



PRISM JOHNSON LIMITED

February 23, 2021

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

Dear Sir,

Sub : Submission of Sustainability Report for the Financial year 2019-20
[Regulation 30 of SEBI (LODR) Regulations, 2015]

Pursuant to Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached a copy of Sustainability Report of Prism Johnson Limited ("the Company") for the Financial Year 2019 - 20.

The same is also available on the website of the Company at www.prismjohnson.in.

This is for your information and records

Thanking you,
Yours faithfully,

for **PRISM JOHNSON LIMITED**

ANEETA S. KULKARNI
COMPANY SECRETARY

Encl: a/a



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CIN: L26942TG1992PLC014033

FOSTERING SUSTAINABLE GROWTH WITH RESPONSIBILITY

SUSTAINABILITY REPORT 2020

PRISM JOHNSON LIMITED



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ABOUT THIS REPORT

This is the first sustainability report of Prism Johnson Limited (PJL). The report has been prepared for period 1st April 2019 to 31st March 2020. Through this report, we intend to inform our stakeholders of our efforts towards integration of sustainability across our businesses and our disclosures related to environment, social and economic performance that are central to our business strategy.

DEFINING REPORT CONTENT

This report has been prepared 'in accordance' with Global Reporting Initiative (GRI) Standards 2016: Core Option. We have also mapped our performance with Sustainable Development Goals (SDGs). The economic performance reported is in line with the Company's audited annual results for FY 2019-20 prepared in accordance with the Companies Act, 2013.

SCOPE AND BOUNDARY

The boundary of the report is the same as our annual report and includes our manufacturing units viz., Prism Cement Division's manufacturing facility at Satna (Madhya Pradesh); H&R Johnson (India) Division's tile manufacturing plants at Dewas (Madhya Pradesh), Pen (Maharashtra), Kunigal (Karnataka) and Karaikal (Puducherry); and RMC (India) Division's 106 ready-mixed concrete plants & quarries located in 45 cities across India. Data disclosed in this report has been internally assured by PJL team. All attempts have been made to ensure we present a complete and correct representation of our performance. All assumptions, and methodologies used are included in the relevant sections.

Cement Division



H&R Johnson (India) Division



RMC (India) Division



We welcome your feedback on our report and performance at investorrelations@prismjohnson.in.

NOTE FROM OUR CHAIRMAN

Dear Stakeholders,

I am pleased to share with you Prism Johnson's first Sustainability Report. It details our Company's commitment to corporate responsibility in the environment, social and governance dimensions of our business operations.

The global building materials market growth is largely reliant on rapid urbanization and the growing demand for housing and infrastructural facilities and increasing real estate investment. The Asia-Pacific region, comprising many growing economies, is expected to have the highest market share in construction materials market for the coming decade. In India, the growth in infrastructure-related activities (including public works, residential, industrial and commercial segments) is projected to position India as the world's third largest construction market by 2022. Further, government initiatives like 'Housing for all' and 'Smart City Mission' are priority focus areas for India's commitment to sustainable development, where the construction sector has a key role to play. Today, it is critical for the sector to develop the right business case in upholding the triple bottom line with emphasis on Social (People), Environmental (Planet) and Economical (Profit) parameters, and businesses globally are aligning their sustainability strategies to this approach.

Since its foundation in 1992, Prism Johnson has designed its business models to align with its mission to continuously innovate the quality of

its products and services that generate value for all stakeholders. We believe we need to act collaboratively to address the impact of the industrial footprint on the environment and society. We strongly believe our performance as a responsible business can only be strengthened by **"Fostering sustainable growth with responsibility"** among our stakeholders across our value chain. As Prism Johnson makes a mark on the building and construction materials industry in India, we are proud to enhance our corporate reporting to include more relevant, transparent and comparable information on sustainability strategies of our businesses.

In furtherance of our commitment to be a responsible business, we strongly believe our efforts in transparently disclosing our sustainability performance to our valued stakeholders will motivate and propel our overall business performance year on year. With this new facet to our corporate reporting, I echo the voice of the Board as well as our employees in stating that sustainability will continue to occupy a central place in our pursuit for business excellence.

Regards,
Shobhan M. Thakore



FOREWORD FROM OUR MANAGING DIRECTOR

Dear Stakeholders,

This year, as Prism Johnson shares the first edition of its Sustainability Report with the theme **"Fostering sustainable growth with responsibility"**, we have embarked on an exciting journey - one that reflects our collective intent towards building a resilient and sustainable future. While we have been regularly communicating our financial results, we recognise the need to transparently disclose our social and environmental performance and strategy, which we understand has a strong bearing on enhancing our business responsibility.

While the rate of urbanization in India is expected to strengthen the national mandate on economic development, there is an urgent need for the building and construction sector to align manufacturing practices to sustainable models of business, and to alleviate environmental and social impacts resulting from business operations. As one of India's leading integrated building materials companies, Prism Johnson covering its business product portfolio of cement, ready-mixed concrete (RMC) and tiling and flooring (H&R Johnson) solutions, has always acknowledged the importance of environment, social and governance aspects to facilitate incorporation of sustainable development practices into its business strategies and operations.

During the reporting year, we have explored opportunities to enhance environmental performance across our business divisions. Given our energy-intensive operations, we are motivated to optimize energy usage and reduce our energy footprint, and to such end we are actively driving the adoption of renewable energy to replace our reliance on fossil fuels. For e.g., we have sourced over 2.6% of the total power consumption through renewable sources. Furthermore, the commissioning of solar power plants at our cement and H&R Johnson divisions are underway for a collective capacity of 28 MW. To further support our initiatives promoting energy conservation, we have commenced installation of a 22.45 MW capacity Waste Heat Recovery System (WHRS) at our cement manufacturing facility to gainfully utilise the heat loss during the manufacturing process. To support our energy demand in a sustainable manner, we have increased the usage of alternative fuels as

well as the use of biodiesel for transportation across our businesses. It was also encouraging to note that our business divisions demonstrated resource optimization, for e.g., by the use of over 82% of blended cements using industrial waste (fly ash) at our cement and ready-mixed concrete manufacturing facilities. The H&R Johnson division was able to reduce the consumption of raw material by 5-10% by innovating production of thin tiles.

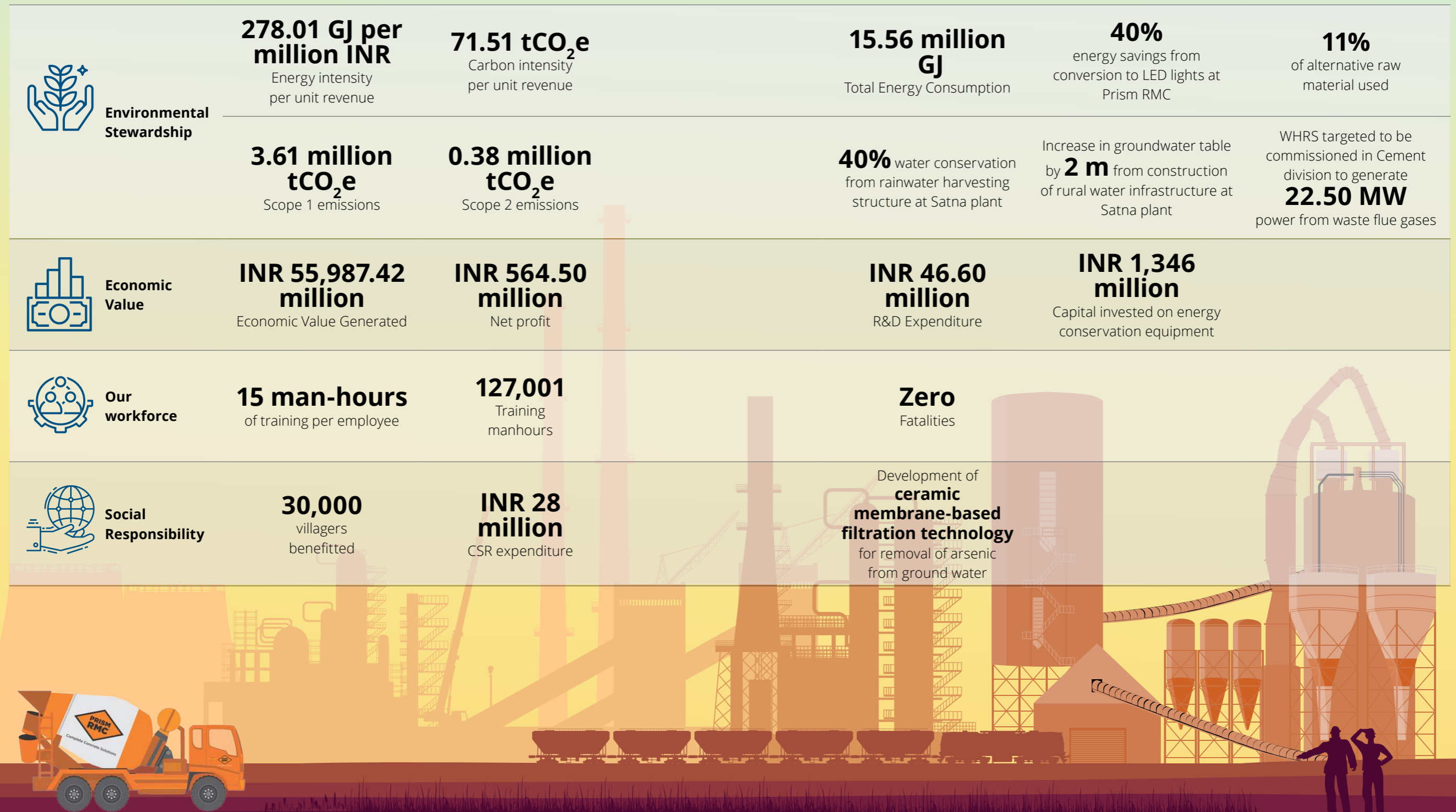
Prism Johnson was also recognized for excellence in corporate governance - covering practices and commitment to compliance by our Board, and transparency in disclosures accompanying our financial performance. Furthermore, Prism Johnson has always maintained its commitment to social responsibility through its support and facilitation of rural infrastructure development (benefiting over 30,000 people till date), educational programs, vocational skill development (providing professional and livelihood training to nearly 650 people) and social welfare activities for local communities around our operational locations. We are proud to share that we have received recognition from the Ministry of Labour and Employment and the National Safety Council of India for our best practices in labour relations and implementation of occupational health and safety measures, alongside several other measures. Our emphasis on research and development on innovative solutions such as anti-microbial and germ-free range of tiles patented by H&R Johnson division highlights our customer-centric resolve, especially in context of hygiene, health and wellbeing of our customers during the ongoing pandemic.

This year's Sustainability Report provides many more examples of how Prism Johnson is defining a business case in sustainability, through its efforts on improving its commitment to environmental quality, societal development and overall non-financial performance. I urge you to support us on our sustainability journey and welcome your feedback to strengthen our resolve in our corporate responsibility.

Regards,
Vijay Aggarwal



PJL AT A GLANCE: PERFORMANCE HIGHLIGHTS OF FY 2019-20



PRISM JOHNSON ON THE PATH OF SUSTAINABLE GROWTH

OUR MISSION AND VALUES

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Cement division, Satna plant landscape



OUR MISSION

At Prism Johnson, we are committed to continuously improve the quality of our products and services in order to increase value for all stakeholders.



OUR VISION

IMPROVING LIFESTYLES OF OUR CUSTOMERS BY PROVIDING INNOVATIVE PRODUCTS & SERVICES.



ORGANIZATIONAL PROFILE




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Prism Johnson Limited is one of India's leading integrated building materials companies, with a wide range of products namely cement, ready-mixed concrete, tiles and bathroom products, engineered marble and quartz. The

Company has three Divisions, viz., Prism Cement, H&R Johnson (India), and Prism RMC (India). Prism Johnson Limited is an IMS Certified Company (ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, SA 8000:2014 & ISO 50001:2018).

