipment cooling, horticulture activities within Unit premises, among others.



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

Parameter	Please specify unit	FY 2022-2023	FY 2021-2022
NO <sub>x</sub>	Tonnes	84,169.11	73,717.33
SO <sub>x</sub>	Tonnes	13,145.82	9,783.77
Particulate matter (PM 2.5)	Tonnes	3,227.46	2,873.00
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous Air Pollutants (HAP)		NA	NA
Others - please specify		NA	NA

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, assured by EY.

The increase in the air emission is mainly due to higher production and capacity addition, however, emission are much lower than "Emission Standards".

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6,25,30,455.00	6,14,53,953.42
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	16,95,035.71	10,49,149.39
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Kg CO <sub>2</sub> /₹	0.103	0.118
<b>Total Scope 1 and Scope 2 emission intensity</b>	Net Kg CO <sub>2</sub> /cementitious material	Scope 1 - 557 Scope 2 - 16	Scope 1 - 582 Scope 2 - 11

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, assured by EY.

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

The Company is committed to reducing its carbon footprint. It has also signed for science-based targets (SBTi) to achieve the carbon neutrality target by 2050. The Company has taken major initiatives in the areas of efficiency, technology, energy, circularity, and green products. The Company has installed waste heat recovery systems. It is also expanding its renewable energy footprint significantly.

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

Parameter	FY 2022-2023	FY 2021-2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,198	1,057
E-waste (B)	232	247
Bio-medical waste (C)	3	5
Construction and demolition waste (D)	-	-
Battery waste (E)	130	267
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,032	1,025
Other Non-hazardous waste generated (H)	55,151	47,269
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>57,746</b>	<b>49,870</b>

Parameter	FY 2022-2023	FY 2021-2022
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>	Recycling of total generated non-hazardous, hazardous, e-waste and battery waste (recycling/buyback) through authorised recyclers. Disposal through co-processing of entire plastic waste generated by the Company. Disposal through incineration of bio medical waste at authorised Common Biomedical Waste Treatment Facilities.	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations (Co-processed)		
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		

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

**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 management of waste generated is being undertaken as detailed below:

- Solid waste generated at Units and colonies are separated as per characteristic of waste viz. dry waste containing burnable fraction of paper; clothes; plastic; wet waste containing canteen / kitchen waste; horticulture waste etc. The dry waste is co-processed at the kilns and wet waste is stabilised by composting.
- Hazardous waste generated viz. lube oil, grease and oily cotton, is managed through authorised recyclers as per provisions of Hazardous Waste Rules, 2016.
- The Company fully re-uses the fly ash and bottom ash generated from its captive power plants.
- Automatic dust cleaning systems like mechanised sweeping machines for removing dust from floors, concrete/ tar topped roads inside the Units to avoid dispersion of dust and good housekeeping practices have been adopted to control fugitive emissions.

**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.
1	Jafrabad Cement Works Village - Babarkot, Taluka - Jafrabad, Dist. - Amreli, Gujarat - 365 540	Limestone Mines and captive Jetty-CRZ Area	Yes

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.
2	Sewagram Cement Works Village- Vayor, Taluka- Abdasa, Dist.- Kutch, Gujarat - 370 511	Limestone Mines and captive Jetty- CRZ Area	Yes
3	Gujarat Cement Works Village- Kovaya, Taluka- Rajula, Dist.- Amreli, Gujarat - 365 541	Limestone Mines and captive Jetty- CRZ Area	Yes
4	Sidhi Cement Works Village: Beghwar, P.O.: Bharatpur, Tehsil: Rampur Naikin, District: Sidhi, Madhya Pradesh - 486 776	Unit is falling in Forest Area and Wild Life Clearance for Cement Plant, CPP and 7 existing mines have been obtained	Yes
5	Baga Cement Works Village: Baga, P.O.: Kandhar, Tehsil: Arki, District: Solan Himachal Pradesh - 171 102	Unit is falling in Forest Area and Forest clearance has been obtained for Plant and Mines	Yes

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

Sr no	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
1	Andhra Pradesh Cement Works L-3 Expansion of Integrated cement plant	EIA Notification 2006	22.07.2022	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
2	Bela Cement Works - Limestone Mine	EIA Notification 2006	01.06.2022	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
3	Dhar Cement Works - Limestone mine	EIA Notification 2006	27.04.2022	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
4	Magdalla Cement Works - Expansion in Cement Production Capacity	EIA Notification 2006	03.01.2023	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
5	Hirmi Cement Works - Paraswani Limestone Mine	EIA Notification 2006	01.02.2023	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
6	Kotputli Cement Works - Increase in production capacity	EIA Notification 2006	16.01.2023	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
7	Rawan Cement Works - Guma II Limestone Mines	EIA Notification 2006	15.03.2023	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
8	Rawan Cement Works L-3 Expansion of Integrated Cement Plant	EIA Notification 2006	06.07.2022	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
9	Maihar Cement Works L-4 Increase in clinker production	EIA Notification 2006	11.10.2022	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>
10	Vikram Cement Works (ML-5)	EIA Notification 2006	23.12.2022	Yes	Yes	<a href="#">Welcome to PARIVESH (environmentclearance.nic.in)</a>

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 Company complies with all applicable environmental laws/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act etc.