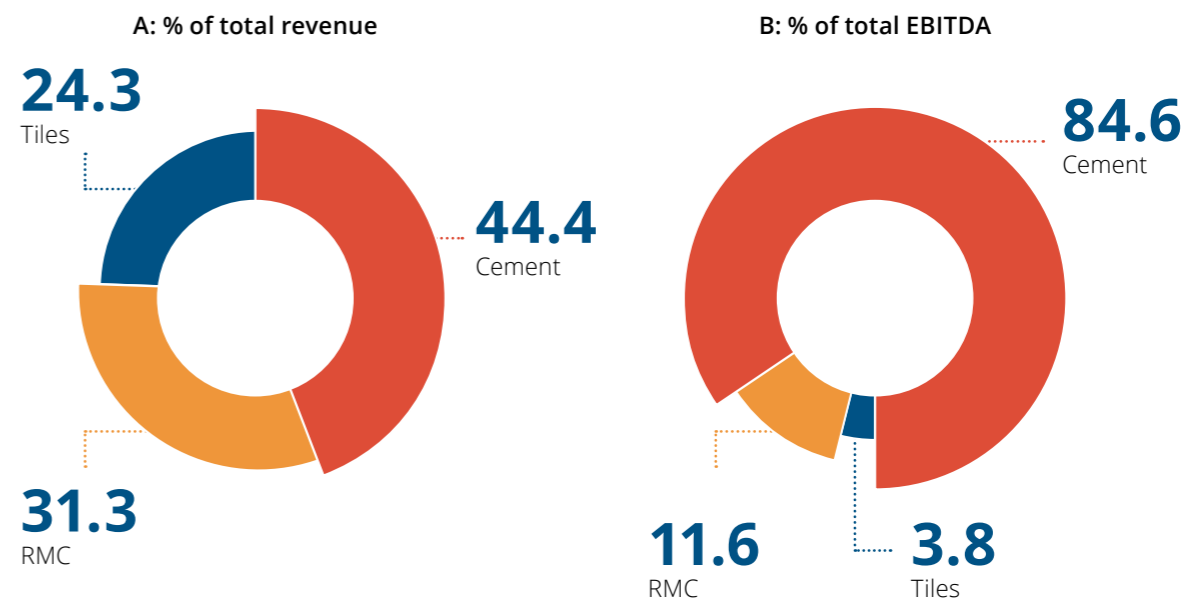
Organisation Profile as on 31 March 2020

PRISM JOHNSON LIMITED

		
2 Cement manufacturing units at Satna, MP	4 Tile manufacturing facilities	106 RMC manufacturing facilities and quarries across 45 cities
2,900+ Cement Dealers	1,000+ HRJ Dealers	7 Plants of aggregates & manufactured sand

For the year ended March 31, 2020, the company's consolidated revenue was ₹ 55,987.42 million and consolidated EBITDA was ₹ 5,390 million.

Business performance (A, % of total revenue; B, % of total EBITDA) of cement, RMC and tile divisions of Prism Johnson Limited for the period FY 2019-20.



PRISM CEMENT DIVISION

Prism Cement commenced production at its unit in Satna, MP in August 1997. The Company further scaled up its capacity with another unit at the same location in December 2010. Prism Cement has high quality standards due to efficient plant operations with modern state of the art automated controls. It caters mainly to markets of Eastern Uttar Pradesh, Madhya Pradesh, and Bihar, with an average lead distance of 350-400 km for cement from its plant at Satna, Madhya Pradesh. It has a wide marketing network with over 2,900

dealers and over 4,500 retailers, serviced from 91 stock points.

The division has well established quality control testing lab accredited from National Accreditation Board for Calibration & Testing Laboratories, for chemical and mechanical cement testing. The labs are equipped with ultra-modern equipment such as Computerized Mine Block development that use three-dimensional imaging for optimum blending of raw material to ensure quality of the products.



Cement manufacturing facility (units 1 and 2) located at Satna, M.P.

The significance of sustainable practices have immensely helped our cement manufacturing processes. As a resource-intensive process, we have prioritised necessary initiatives such as commissioning of Waste Heat Recovery System (WHRS) and expect to reduce demand side generation and reduction in carbon footprint from the cement manufacturing process. We have also increased our generation capacity for renewable energy from installation of solar power setup at the plant. Through water harvesting structures, we have increased the ground water table in and around the cement plant. Over the past 5 years, we have also carried out plantation drives within the premise of the plant and mines areas, as well as in villages around the plant



VIVEK AGNIHOTRI
Executive Director &
Chief Executive Officer
(Cement Division)

We strongly believe that to operate and excel in the competitive building and infrastructure sector we will need to continually adapt by innovating with technical product specifications and functional characteristics that cater to the requirements of our valued customers, and enhance productivity for the sector.

PRODUCTS

Prism Cement provides a wide range of products that cater to the various aspects of construction from foundation to finish. The Company produces Portland Pozzolana Cement (PPC) under three separate brand names - 'Champion,' 'Champion

Plus' and 'DURATECH' and Ordinary Portland Cement (OPC). These products are especially designed to meet customer requirements for various types of construction need in each of its markets.



Champion cement with its refined pore structure and less permeability provides durability, compactness and resistance to chemical attacks that is suitable for a wide range of applications such as housing, roads, wells, dams, masonry and plastering works



Champion Plus cement helps in making the concrete stronger, denser and leak proof, resulting in strengthening of the structure, and caters to major customer segments including individual home builders and contractors



Duratech cement is an all-purpose cement with its application ranging from building a terrace, beam, columns, foundation, roof slab, plastering and in all kinds of RCC and precast jobs

H&R JOHNSON (INDIA) DIVISION

Established in 1958, H&R Johnson (India) is the pioneer of ceramic tiles in India. For over five decades, H&R Johnson has added various product categories to offer complete solutions to its customers. Today, H&R Johnson enjoys the reputation of being the only entity in India to offer end-to-end solutions of tiles, sanitaryware, bath fittings, and engineered marble and quartz. The overall manufacturing footprint of H&R Johnson, along with its joint ventures and subsidiaries, includes 11 manufacturing facilities spanning across the country, with one of the largest manufacturing capacities in India.



H&R Johnson's plant located at Pen, Maharashtra.

Improving Lifestyle of customers by providing innovative products & services", is the mission and motto we live by. During these trying times of the pandemic, the relevance of our germ-free tiles is an indicator of our true spirit of innovation along with service. Our germ-free tiles, based on patented silver nano technology, kills more than 99.7% of the deposited germs within 24 hrs thereby making human life safe 24x7.

We are staunch believers of inclusive growth in our society. What better example than our Tactiles range, which aids and assists visually impaired people by guiding them through the walkways. Another innovation – Cool Roof Tiles, helps by reducing air conditioning and energy consumption and in a holistic sense mitigates environmental damage.











SARAT CHANDAK
Executive Director &
Chief Executive Officer
(H&R Johnson (India)
Division)



PRODUCTS

Over the past five decades, H&R Johnson has added various product categories to offer complete solutions to its customers. Our high-quality product line sold under four brands,

Johnson, Johnson Marbonite, Johnson Porselano and Johnson Endura covers differentiated offerings as shown below.

		<p>Johnson tiles are ceramic tiles, made with the focus on wall and floor tiles with a wide range of designs, looks and sizes. This collection includes special category tiles such as Spanish Care, Germ-free tiles etc.</p>
		<p>This product line of vitrified tiles includes polished and robust tiles that are most popular for residential as well as commercial flooring and provide a wide range of properties such as stain free, scratch free, joint free, anti-skid and hi traffic.</p>
		<p>Porselano is amongst India's most versatile tile and slab range truly created to match the new lifestyles, which encompass health, hygiene, safety and concern for the environment along with aesthetics suiting to most popular interior styles. Germ-Free® and Stain-Free® properties in large-size slabs ensure healthy and clean surfaces.</p>
		<p>These heavy-duty and special application tiles cater to the highly stressed usage environment of spaces such as – shop floors, parking, pathways, landscaping etc. Special application tiles include - High traffic tiles, stair-case solution, swimming pool tiles, external wall cladding and authentic 'Tactiles' for public spaces that help visually impaired people.</p>

RMC (INDIA) DIVISION

RMC (India) Division is one of India's leading ready-mixed concrete manufacturers, set-up in 1996. RMC (India) division currently operates 106 ready-mixed concrete plants in 45 cities/towns across the country. Further, the division has been able to secure new positions in its existing markets, which will help it to grow going forward. RMC (India) division has also ventured into the aggregates

business and operates large quarries and crushers. At present, Prism RMC has 7 quarries across the country. RMC (India) division has been at the forefront in setting high standards for plant and machinery, production and quality systems and product services in the ready-mixed concrete industry.



A ready-mixed concrete manufacturing facility

MESSAGE FROM OUR EXECUTIVE DIRECTOR & CEO (RMC DIVISION)

In India, concrete has traditionally been produced on site with uncontrolled quality process and primitive equipment with use of a large labour force. Ready-mixed concrete is an advanced technology, involving a high degree of quality control mechanization and automation. At Prism RMC, a typical RMC plant provides an innovative edge with respect to manufacturing processes and enables resource optimization without compromising on our commitment on quality products & services to our consumers. The quality of the resulting concrete is much superior to site-mixed concrete. We will continue to drive product excellence through our reliance on sustainable manufacturing practices & innovative products.



ATUL DESAI
Executive Director &
Chief Executive Officer
(Prism RMC Division)

PRODUCTS

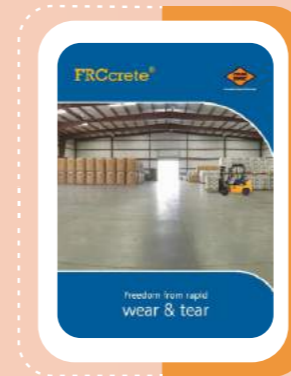
The RMC division relies on its adaptive product line, adding value to the building and construction industry and their project sites activities. Key products are shown below.



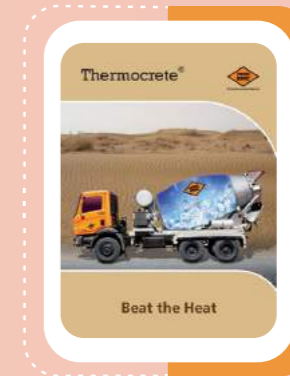
Aquaresiscrete is water tight concrete containing specially formulated admixture that causes a catalytic reaction in the presence of moisture and the byproducts of cement hydration, to generate a non soluble crystalline formation throughout the pores and capillary tracts of the concrete.



Envirocrete is a truly high performance and high quality sustainable concrete designed to offer current and future environmental objectives, which have high durability and low environmental impact.



FRCcrete is fibre reinforced concrete that provides structural integrity. It is used in terrace slabs, warehouses, container yards, railway platforms, airports etc.



Thermocrete controls the temperature differential between the core and surface of the concrete, thereby mitigating thermal tensile cracks.



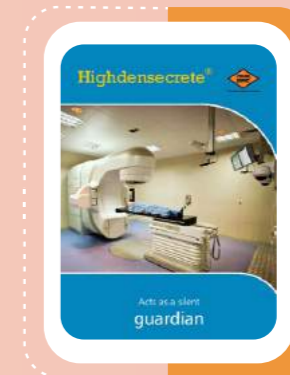
Dycrete comprises an eye-catching array of concrete that are suitable for a wide variety of architectural and decorative applications.



Foundationcrete provides superior concrete performance in aggressive environments.



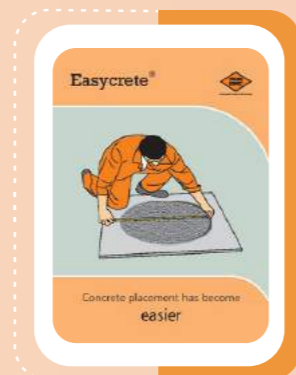
Repaircrete is a ready to use wet Micro Concrete (M40 & M60) for structural strengthening & retrofitting. It eases concreting in areas with limited accessibility.



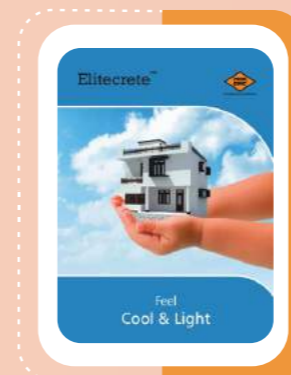
Highdensecrete is a heavyweight concrete with a density greater than 2600kg/m³, and provides excellent radiation shielding in nuclear power plants and radiation therapy units inside hospitals, as well as sound and vibration attenuation in construction.



Perviouscrete is 'Rainwater harvesting' concrete is a modified concrete that permits water and storm water runoff to percolate through it rather than flood surrounding areas or storm water drains.



Easycrrete is a special concrete characterized by high resistance to segregation; can be cast with no compaction and can easily spread and fill every nook and corner of the formwork by its unique free flow ability.



Elitecrete is light-weight concrete with densities varying from 800 to 1800 kg/m³.



Xpresscrete is an early high strength concrete which speeds up construction by allowing subsequent activities post concreting, to be taken up early.

GEOGRAPHICAL PRESENCE OF PRISM JOHNSON

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Note: Map not to scale. Locations and the boundary is shown are indicative and should not be used for any geographical references.









MEMBERSHIP OF ASSOCIATIONS

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Owing to the nature of our businesses, Prism Johnson has held active membership of key industry associations and sectoral platforms. As member of key associations, it provides exclusive insights and opportunities to stay abreast of the latest industry news and development.

Our involvement on these platforms also plays a critical role in adoption of sectoral and peer best practices, and strengthening alignment of our business performance to relevant technical standards.

OUR ASSOCIATIONS

 Confederation of Indian Industry Bombay Chamber of Commerce & Industry	 Confederation of Indian Industry	 Cement Manufacturers Association	 Indian Council of Ceramic Tiles and Sanitaryware
 Indian Ceramic Society	 All India Pottery Manufacturers Association	 Ready Mixed Concrete Manufacturers Association	 Indian Green Building Council

OUR CERTIFICATIONS AND ACCREDITATIONS

- Integrated Management System (IMS):** Prism Cement has been certified with IMS (Integrated Management System) which comprises ISO 9001:2015 (Quality management systems), ISO 14001:2015 (Environmental Management System), ISO 45001:2018 (Occupational Health & Safety Management System), SA 8000:2014 (Social Accountability) & ISO 50001:2018 (Energy Management System). All tile manufacturing plants under H&R Johnson have also been certified with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. Sixteen plants of Prism RMC are certified with ISO 9001: 2015. Kunigal plant of H&R Johnson is certified with ISO 50001:2018 (Energy Management System), which is unique in Ceramic Tile Industry.
- SA 8000:2014 (Social Accountability):** Prism Johnson's cement manufacturing plants are certified for social accountability.
- ISI certification:** Products from H&R Johnson's Karaikal plant are certified as per IS: 15622 (Pressed ceramic tiles). Our Dewas plant of H & R Johnson is certified with ISI 4457:2007, one of its kind in India, for ceramic unglazed vitreous acid resisting tiles.
- ISO 27001:2013 (Information Security Management System):** IT and Data Centre of Cement Division was certified with ISO 27001:2013 (Information Security Management System) to ensure confidentiality, stability of business data and effectiveness of IT processes.
- ISO 22000:2005 (Food Safety Management System):** Industrial canteen, dormitory, den and transit house are certified with ISO 22000:2005 (Food Safety Management System). This international standard supports system-based monitoring of food & beverage materials, improve hygiene condition and



Prism RMC was the first ready-mixed concrete company to be certified with Quality Management System (ISO 9001:2015) by the Bureau of Indian Standards (BIS).

housekeeping, preparation of hygienic food supported by quality services and finally improve the satisfaction level of guest and employees.

- NABL Accreditation:** The quality control laboratories located at Bengaluru, Gurugram, Chennai and Mumbai have been certified by National Accreditation Board for Testing and Calibration Laboratories (NABL) by Department of Science & Technology, Government of India, which makes the laboratory highly competent and reliable for various testing for maintaining the quality of the product.
- BIS Certifications:** Prism Johnson's RMC division is the first ready-mixed concrete company to be certified with Quality Management System (ISO 9001:2015) by the Bureau of Indian Standards. 16 of our Prism RMC plants are BIS certified spanning across all four corners of India covering cities like Bangalore, Hyderabad, Chennai, Vijayawada, Uttar Pradesh, Mumbai, Bhubaneswar, Kolkata, Faridabad, Bhopal and Pune.

RECOGNITION OF OUR EFFORTS IN FY 2019-20

AWARDS AND ACCOLADES

Prism RMC recognized as the Trusted brand of the year, Interior & Exterior Awards 2020 by Realty+

Golden Peacock Award 2019, Special commendation for environment management.

H&R Johnson (India) recognized as the Trusted Brand 2019, Reader's Digest

19th Annual Greentech Environment Award 2019 for outstanding work on sustainable development

Johnson Endura selected as Super brand in 2019

Golden Peacock Award 2019, Excellence in Corporate Governance.

H&R Johnson (India) has been recognized as one of "The Economic Times Best Brand - 2019 Award"

Certificate of appreciation by The Mines Safety Association (Karnataka Zone III)

Johnson Marbonite - Salt & Pepper Series and Johnson Endura Cool Roof - SRI Tiles qualifies as Green Product by Green Pro

OUR APPROACH TO SUSTAINABILITY

At Prism Johnson Limited, we embrace sustainability as a business approach to create a sustained value by taking into consideration how economic, social, and environmental dimensions impact our business. This approach helps us to enhance our processes, pursue sustainable growth and add value to our Company and stakeholders, going beyond profit maximization. Ever since our inception, we have been exploring avenues for social development and promoting sustainability among our local communities, as in our business activities. We are therefore excited, with our maiden sustainability report, to further strengthen our commitment to respond to the call of United Nations' Sustainable Development Goals and contribute to realization of the SDGs in the "Decade of Action" by 2030.

As a leading building materials manufacturer and the overall footprint of our businesses, sustainable manufacturing processes and practices will create opportunities to enhance resource efficiency, minimize negative environmental impacts and strengthen our engagement with local communities. In planning and execution of our responsible business strategy, we strongly believe our engagement with our valued internal and external stakeholders will highlight our priorities and material aspects for a sustainable business strategy.

As part of the cement sector, we are cognisant to the fact that the sector is the third-largest industrial energy consumer in the world, and the second largest industrial CO₂ emitter – contributing to over 7% of global CO₂ emissions (International Energy Agency, 2018). Given our products are related to

the wider building and infrastructure sector, our businesses can have significant potential impacts on the wider socio-economic dimensions. To such end, we are actively aligning our businesses, operations and activities to responsible business performance.



Prism Johnson Limited's cement manufacturing facility, Satna (M.P.)



OUR STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

STAKEHOLDER ENGAGEMENT

At Prism Johnson, we have always maintained our stakeholders as central to our business model and strategy. Our potential for growth is based on building strong relationships with our stakeholders, and strongly believe that our active

engagement with our stakeholders would help us align our corporate action with societal needs and strengthen our commitment to enhance overall environmental quality.

Internal and external stakeholders of Prism Johnson Limited



Based on interactions and feedback from our customers and external stakeholders, we have successfully been innovating with our product portfolio across our business divisions – to promote sustainable development not limited

to our immediate value chain but also extending to local communities that may not be directly impacted by the Company's business. Examples of how Prism Johnson engages with its stakeholders is presented below.

Overview of stakeholder engagement by Prism Johnson Limited

Stakeholder groups	Objective	Engagement mechanism
Customers	Develop sustained relationships with our esteemed customers and understanding their needs, concerns and expectations	Post marketing audits, bi-yearly/ annual customer satisfaction surveys, advertisements and brochures, regular interactions by our teams
Employees	Communication of Prism Johnson's mission, vision and growth strategy Set workplace needs and expectations Support career growth and personal development	Feedback on performance through annual evaluation process, rewards and recognitions, employee trainings, notifications and circulars
Suppliers and Dealers	Build sustainable supply chain and understand their concerns and expectations	Contract discussion meets, Supplier and contractor meets, Dealer and retailer events
Shareholders and investors	Create high stakeholder value Communicate performance and growth strategy	Investor presentations, Annual financial results meetings, publication of annual report and Annual General Meeting (AGM)
Government and local regulatory authorities	Understand current and upcoming compliance and applicable regulations	Need basis engagement, notifications and circulars, submission of compliance reports
Local communities and NGOs	Create positive impact across project locations	Engagement with community via CSR initiatives across all project sites, local stakeholder discussion meetings by Prism Johnson's team
Media	Communicate our vision and performance	Press conferences, product launches, press releases, interaction on new channels, social media platforms
Industry associations	Understand and learning with peers and policy advocacy	Exhibitions and knowledge sharing platforms like webinars, conferences, etc.
Management/Board	Communication of performance of company and strategic planning	Annual General Meetings, Investor relations meetings

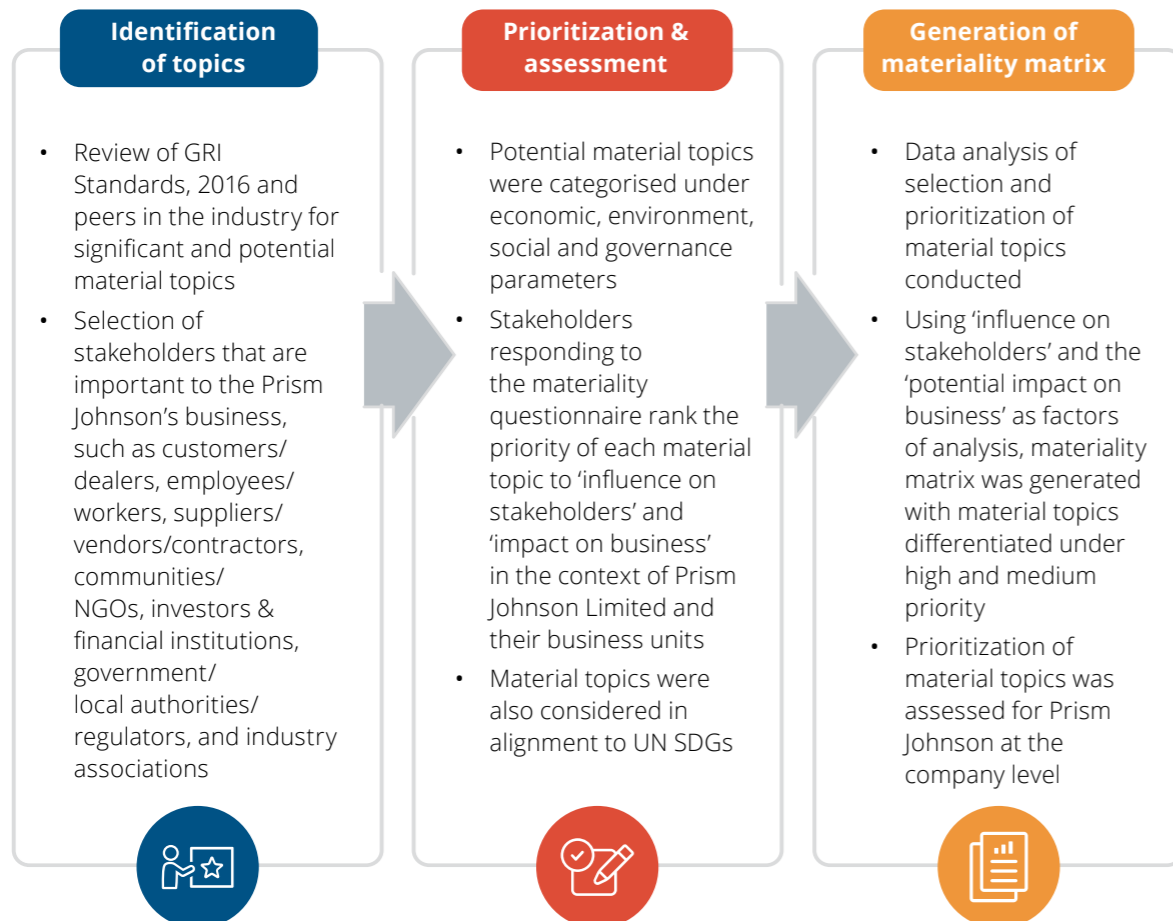
MATERIALITY ASSESSMENT

Prism Johnson understands that the foundation of business decisions is laid on what our stakeholders expect from it. Over the years, it has become increasingly evident that the stakeholders are placing an emphasis on the environmental, social and governance parameters (non-financial) alongside the financial performance of the company. We have used materiality assessment as a systematic approach to identify and prioritize material issues, risks or opportunities that are of prime concern to stakeholders and could impact the ability to execute our future-looking business strategy and developing a long-term plan on sustainability and for sustainability reporting.