S. No.	Specify the law / regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Nil				

### 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:

Parameter	FY 2022-2023	FY 2021-2022
<b>From renewable sources</b>		
Total electricity consumption (A) (TJ)	1,244.90	766.27
Total fuel consumption (B) (TJ)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C) (TJ)</b>	<b>1,244.90</b>	<b>766.27</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (TJ)	6,259.02	3,861.35
Total fuel consumption (E) (TJ)	2,81,080.00	2,66,383.00
Energy consumption through other sources (F) (TJ)	-	-
<b>Total energy consumed from non-renewable sources(D+E+F) (TJ)</b>	<b>2,87,339.02</b>	<b>2,70,244.35</b>

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

The increase in the total energy consumption is mainly due to higher production and new capacity commissioning, however, energy intensity is lower than last year [Ref. Principle 6(1)].

2. Provide the following details related to water discharged:

The Company has a policy of zero liquid discharge across all its Units.

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-

Parameter	FY 2022-23	FY 2021-22
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

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 kiloliters):

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

(i) Name of the area: Shambhupura (Rajasthan), Tadipatri (Andhra Pradesh), Kovaya (Gujarat), Nathdwara (Rajasthan), Neem Ka Thana (Rajasthan) and Kharia Khangar (Rajasthan).

(ii) Nature of operations: Cement manufacturing.

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2022-2023	FY 2021-2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	3,02,311	1,79,260
(ii) Ground water	15,38,839	16,28,674
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater)	23,40,581	21,64,504
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>41,81,731</b>	<b>39,72,438</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>39,40,839</b>	<b>41,49,063</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0307L/₹</b>	<b>0.0319L/₹</b>
<b>Water intensity (optional)</b>		
- the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres) Zero Discharge</b>		
(i) Into Surface water		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment - please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency : Not applicable.

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

Parameter	Unit	FY 2022-2023	FY 2021-2022
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	42,04,917.64	45,47,816.00
<b>Total Scope 3 emissions per rupee of turnover</b>	Kg CO <sub>2</sub> /₹	0.0067	0.0089
<b>Total Scope 3 emission intensity</b>	Kg CO <sub>2</sub> /Cementitious material	40.46	48.18

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, assured by EY.

In Scope 3, mainly inbound and outbound material movement, liquid fuel at the site, and office travel are considered during the financial year 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.

Impacts:

- Habitat degradation and loss of vegetation cover.
- Noise and associated ground vibration impact the lower vertebrate, mainly the ground dwelling reptiles and small mammals.
- Change in the normal behavior in the form of restricting the movements, feeding, resting and breeding activities of major faunal groups of the project area.

Prevention and remediation:

- Creating awareness amongst employees and local communities through capacity building sessions, introductory workshops, installing biodiversity information poster in the ecologically sensitive areas etc.
- Habitat management through management of invasive species, conservation of vegetation cover, and off setting habitat loss.
- Prevention of human-animal conflict, identification of potential mortality sites, installation of reflective signboards, training security staff for situations of animal encounter to ensure safety of fauna.
- Controlled blasting and upgradation to new noise-free technology.

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
-	-	-	-

The Company is exploring technologies to reduce its CO<sub>2</sub> emissions and has partnered with three start-ups - CarbonOro, Coomtech, and Fortera for carbon capture and storage projects. It has also signed an Memorandum of Understanding (MoU) with Coolbrook to explore electrification of cement kiln heating process for reducing CO<sub>2</sub> emissions.

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

The Company has a business continuity and robust disaster management plan thoroughly implemented at each Unit. Disaster management plan, health and safety protocols and adequate communication protocols during extreme weather events ensure safety at sites and minimise the impact on workforce. Annual weather forecasts are considered to mitigate risk of delays in sourcing of fuels due to natural calamities. Insurance coverage is in place to protect against damages to business assets or loss of materials in warehouses or transit due to extreme weather events.

The Company's Units are spread across the country. If a manufacturing Unit faces business disruption or shutdown due to extreme weather events, alternative Units in other locations can serve the respective customer. Widespread logistics network with warehouses across different parts of the country enable flexibility in the Company's operations and ensure business continuity.

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

The Company has identified potential risks that may cause adverse impact on the environment resulting from water discharge and greenhouse gas emissions. Some of the measures implemented for mitigating the same are:

- Adopted zero liquid discharge at all Units
- Real-time monitoring of emission stacks through Continuous Emission Monitoring System (CEMS)
- Regular assessment of performance efficiency of Air Pollution Control Devices (APCDs)
- All emissions comply with guidelines of Ministry of Environment, Forest and Climate Change (MoEFCC)

**9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts: 10%.**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry	National
2	Confederation of Indian Industry	National
3	Global Cement and Concrete Association	Global
4	Global Cement and Concrete Association, India	National
5	Federation of Indian Mineral Industries	National

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

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

**Leadership Indicators:**

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

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes / No)	Frequency of review by Board (Annually / Half yearly / Quarterly / Others) Please specify	Web Link, if available
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There is no public policy advocated by the Company.