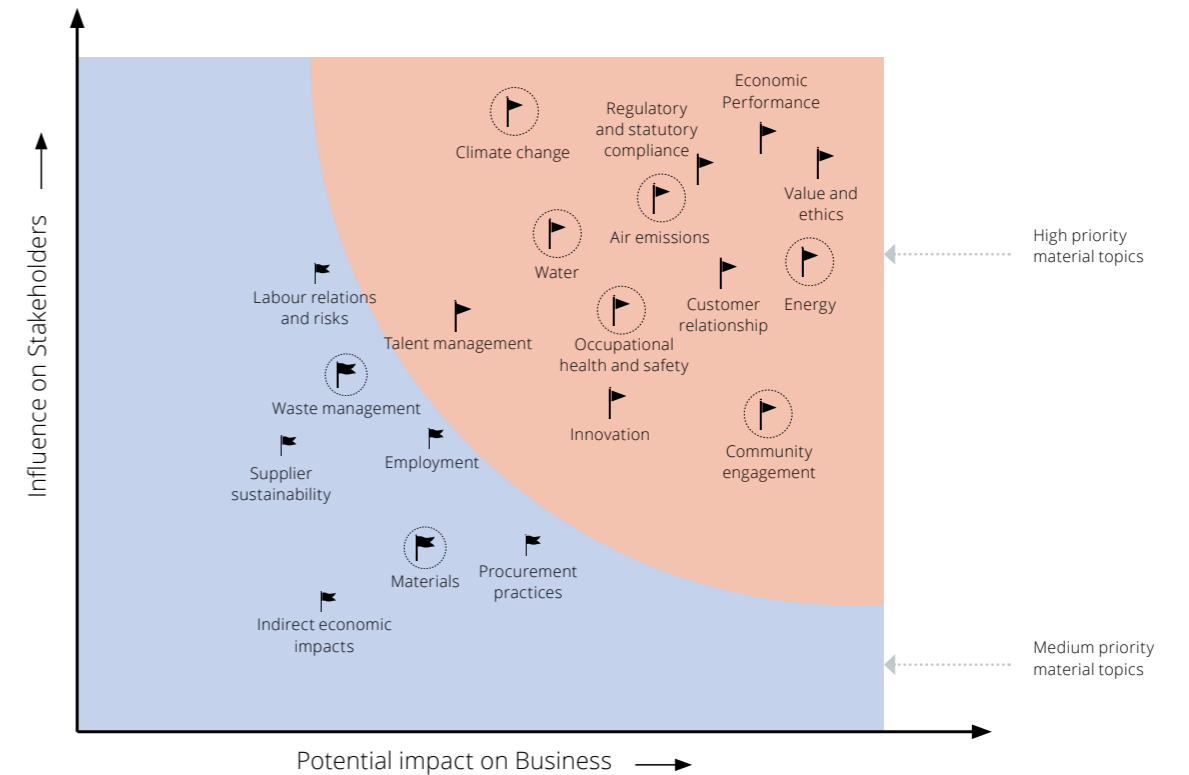
As the first step in its sustainability reporting

journey, Prism Johnson Limited conducted a materiality assessment to identify primary areas of focus for the company. The assessment covered topics that had potential impact on business as well as influence on stakeholders. For this report, we organized the feedback of internal stakeholders including representatives from the 3 divisions (Cement, H&R Johnson, and RMC) of the company, in addition to the senior management and corporate representatives. For subsequent reports, we hope to widen the consultation horizon to include external stakeholders, as we progress in our sustainability reporting journey.

The methodology for the prioritization of material topics is represented below:



Materiality mapping at Prism Johnson Limited



*Note - Dotted circles indicate material topics as per the Global Cement and Concrete Association's five pillars of sustainability charter for reporting (health and safety; climate change and energy; social responsibility; environment and nature; circular economy)

DIVISION-SPECIFIC MAPPING OF MATERIAL TOPICS

Legend for the below table:
■ High priority ■ Medium priority

	Material topic	Overall	Cement	H&R Johnson	RMC
Economic	Economic Performance				
	Indirect economic impacts				
	Procurement practices				
	Innovation				
Environment	Materials				
	Energy				
	Climate change				
	Air emissions				
	Water				
	Waste management				
	Supplier Sustainability				
Social	Employment				
	Labour relations & rights				
	Occupational Health & Safety				
	Talent Management				
	Comunity Engagement				
	Customer Relationship				
Governance	Value & Ethics				
	Regulatory and Statutory compliance				

STRENGTHENING INTEGRITY AND COMPLIANCE



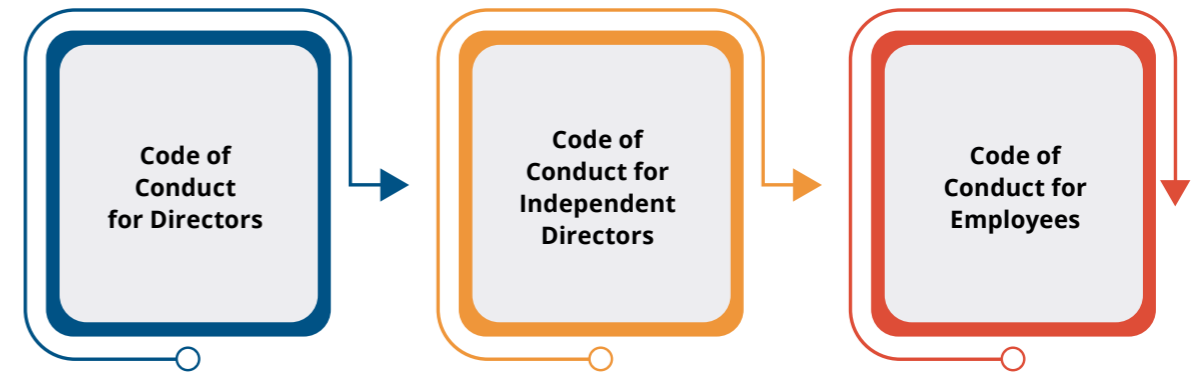
Our most valuable assets as a company are business integrity and reputation, which are vital to realize our corporate purpose. We are committed to ethical and lawful business conduct with no compromise on honesty and integrity at any given time. Further, it helps us to stay determined and responsible to strengthen our ethical conduct as we vigorously pursue our financial objectives with business sustainability. We have always striven towards value creation for stakeholders in addition to profit maximization.

We are focused on fostering sustainable growth by being mindful to the needs and wants of our stakeholders, mainly our customers, employees, and local communities. We have adopted various policies and code of conduct to drive our business operations with integrity and honesty. We aspire to provide exemplary leadership to industry by integrating environmental, social, and governance aspects in our business strategy.

OUR POLICIES AND CODE OF CONDUCT

The purpose of our code of conduct and policies is to act as a guiding tool in our everyday business conduct and decision making. At Prism Johnson, we have devised a comprehensive Code of Conduct for the following levels:

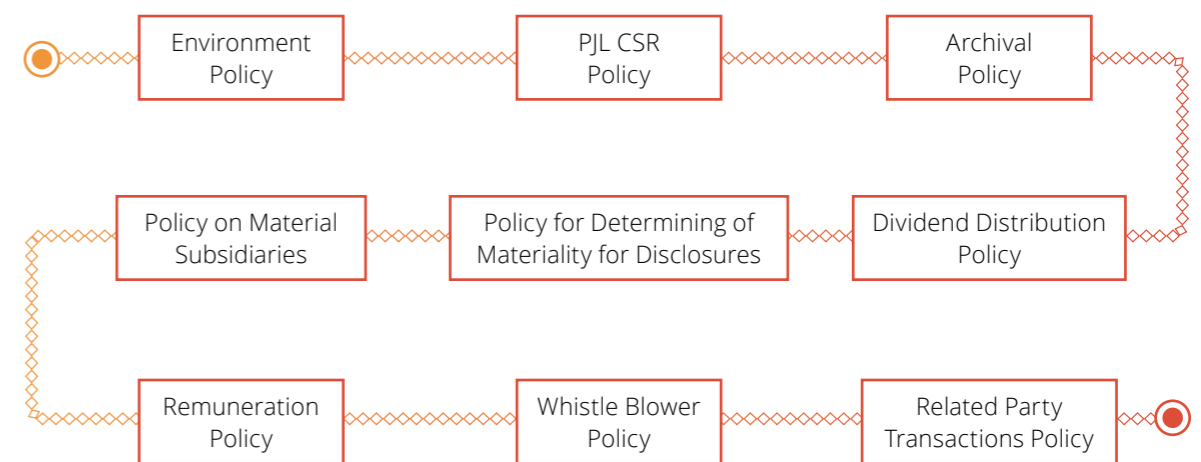
Overview of code of conduct for management and employees of Prism Johnson



Our company website hosts a copy of all the three code of conducts that are updated regularly. This guidance tool provides our workforce the right path towards healthy and ethical conduct, thereby, fostering sustainable growth with responsibility and sincerity. These cover themes of compliance, labor practices and standards, environmental health and safety, board structure and functions, reporting and contact persons, disciplinary actions, etc., in a comprehensive manner.

For further details, please visit <http://www.prismjohnson.in/investors/disclosures-under-SEBI-LODR-regulations/policies>.

Coverage of corporate policies at Prism Johnson



OUR GOVERNANCE STRUCTURE

Our passion for excellence extends from our proactive corporate governance practices. A good corporate governance aims to allocate corporate resources to maximize value for all its stakeholders including financial institutions, creditors and lenders, shareholders, employees, suppliers and contractors, regulatory bodies, local communities, and customers. At Prism Johnson, we believe in working in good faith with all our stakeholders, which helps in establishing long-term reliability and accomplishing our business goals. Our corporate governance is guided by our core value system ensuring integrity, honesty, and transparency. It is a system of varied rules, practices and processes, which is adopted and implemented by Prism Johnson, providing a strong foundation for our day-to-day operations.

We firmly believe that strong governance is integral to creating value on a sustainable basis, by maintaining a simple and transparent corporate structure. Good governance is a continual exercise and we strongly emphasize our commitment to pursue the same in all aspects of our operations, and in the overall interest of our stakeholders. It has further enabled us to have better access to external finances, lower interest rate, improved performance and compliance of laws and regulations. Corporate governance encompasses every aspect of our operations and management, including internal controls, risk management and stakeholder services.

For successful implementation and working of corporate governance, our strength is derived from our Board of Directors (BODs) or 'the Board'. The Board has a good combination of Executive and Non-Executive Directors including Independent Directors. It consists of Directors with appropriate balance of skills, experience, independence, and knowledge of the Company, which enable it to discharge its responsibilities and provide effective leadership to business activities. The Non-Executive Directors and Independent Directors on the Board are experienced, competent, and renowned persons from fields of manufacturing, finance, economics, law, etc. As on March 31, 2020, total strength of the Board is eight Directors comprising four Executive Directors and four Non-Executive Directors, of which three are independent and one women member. The Chairman of the Board is a Non-Executive Independent Director. The Board has constituted various committees, which aids in the smooth functioning of all its activities and operations.

During FY 2019-20, familiarization programmes regarding business overview, trend and sustainability were conducted for all our Independent Directors. Directors are encouraged to visit various plants and establishments of the Company where senior Plant Heads apprise them of the operational and sustainability aspects of the Units. Details on our Board of Directors and functioning of Board Committees is available in our Annual Report FY 2019-20 at our website <http://www.prismjohnson.in/>.

S. No.	Name of the Committee	Committee composition	Name of the Directors
1	Audit Committee	3 Non-Executive Independent Directors	<p>Chairperson</p> <ul style="list-style-type: none"> Ms. Ameeta Parpia <p>Members</p> <ul style="list-style-type: none"> Mr. Shobhan M. Thakore Dr. Raveendra Chittoor
2	Nomination and Remuneration Committee	2 Non-Executive Independent Directors; 1 Non-Executive; Non-Independent Director	<p>Chairperson</p> <ul style="list-style-type: none"> Ms. Ameeta Parpia <p>Members</p> <ul style="list-style-type: none"> Mr. Rajan Raheja (Non-Executive; Non-Independent) Dr. Raveendra Chittoor
3	Stakeholder Relationship Committee	2 Non-Executive Independent Directors, 1 Executive; Non-Independent Director	<p>Chairperson</p> <ul style="list-style-type: none"> Ms. Ameeta Parpia <p>Members</p> <ul style="list-style-type: none"> Mr. Vijay Aggarwal (Executive; Non-Independent Director) Dr. Raveendra Chittoor
4	Corporate Social Responsibility Committee	4 Executive; Non-Independent Directors, 1 Non-Executive Independent Director	<p>Chairperson</p> <ul style="list-style-type: none"> Mr. Vijay Aggarwal <p>Members</p> <ul style="list-style-type: none"> Mr. Vivek K. Agnihotri Mr. Atul R. Desai Mr. Sarat Chandak Ms. Ameeta Parpia
5	Risk Management Committee	4 Executive; Non-Independent Directors, 1 Non-Executive; Independent Director, 2 Members	<p>Chairperson</p> <ul style="list-style-type: none"> Mr. Vijay Aggarwal <p>Members</p> <ul style="list-style-type: none"> Ms. Ameeta Parpia Mr. Vivek K. Agnihotri Mr. Atul R. Desai Mr. Sarat Chandak Mr. Manish Bhatia Ms. Aneeta S.Kulkarni
6	Securities Allotment and Transfer Committee	4 Executive; Non-Independent Directors	<p>Chairperson</p> <ul style="list-style-type: none"> Mr. Vijay Aggarwal <p>Members</p> <ul style="list-style-type: none"> Mr. Vivek K. Agnihotri Mr. Atul R. Desai Mr. Sarat Chandak

RISK MANAGEMENT

Prism Johnson oversees the identification, mitigation, and overall management of business risks across its divisions through implementation of internal controls related to activities and processes relevant to the Company's policies. Further, to ensure effectiveness, periodic review of design and execution of the controls are carried out.

As mentioned earlier, the Company has pursued certification of management systems across its business facilities – to facilitate onsite implementation of various safety and quality control measures by in-house teams at all its premises, respectively. Briefly, the process of risk mitigation includes periodic audits by external auditors, and the findings are then provided to the senior management for their appropriate

corrective action, in case of any deficiency. A risk-based program of internal audits provides assurance to the Audit Committee regarding the adequacy and effectiveness of internal controls. The Company has laid down properly documented policies, guidelines, and procedures for this purpose.

Currently, we have identified potential risks to our business risks into economic, political, credit, cost, and human resource risk categories. However, we are aware that environment, social and governance (ESG) parameters form an integral part of enterprise risk categories, and we are exploring measures to widen the coverage for sustainability and integrate into our business strategy.

Management process of major business risks at Prism Johnson



Consistent with Prism Johnson's business conduct, our business activities are compliant to applicable and mandatory requirements. The coverage of regulatory compliance highlights our reliance on ESG to guide our business operations.



ECONOMIC VALUE: CREATION AND DISTRIBUTION

What is material to us?

- Economic performance
- Procurement practices

Our efforts aligns with



Topic Boundary



PRISM CEMENT



H&R JOHNSON



PRISM RMC

Stakeholder mapping:

- Customers
- Employees
- Suppliers and Dealers

To achieve the corporate purpose of Prism Johnson Limited, it is vital for us to be financially healthy and responsible for business sustainability, thereby making a meaningful impact on society and communities. Since our foundation, we have thrived to build great value for our esteemed customers and stakeholders by focusing on innovation and R&D in our product portfolio. We uphold the brand value and trust in every product we manufacture across the Company.

Our business sustenance depends upon economic

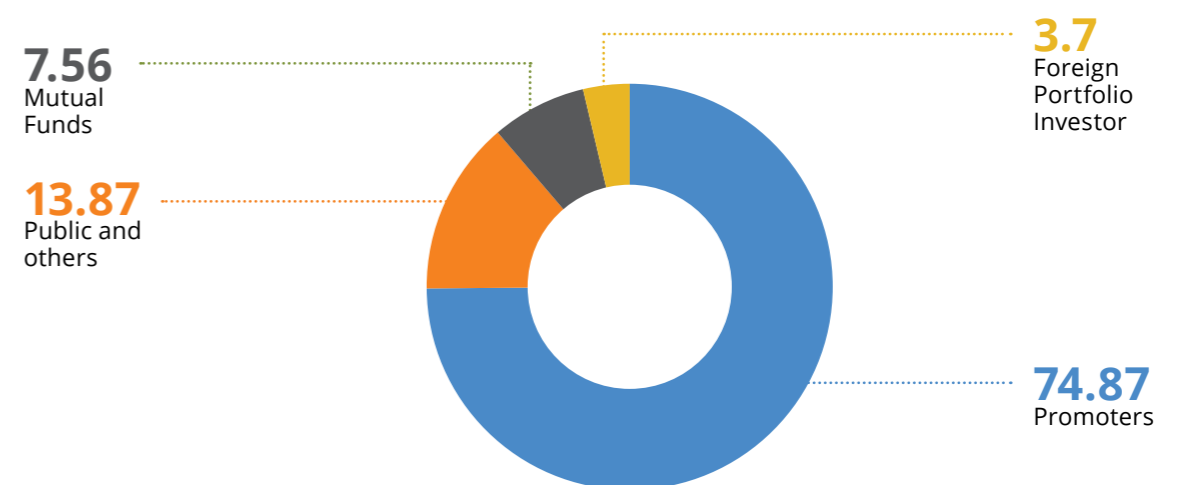
value generation, social legitimacy, market acceptance and innovation. A robust economic performance helps in expansion of assets, distribution of value among stakeholders, and achievement of sustained competitive advantage. At Prism Johnson, we are committed to achieve financial robustness and economic resilience through our responsible conduct of business, strengthened by our good corporate governance structure. Our finance team headed by Chief Financial Officer (CFO) is responsible for accurate recording and reporting of all economic indicators.

DIRECTED ECONOMIC VALUE GENERATED AND DISTRIBUTED

In FY 2019-20, our gross revenue from operations was INR 55,722.87 million for the Prism Johnson Limited. In addition, an economic value generated

from investments and other sources was INR 264.56 million. Further, in the reporting period we had a net profit of INR 564.50 million.

Shareholding Pattern as on 31st March 2020 (%)



DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS

At Prism Johnson, we focus on fostering sustainable growth with responsibility by providing several employee benefits such as health insurance, personal accident insurance, life insurance, dependent insurance, maternity leave and defined contribution plans such as superannuation, Employee's State Insurance

Corporation, Provident Fund, gratuity and subscribes to the National Pension Scheme (NPS). The details of contribution to defined benefit plans are provided in annexures. In FY 2019-20, there was no financial assistance received from the government.

PROMOTING LOCAL SUPPLIERS

One of the important lessons learnt from COVID-19 pandemic is to go local after the massive hit to global supply chain. We at Prism Johnson resonate with this thought, as sustainability in supply chain is no longer an option but a necessity. It helps us minimize disruptions arising from environmental and social risks while protecting brand value

of the company. We strive to procure our raw materials and other essential goods and services for business operations locally. While we focus on *fostering sustainable growth with responsibility*, we strive to share our philosophy with our suppliers to improve financial indicators of local economy, creating a major impact on local communities.

	PRISM CEMENT	Suppliers within Madhya Pradesh	22% (products) & 86.3% (services) procurement from local suppliers
	H&R JOHNSON	Suppliers available within 500 km of vicinity of our manufacturing plants	64% procurement from local suppliers
	PRISM RMC	Suppliers within the state of our operations or procurement within 500 km of our manufacturing plants	60% procurement from local suppliers



ENVIRONMENTAL STEWARDSHIP

What is material to us?

- Materials
- Energy
- Air emissions
- Climate change
- Water
- Waste management
- Supplier Sustainability

Our efforts aligns with





Stakeholder mapping:

- Employees
- Suppliers and Dealers
- Local communities
- Government and local authorities

ENERGY AND EMISSIONS MANAGEMENT

Sustainability of the environment is paramount to us, as natural resources empower our lives. At Prism Johnson, we have a robust system to ensure regulatory environmental compliances. During the reporting period, we have meticulously complied with applicable rules and regulations and no significant monetary or non-monetary sanctions were imposed on the company.

Energy management is a continuous area of improvement for our industry. This helps us to strive and consciously improve on enhancing our energy productivity. The company is motivated to reduce its dependence on fossil fuels and non-renewable energy. All of our divisions use bio-diesel for transportation. We also use CNG fueled transit mixers at some of our locations in

the RMC division. Prism Cement has commissioned 12.5 MW solar power and plans are in place to commission additional 12.5 MW during the year, while H&R Johnson has commissioned 0.8 MW solar power in Karaikal as of March 2020. Our first 22.5 MW waste heat recovery system (WHRS) for Prism Cement is targeted to be commissioned in a phased manner by March 2021. We focus on identifying opportunities to invest in renewable energy and energy efficient technologies. At a few H&R Johnson plants, we use de-oiled cashew shells (waste from cashew oil plants) soya husk from nearby farmers as fuel. Our energy intensity for Prism Johnson Limited as a company during the reporting period was 278.01 GJ per million INR revenue generated.

At our manufacturing divisions, GHG emissions are mainly from the usage of fossil fuels and consumption of grid electricity. Our direct emissions include emissions from coal, diesel, petcoke, biodiesel, biomass and natural gas within the boundaries of Prism Johnson, while indirect emissions include emissions from consumption of purchased electricity. All emissions factors for direct energy have been used as per the IPCC Guidelines for GHG Inventories (2006), while the emission factor for indirect energy (purchased electricity) is taken from the Indian Central Electricity Authority (CEA's) June 2018 Baseline Carbon Dioxide Emission Database version 13. Our carbon intensity was 71.51 tCO₂e per million

INR revenue generated during the reporting period for Prism Johnson Limited as a company. Our Prism Cement division had planted over 1.3 lakh trees during FY 2019-20 in the plant, colony, and mines area to help absorb CO₂ emissions.

Air emissions at all locations are closely monitored with help of stack monitoring system and ambient air quality monitoring system. Parameters tracked for air emissions include sulphur oxides (SO_x), nitrogen oxides (NO_x), and particulate matter (PM). Our emissions are within the emission limited as prescribed by the State Pollution Control Board across various locations. We do not use any ozone depleting substances (ODS) in our operations across either of our locations. Our Prism Cement division has installed a Selective Non-Catalytic Reactor (SNCR) to reduce NO_x emission and control air pollution.

Conversion of conventional lights to LED lights at RMC division has led to 40% savings over conventional lights. Nearly 1,500 fixtures have been replaced across 106 plants. It is our continuous effort to move towards energy- efficient lighting.