**PRINCIPLE 8 - Businesses should promote inclusive growth and equitable development****Essential Indicators:**

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

Name and brief details of project	SIA Notification no.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
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Social Impact Assessment (SIA) is the part of EIA study conducted for obtaining Environmental Clearance for greenfield and brownfield projects. The Company has undertaken 7 SIAs for brownfield projects and 3 SIAs for greenfield projects during financial year 2022-23. The Company actively contributes to the social and economic development of the communities in which it operates.

## 2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&amp;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	Amount paid to PAFs in the FY (in INR)
1	Kujota, R & R, Kotputli	Rajasthan	Jaipur (rural)	110	100	27 crores

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

As a part of the CSR Policy, the Company proactively meets the community representatives and marginal stakeholders. The Company has a designated office and team at each Unit. Each need is noted, analysed and a feasible solution is implemented.

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

	FY 2022-2023	FY 2021-2022
Directly sourced from MSMEs/ small producers	13.9	13.9
Sourced directly from within the district and neighbouring districts	6.8	6.9

**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	

## 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	Uttar Pradesh	Sonebhadra	2.6 crores



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

No

- (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 shares (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:

Sr. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education	1,62,658	> 80
2.	Health	4,77,880	> 80
3.	Sustainable Livelihood	1,94,305	> 90
4.	Infrastructure Development	5,15,700	> 80
5.	Social Empowerment	3,29,300	> 80

## PRINCIPLE 9 - Businesses should engage with and provide value to their consumers in a responsible manner

### Essential Indicators:

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

- The Company is a Customer Centric organisation designed to enrich customers' experience. The Company has a highly experienced technical team that provides on-site support and demonstration through a mobile testing van. There's an effective complaint handling procedure that facilitates prompt logging, investigation, resolution, and closure.
- Customers can register complaints through dealers, Company team, Company Website, Contact Centre. Upon receipt of the customer complaint, the technical personnel attend and address the complaint within 24 hours. Most of the complaints are closed within 72 hours. It is ensured that all the complaints are closed to the fullest customer satisfaction with a formal complaint closure documentation. In addition to this, all the complaints are registered in Technical Force Automation system from where the complaint status is monitored on monthly basis.
- The Company has a Customer Care Centre which seeks feedback from customers after every transaction (product query, complaint, and services). This Centre is also a means for anyone who wants to connect with the Company. This helps the Company to understand the emotion and pain points of all users which in turn gives insight to deliver what is best for the customer.

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	The Company's products confirm to all applicable statutory parameters.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-2023		Remarks	FY 2021-2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	2	-	These were disposed off as the complaints were found to be invalid.
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	1	-	-
Unfair Trade Practices	24	15	All notices received during the year have been successfully closed. The pending matters are consumer complaints filed before various consumer forums. The matters are being heard by the respective forums as per due process of law and are at different stages of resolution.	11	1	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls		Nil
Forced recalls		

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

Yes. The same is available on the Company's website at [www.ultratechcement.com](http://www.ultratechcement.com)

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

All communications have necessary disclaimer as per Advertising Standard Council of India (ASCI) and Bureau of Indian Standard (BIS) guidelines.

### Leadership Indicators:

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

Weblink for information on products and services:

**Website** : <https://www.ultratechcement.com/>; <https://www.utecbuild.com/>

Regular information on products are shared on:

Facebook : <https://www.facebook.com/UltraTechCementLimited>

YouTube : <https://www.youtube.com/c/UltraTechCementLimited>

Twitter : <https://twitter.com/UltraTechCement>

LinkedIn : <https://www.linkedin.com/company/ultratechcement/>

Instagram : <https://www.instagram.com/ultratech.cement>

Mobile Apps for **Utec - A total Home Building Solutions Provider** available on Android Playstore & iOS.

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

- Promotion of good construction practices and good product usage during meetings.
- Skill building workshops for masons, contractors.
- Product demos on sites.
- Mobile concrete lab testing services for material and concrete testing.
- Conduct regular workshops for individual home builders on product applications, aspects of home construction.
- DIY videos, apps and videos on product applications, good construction practices development available on YouTube, app stores, website etc.

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

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)**

Brand Track Study: The Company carries out a brand health study regularly across urban and rural markets. The study is conducted by globally renowned research agency - Ipsos India Pvt. Ltd., for tracking performance of brands on various metrics across multiple segments (consumers, influencers and channel partners). Two rounds of the brand health study were done in FY23.

The Company also conducts a Customer Loyalty/Net Promoter Score (NPS) study once in 2 years with the institutional customers. The latest round of the NPS study was carried out in FY21 by Dun & Bradstreet Information Services India Pvt. Ltd.

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

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