Solar Plant at H&R Johnson, Pen, Maharashtra



Green initiative and power independency

Commissioning and installation of 12.5 MW solar power at Prism Cement in FY21

Solar plant at mines out area, Satna Plant



Waste Heat Recovery System (WHRS) at Satna Plant

MATERIAL CONSUMPTION

For achieving business sustainability, it is of utmost importance for responsible consumption and efficient use of input raw materials. The accelerating global population and scarce resource availability are the driving imperatives of eco-efficiency. Therefore, it is essential to manage the resources in an effective and responsible manner, thereby reducing environmental impact of materials. Being a responsible organization, we are focused and committed to use the raw materials efficiently and minimize our produced waste. Our R&D is focused on process and design engineering to achieve higher levels of material efficiency with a prime emphasis on catering customer satisfaction. The major conventional raw materials used in our operations across the three divisions are:

1. Prism Cement – Limestone, Gypsum, Coal, Laterite
2. H&R Johnson – Clay, Mineral, Additives, Frits, Stain colors
3. Prism RMC - Cement, Coarse aggregates, Sand, Boulder

At Prism Johnson , we commonly use fly ash, granulated blast furnace slag (GGBS), copper slag, micro fine, granite dust slurry powder, in-house feldspar as alternative raw materials. The major benefits of using industrial waste as alternative material are reducing natural raw material consumption without compromising on product quality and moderating carbon footprint. Alternative material assists in enhancing workability and improved durability. During FY 2019-20, 11% of alternative raw material was used in our business operations. Further, during the reporting period, Prism Cement has used 30.39% of fly ash in the production of cement (PPC) and Prism RMC has used 3.21% of alternative raw material (including fly ash and GGBS) of its total raw material usage. The purchase and consumption of our materials is recorded and monitored through SAP ERP System. Our division-wise material consumption during the reporting period is provided in the annexures.

WATER CONSERVATION

As an organization focused on producing building and construction material, water plays a pivotal role in our operations. Efficient usage of water is of high priority to us, making it a high material topic for the business and its stakeholders. Unmindful and indiscriminate exploitation of water resources puts local community biodiversity at risk. In addition, depleting water resources is a major business risk. Cognizant of this fact, we have focused on water conservation and stressed on use of recycled water. Across our manufacturing sites at all divisions, recycling water, rainwater harvesting, and recharging of groundwater table is of prime importance. Our Prism Cement division has recharged ground water by over 63 lakh m3 during FY 2019-20 mainly through rainwater harvesting activities. Our water conservation and management practices aid in reducing water consumption across all plants. We have achieved zero-liquid discharge (ZLD) for our manufacturing sites and have

experienced no incident of significant spills during the reporting period. The water used at our facilities is mainly from government approved groundwater, third-party municipal water, tanker water and rainwater accumulated in mine pits.



Prism RMC uses modular curing solutions as a water conservation measure saving up to 10,000 litres of water



Water Resources at Mines

Sustainable mining operations at Prism Johnson Limited

We at Prism Johnson are committed towards business sustainability by ensuring the integration of sustainable manufacturing practices in our business strategy and operations. We endeavour to foster sustainable development awareness among our delighted stakeholders, including employees, clients, and suppliers. Towards sustainable mining our Company is committed to:

- » Management of impact by carrying out scientific and efficient mining
- » Addressing social impacts of our resettlement and rehabilitation requirements for taking up mining activities
- » Local community engagements and welfare programs
- » Steps taken for progressive and final mine closure
- » Adoption of global best practices and international standards

Furthermore, Sustainable Development Units are created for all mines owned by the Company with members from diverse functions – technical, finance, CSR, HR, and environment to ensure implementation of the aforesaid objectives.

Our operations do not cause any direct impact on any water body as we do not harvest water directly from any water source.



An automatic water fog canon used to suspend dust particles and reduce air pollution in dusty operational areas

Prism Cement is 1.6 times water positive

WASTE MANAGEMENT

Due to the nature of our business, a substantial amount of hazardous waste is generated as a result of our operations. Thus, sustainable waste management is of prime importance to us. At Prism Johnson, we comply with existing statutory requirements for disposal of waste produced at our plant sites. We transport our hazardous waste generated at our sites to the authorized vendor, where waste is disposed through appropriate methods. Our non-hazardous waste is constituted by scrap material like HDPE drums, metal scrap, plastic barrels, iron waste, broken tiles. During the reporting period, we disposed of 8.63 MT of hazardous solid waste comprising e-waste and

93.02 kl of hazardous liquid waste comprising used oil to authorized vendors. The procedure followed for management of hazardous and other waste are as per Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2015. During FY 2019-20, around 82% of cement manufactured by the company were blended cements, produced by using fly ash which is a waste material of other industries. At our Prism Cement division, we have a natural STP at plant, which naturally creates an environment for the growth of micro-organisms which are responsible for the pollutant removal that occurs in a Phytoid bed.



A view of the natural sewage treatment plant (STP).

PRODUCT RESPONSIBILITY

We manufacture and market products that cater to the varied needs of our customers across the construction and real estate sectors. To ensure a successful business, we must maintain highest standards of quality, safety and product integrity for our customers. In order to provide our customers with a seamless experience, we endeavor to provide them with exceptional products, services and knowledge.

Our efforts also include addressing environmental and social issue across our product life cycle. This includes ensuring innovative and sustainable design during research and development, efficient manufacturing, to responsible marketing communication, advertising and promotion.

ENSURING PRODUCT QUALITY

We are one of India's most trusted brand and as such we hold the responsibility of imbibing the brand value and trust in every product we manufacture. Our quality control mechanism is designed to ensure consistent quality across our different service lines, businesses, regions and manufacturing operations. Our production units closely supervise quality control through regular internal/external audits and benchmark our performance with industry standards in our quest to achieve improvements. We regularly review our quality management system to identify and correct issues that may affect the quality of our products and services. Customer engagement and feedback constitute an important step of the review process.



Prism Cement

- Regular engagement with the contractors and masons to create awareness about good materials and good construction practices,
- Provide practical training to small contractors and new/semi-skilled masons to improve their skills and competencies.
- Ensure quality of finished goods and higher customer satisfaction



H&R Johnson

- Our feldspar mines are self-owned and the soluble salts dye, punches and inks are manufactured in-house to keep every promise of quality assurance
- Modern manufacturing units those employ the best global technology in tile manufacturing equipment.
- ISO compliant manufacturing units with both ISO 9001:2015 and ISO 14001:2015 certifications as well as ISO 45001:2018 certification.



Ready Mixed Concrete

- The Company's Central Concrete Testing Laboratories in Mumbai, Bangalore, Chennai and Gurugram have secured the coveted NABL Accreditation under ISO/IEC: 17025: 2005, in the field of mechanical testing of aggregates and concrete.
- Another key feature of the QA system practiced by the Company includes the use of Cusum (cumulative summation) technique.
- The Company also adopts an innovative approach to design concrete mixes; based on the practices adopted by the erstwhile RMC, UK.
- The Company's production facilities in different locations are supplemented with a state-of-the-art central laboratory for testing of concrete and its ingredients.

PRODUCT HEALTH AND SAFETY

Our dedicated focus on research and emphasis on providing our customers with greener and stronger products reflects through decades of bold innovations and a diverse product range.

PRISM CEMENT

Our cement division has well established quality control testing lab accredited from National Accreditation Board for Calibration and Testing Laboratories, for chemical and mechanical cement testing. These labs are equipped with ultra-modern equipment ensuring best quality and to sustain the same, Computerized Mine Block development are using three-dimensional imaging for optimum blending of raw material. The highest quality standards are maintained with the help of efficient plant operations with modern state-of-the-art automated controls and Integrated Management System (IMS).

H&R JOHNSON

Our R&D Centre located at Pen, Maharashtra is approved by the Department of Scientific and Industrial Research, Government of India. Our R&D

Dept. keeps a strict eye on every aspect when it comes to delivering quality. Our products undergo regular quality tests. Stringent quality tests are also carried out on raw materials like clays, minerals, chemicals, and pigments we procure from the large network of vendors and suppliers, both from India and across the globe. Geologists regularly do on-site testing at the mines from where raw materials are procured.

In the advent of the COVID-19 pandemic, consumer's demand for safe and hygienic products have increased manifold and companies are rushing to meet this requirement. As early as 2012, we had launched our germ-free tiles and sanitary ware to service the demand for safe and hygienic tiles for our customers.

Our germ-free tiles and sanitaryware are an amazing melange of aesthetics and hygiene. An outcome of the SilverNano Technology developed by its scientists; these special products are coated with special nano ceramic glaze comprising silver nano particles (ions). In presence of moisture, these tiles release silver ions on the surface that neutralize bacteria and virus that come in contact with these surfaces, leaving the tile surface free from germs.

This unique inorganic anti-microbial compound is based on the proven properties of active silver ions.

38 of our products with Green pro certificate.

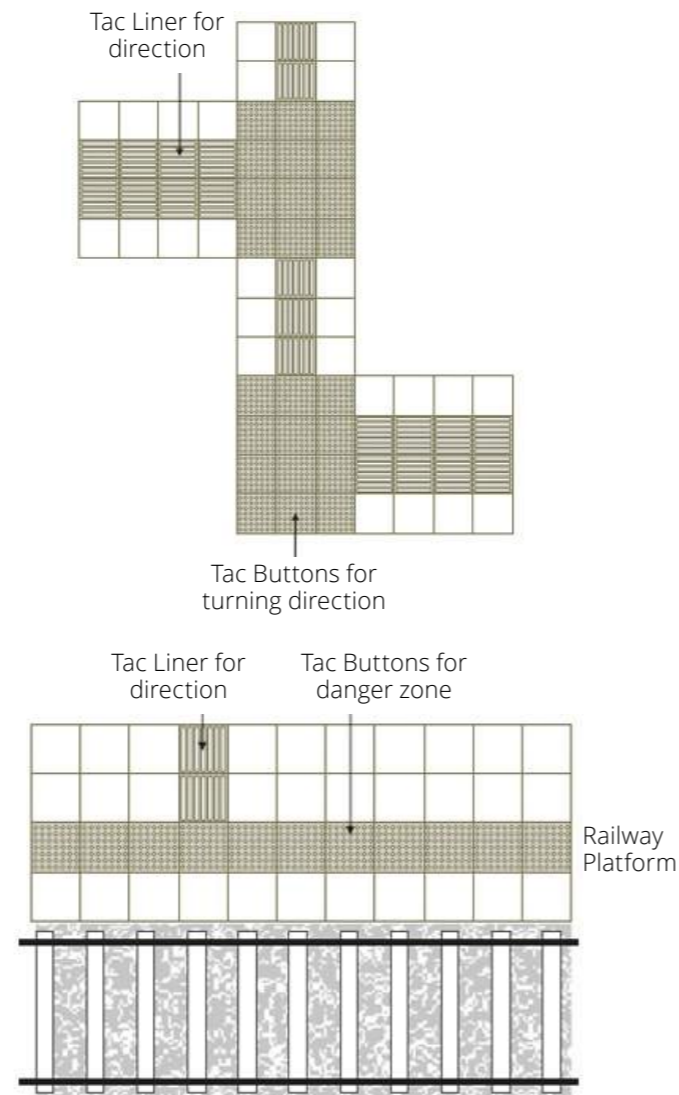
Our range of consumer-friendly products optimizes resource consumption not only during the construction phase but also during the use phase. One such product is our Endura Cool-roof tiles which comes with a high SRI (Solar Reflective Index) and keeps the room below the roof much cooler in peak summer climate. Also, our range of smart tiles that comes with the width of 5mm instead of the standard sector practice of 8 mm, consumes lesser resources both during production and application stage without compromising on the quality and strength of the product.

Our industrial product range, which comprises of solutions for industries in various sectors such as ceramic tiles, sanitary ware, insulators, refractories, industrial batteries, plastic industry, construction industries among others, is continuously undergoing development to provide products that help our consumers optimize their energy and resource cost. We have also developed anti-static tiles, which remove the static electrical charge from the surface of the tile and earth; effectively minimizing any potential fire hazard. These tiles have wide application in fire-hazardous areas and electronic equipment areas such as server rooms, petrochemical factories, ordnance factories, chemical plants, bulk drug plants, electronic equipment rooms, PLC panel rooms, PCB manufacturing, laboratories, defense factories, and hospital operation theatres.

A product of which we are very proud of our products labeled 'Tac Tiles' - which has been designed with an emphasis on reliability, safety, dignity, and independence for visually challenged people. These tiles come with unique non-fade, non-slip tactile ground surface indicators and provide cues which combined with other environmental information, assist visually challenged people with their orientation.

- Specially designed to assist the visually impaired - "Foot Braille"
- Standardized designs that conform to with RNIB (The Royal National Institute for the Blind, UK), DETR (Department of the Environment, Transport and the Regions, UK) & ADA (Americans with Disabilities Act, USA)
- Strong, durable and High stain and chemical resistance

Tactile range are specialized tiles to assist the visually impaired.



#RedRampProject - Towards an Access Friendly India

H&R Johnson has initiated 'Red Ramp campaign' to raise awareness about the need to make public places in India open to our people with different disabilities. Through this project, we want to engage people to make our country accessible.

READY-MIXED CONCRETE

For our RMC division, the company's sole focus is to curate products that are beneficial to our customers as well as environment friendly. For example, two innovative products from our wide range of solutions - Elitecrete and Perviouscrete, focus extensively on cooling and water harvesting, respectively.

Elitecrete - lightweight concrete with paramount application is thermal and sound insulation coupled with light weight. Typically, a 4-inch-thick layer of Elitecrete over a roof slab will help in considerably reducing the load on air conditioning

systems. Thus, it contributes to energy savings, and also significantly reduces dead load over the structure.

Perviouscrete - modified concrete that permits rain water runoff to percolate through rather than flood surrounding areas or storm water drains and always keep the top surface dry. Its unique filter action removes pollutants from rain run-offs and allows the sun's heat to evaporate volatiles, leaving behind the remaining solids to be consumed by microbial action. This permeated water replenishes ground water table and aquifers; hence, can also be termed as 'Rain Water Harvesting Concrete'.



Perviouscrete concrete prevents water-logging and keeps the surface dry.

CUSTOMER ENGAGEMENT

Ensuring customer satisfaction is our top priority and drives our business. To assess customer satisfaction, we follow a structured process that involves post-marketing audits, bi-yearly/annual customer satisfaction surveys and regular interaction with customers by our teams working on ground. Through these measures,

we try to understand customer expectations better, understand customer behaviour, and measure customer loyalty. It also helps us refine our products in today's dynamic world of fast changing customer needs. We also reach out to our customers on site through mobile labs for promoting better construction practices.



Prism Cement

2,960 strong dealers network serviced from **91** stocking points spread across U.P., M.P. and Bihar.



H&R Johnson

over **1,000** exclusive dealers, over **10,000** sub-dealers, **35** branches, and many House of Johnson Wall tile & floor tiles showrooms.



RMC

106 ready-mixed concrete plants and quarries in **45** cities/towns across the country

We also develop extensive marketing collaterals, launch events and outdoor campaigns to increase the visibility of our brand and educate customers about key features of our products. The company continues to invest in marketing and distribution activities and has added eight large format Experience Centres taking the total to 19, spread across India. These centres provide a more personalized experience to the customers and give us an edge in the market.



H&R Johnson Experience Centres provide a personalized customer experience

For our RMC division, we have created innovation galleries at Cochin, Bangalore, Noida, Indore and Thiruvananthapuram wherein customers can get a close look at our product offerings, technologies and get clarifications to any questions they may have from our trained and knowledgeable executives.



Innovation galleries by Prism RMC.

MARKETING COMMUNICATION

The Company has displayed all mandatory information on the product labels and packaging as per applicable laws. Wherever applicable, specific certification requirements of regulatory authorities and some marks like ISI, BIS etc., are provided on the product label and packages. Our toll-free number is prominently displayed in all our marketing communication in order to increase ease of access for our customers. All our campaigns adhere to the code of conduct

defined by the Advertising Standards Council of India. Regulatory and mandatory requirements pertaining to labelling, brand promotions, sponsorships and advertising are well adhered to as we provide accurate and relevant information to our consumers.

As on March 31, 2020, 228 cases of customer complaints were pending, and 36 consumer cases were pending before different Forums/Commissions/Courts.

INNOVATION

Our R&D team is constantly working to develop innovative products and processes which are safer, more environment friendly and responsive to market needs. Our tile division has been at

the forefront of launching some of the most innovative offerings in the sector. The company has been granted several patents for our innovative techniques.

Existing patents for our innovative solutions

Patent Title	
1	A method of manufacturing ceramic tile and the ceramic tile prepared there from. (Anti-Static Tiles or ESD tiles)
2	A method for the manufacture of aqueous solutions of metal complexes for the high temperature colouring of vitreous glass ceramic tiles
3	A Frit and method of manufacture the same. (Anti Oxidation refractory frit)
4	Inorganic Antimicrobial nanocomposite powder and a method of manufacturing the same
5	A process for manufacturing isostatic punch and the punch manufactured there from

Categories of product portfolio by HR & J (tiles) division



INNOVATIVE PRODUCTS

- Endura Cool Roof, Endura Hi-Traffic, Endura Acid & Alkali Resistant, Endura Industrial, Endura Parking, Endura Hexa Series, Johnson Germfree Wall, Johnson Germfree Floor, Porselano Germfree GVT Slabs & Splits (Elite), Royalcare and Elevation and Smart (include images) - Total of 19 categories of Johnson Tiles meet the requirements of GreenPro Eoclabelling and qualifies as Green Tiles
- Development of large format, germfree, R series, SRI cool roofs amongst others in

tile segment and Johnson International in Bathroom segment

- Blended Cement viz., Pozzalana Portland Cement, Ready Mixed Concrete viz., Enviroprotectcrete®, Perviouscrete®, Highdensecrete®, Elitecrete® and Tiles, viz., Thin Tiles using lesser resources.
- Our ready-mixed concrete product range (pages 14-15) is one of the most versatile building materials used in construction and offers better efficiency, ease of use, productivity and greater convenience.

SOCIAL RESPONSIBILITY

What is material to us?

- Employment
- Labour relations & rights
- Community engagement
- Talent management
- Occupational health and safety
- Customer relationship

Our efforts aligns with

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Topic Boundary

PRISM CEMENT

H&R JOHNSON

PRISM RMC

Stakeholder mapping:

- Employees
- Suppliers and dealers
- Local communities

COMMUNITY ENGAGEMENT

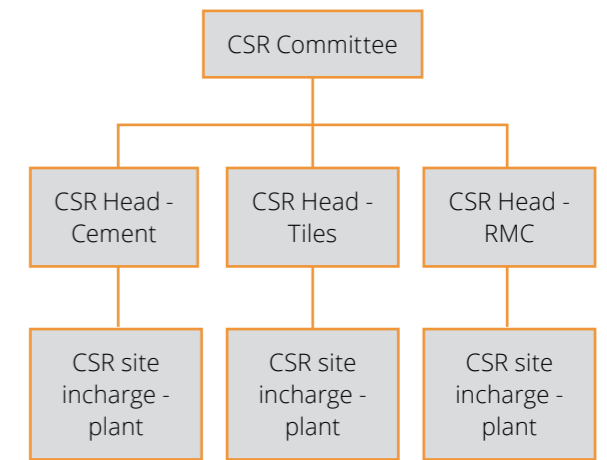
We believe companies can make a positive contribution in local communities through active corporate citizenship. As a socially responsible organization, we endeavor to ensure well-being of the communities around our manufacturing operations and work to foster inclusive growth. The company's Corporate Social Responsibility (CSR) policy, approved by the Board of the

Company in 2014-15, guides our CSR programmes and activities to promote community development. The programmes fall within the purview of Schedule VII of the provisions of Section 135 of the Companies Act, 2013 and the Companies (Corporate Social Responsibility Policy) Rules, 2014. The programmes are implemented both directly by our own team and through reputed NGOs.

GOVERNANCE FOR CSR

Our CSR governance comprises a multi-tiered structure. For overall guidance and review, the company has constituted a CSR Committee with three members. The committee is supported by our CSR department/head responsible for our three divisions – Prism cement, H&R Johnson and Prism RMC. At each of our site, we have a dedicated team/representative who is responsible for implementing and managing our CSR operations at the ground level. They are supported by partners and NGOs who are selected through a stringent selection process to ensure maximum benefit for our stakeholders and end-beneficiaries.

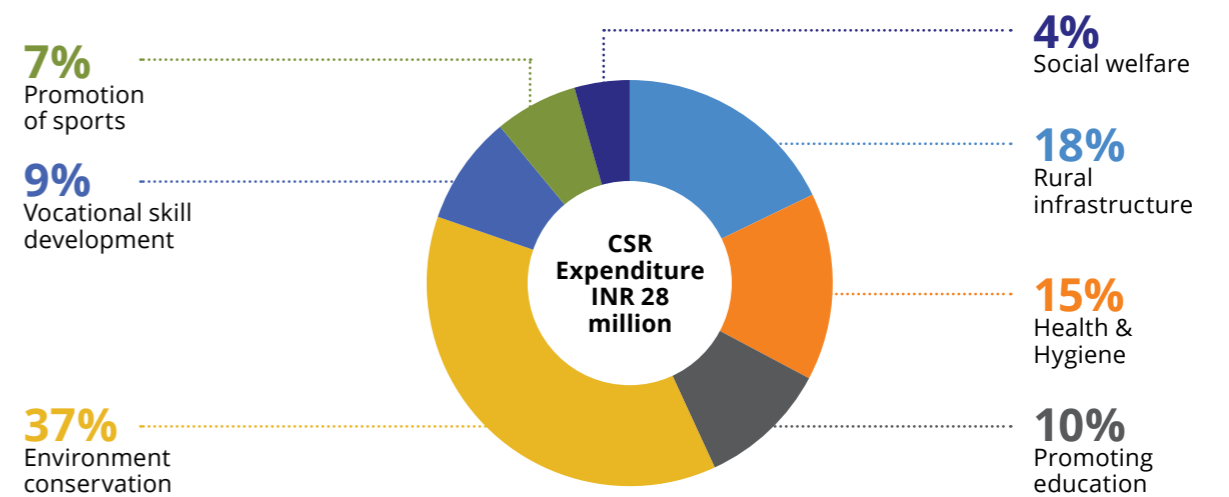
Organizational structure for implementation of CSR activities



The functions of the committee are:

- To formulate and recommend a CSR policy to the Board and the amount of expenditure to be incurred on CSR activities.
- To monitor the implementation of the CSR policy of the Company from time to time.
- To institute a transparent monitoring mechanism for implementation of the CSR projects or programmes or activities undertaken by the Company.

Overview of CSR expenditure categories in the reporting period FY 2019-20



OUR FOCUS AREAS

The Company takes up participatory approach to plan projects for community development in concurrence with local stakeholders and community representatives. These programmes are also aligned to national and international development goals.

We have identified the following focus areas for our CSR programmes:

- Environment conservation,
- Rural infrastructure
- Health and hygiene,
- Promoting education
- Skill development,
- Promotion of sports
- Social welfare

(For our detailed policy, please refer to www.prismjohnson.in/investors/disclosures-under-SE-BI-LODR-regulations/policies.)

KEY CSR PROJECTS

ENVIRONMENT CONSERVATION

The company is committed to work towards conservation and preservation of natural resources. Under this programme, we are focusing on watershed management, increasing green cover and renewable energy proliferation.



New Pond Excavation at Baghai Village

Case- Study

Need assessment to identify CSR programmes

A comprehensive demographic survey was undertaken in 2016 to evaluate the socio-economic profile of our stakeholders and understand their development challenges. The review was conducted across ten neighboring gram panchayats which covers eighteen villages in Rampur Baghelan block of Satna district in Madhya Pradesh. The survey focus was to engage with the community members and understand the current status of education, healthcare, drinking water, sanitation, infrastructure development, livelihood and other amenities in the villages. The findings were then used to design CSR programmes that would address these developmental challenges and be most beneficial to the community members.

Through the study we also conducted an impact assessment of Prism Cement's CSR work undertaken in the selected villages. After performing the demographic study of the gram panchayats, a detailed road map for the execution of CSR work, was created which will be covered in a phased manner.



Construction of Dug Well Structure at Baghai

Watershed Management

- Creating stop dam structure at Baghai
- Repairing existing stop dam structures at Karmau
- Construction of dug well structures at Mankahari, Sijahata, Hinauti, Baghai, Bairiha, Mahuracch, and Chulhi
- Construction of single and double bore recharge shafts at Mankahari, Bamhauri, Narsinghpur, and Baghai
- Construction of perforated drum-based water harvesting structures at Mankahari and Narsinghpur

- Excavation of new ponds at Baghai
- De-silting of existing ponds at Mankahari, Bamhauri, Narsinghpur and Baghai
- Cleaning of Tumus river

Green cover

- Planting of saplings in areas surrounding mines, manufacturing plants and nearby villages as well as core and buffer zone.
- Distribution of fruit bearing plants, grouting tree guards to villagers and school students.



Plantation at Mines area

Our initiatives have led to an enhanced water table as well as increased green cover around the villages that are expected to help improve the living conditions of the families in villages.



Construction of a double bore recharge shaft.

RURAL INFRASTRUCTURE DEVELOPMENT

We believe that infrastructure development has a lasting impact and drives society towards growth. Till date, we have served 30,000 villagers with all our infrastructural initiatives.

- Construction and repairing of roads in all 18 villages
- Development of riverbank of Tumus river near Jabla baba
- Construction of roads, bus shelter and culverts at Chulhi, Bairiha and Baghai villages
- Construction of cremation sheds at Chulhi, Bairiha, and Majhivar
- Repairing of existing infrastructures like community center and drainage systems at Chulhi, Baghai, and Rampur Baghelan
- Construction of toilets to make villages open defecation free (ODF), improve health and hygiene as well as support the "Swachh Bharat Abhiyan" or Clean-India Mission to eliminate open defecation and improve solid waste management

- Proliferation of renewable energy and Installation of street solar lights.



Construction of Bus Shelter at Kandaila Village

HEALTH AND HYGIENE

Health infrastructure and availability of trained medical staff are major concerns in the communities around our operations. Lack of primary health care, support for maternal & child health care, and school healthcare service and overburdened healthcare facilities are detrimental to the wellbeing of community members. As a responsible company, we are trying to address this gap through the following activities:

- Free health services including distribution of medicines from Plant Medical Centre on 24 hours basis.
- Operation of mobile health van to villages on weekly basis equipped with doctor and medicines.
- Free ambulance service to villagers 24x7
- Organising free specialised mega medical camp at village level with free diagnostic and medicines distribution facility.
- Training on firefighting and prevention techniques provided to residential societies.
- Providing free cataract surgeries
- Construction of ODF toilets in nearby villages Chulhi, Baghai, and Bairiha

Availability of drinking water: The Company has been distributing clean water supply to the community by distributing borewell water through mobile tankers and operates water booths at strategic points in villages during summers at Chulhi, Majhiyar, Bairiha and Baghai villages. Changing the behavioural practices and raising awareness on sanitation and hygiene through social and behavioural change communication.



Medical camp conducted at Bairiha village

Contribution from PJJ to M.P. Government during COVID-19 Pandemic

PRISM CEMENT
दूर की सोच

JOHNSON
Not just tiles, Lifestyles.

PRISM RMC
Complete Concrete Solutions

Government of Madhya Pradesh receives ₹65 Lakhs worth Covid-19 Testing Machine from Prism Johnson Limited

The corona virus outbreak has taken the world by surprise. To control the virus, testing facilities play a very vital role.

At the behest of Hon'ble Chief Minister of Madhya Pradesh, Shri. Shivraj Singh Chauhan, Dr. Rajesh Rajora, PS - Industry Policy and Investment Promotion, spoke to Prism Johnson Limited and urged them to provide a high speed corona virus testing machine.

In order to augment the testing facilities of Covid-19 in Madhya Pradesh, Prism Johnson Limited, as a responsible corporate citizen decided to contribute in this social cause by handing over to the Government of Madhya Pradesh a high speed corona virus testing machine under corporate social responsibility.

The 'Made in Singapore', RT-PCR QuantStudio 7 Flexsystem with ancillaries is one of the most advanced machines available presently and can accurately do about 1,000 tests per day.

This will help the Government of Madhya Pradesh to do quick and accurate Covid-19 tests on patients and help in controlling the spread of the contagious virus.

The machine has been installed at Gandhi Medical College, Bhopal.

PRISM JOHNSON LIMITED

PROMOTING EDUCATION

We believe education is a critical factor to create an empowered future. However, in the villages around our operations high incidence of poverty, lack of adequate infrastructural facilities and lack of hygienic toilet facilities has led to a high rate of school dropouts and low learning outcome for students. We have taken multiple initiatives to improve the literacy levels in the region:

- Renovation of school buildings at Bairiha, Majhiyar, Chormari, Bandarkha, Chulhi, Sijahata and Gadab.
- Seating arrangement for school children at Bairiha, Majhiyar and Chulhi.
- Electrification of school buildings at Bairiha, Majhiyar and Chulhi.
- Repairing of anganwadis at Baghai.
- Distribution of school uniforms to students at Chulhi.
- Construction of school boundary wall at Chulhi.
- Construction of toilets.
- Slogan writing on different themes in villages for awareness

These initiatives have resulted in reduced absenteeism and have encouraged children to attend school.



Construction of Boundary Wall at Chulhi School



Uniform Distribution at Chulhi School

SKILL DEVELOPMENT

The villages around our operations are primarily dependent on small land holdings for their sustenance. They face challenges like small fragmented land, rain-dependent agriculture and lack of other opportunities. We believe that by providing vocational training to the community members, it would empower women and youth, reduce poverty and promote economic and social growth.

Our initiatives on skill development include:

- Computer training for students to learn skills they would not acquire in traditional classroom
- Farmer training for dissemination of knowledge and best practices
- Distribution of sewing machines at Gadab village, Maharashtra
- Driver training and various other training like stitching, beautician courses, bag making, candle and agarbatti making



Simulator-based training for drivers

Through our initiatives, we have imparted professional training to around 460 people and livelihood training to nearly 170 people during the reporting period.



Training class for making incense sticks (Agarbatti)

PROMOTION OF SPORTS

We have taken several initiatives to enhance sports activities, promote a healthy lifestyle amongst youth from adjoining villages and provide them opportunities to grow in the field of sports.

Key initiatives include:

- Development of playgrounds and sport facilities in rural areas

- Providing sports aid and kits
- Sponsored sporting events including cricket, football and kabaddi tournaments.
- Constructed 115- and 120-meters playground boundary wall at Baghai and Mankahari.
- Sponsored solar driven car races for two years in succession in nearby villages improving the congenial relationship with local villagers



Construction of playground boundary wall at Baghai



Kabaddi tournament underway, among various sport activities sponsored by Prism Johnson

SOCIAL DEVELOPMENT

Apart from its CSR initiatives, the company also carries out several philanthropic activities for in-need community members. Through our efforts we offer medical and education assistance to economically disadvantaged and socially weaker sections of the society. We assist in disaster management during natural calamity by rescuing marooned villagers, providing logistics, shelter and medical aid. During the year, we donated 35 wheelchairs to District Administration, Satna. We organized pilgrimage tour to Varanasi, Prayagraj and Vindhyavasani Devi for 150 villagers. To support Swachh Bharat Abhiyan, we provided 100 waste collection bins to Municipal Corporation at Chitrakoot and Dhawari in Satna.



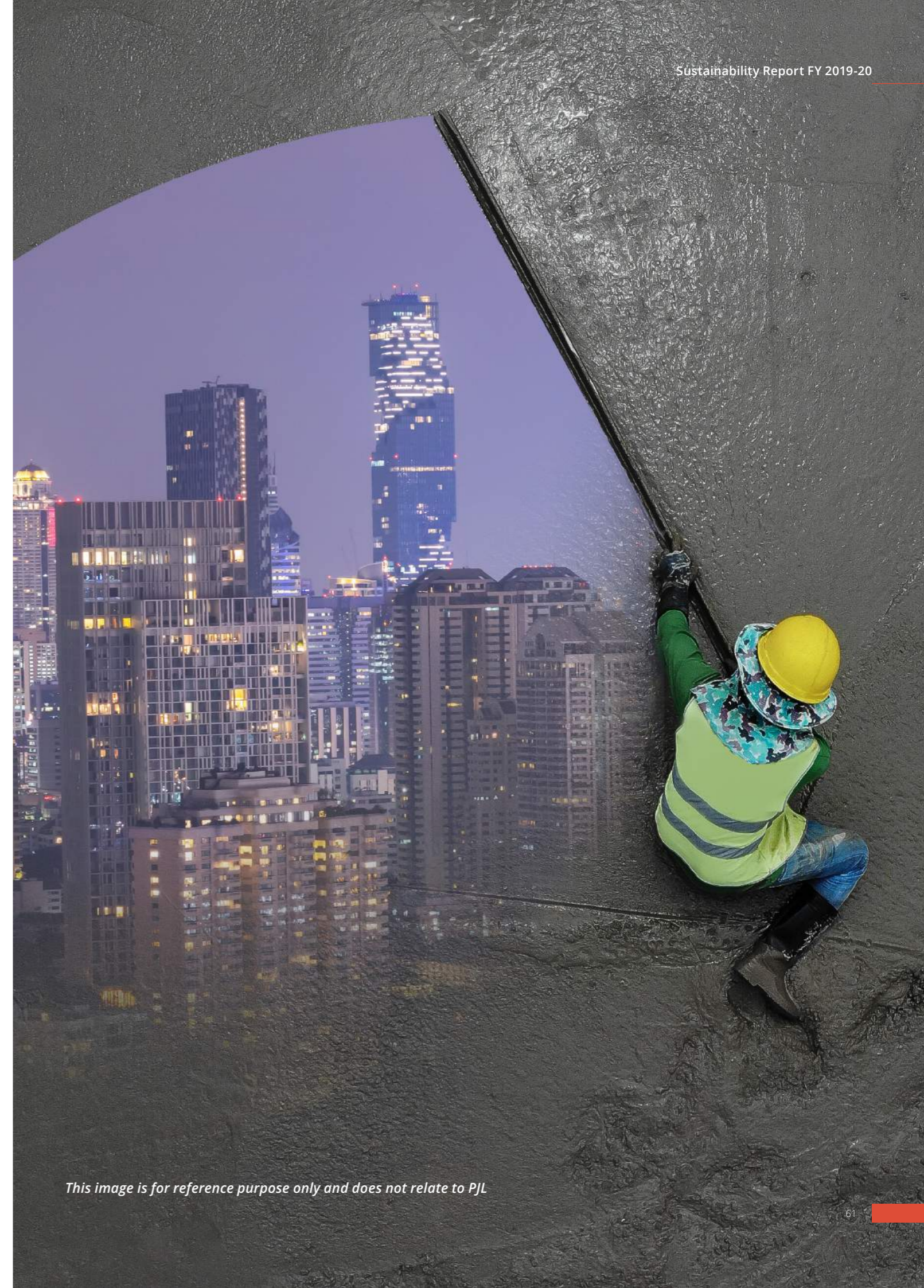
Distribution of woolen clothes



Organising pilgrimage for senior citizens



Visit of Directors



This image is for reference purpose only and does not relate to PJJ

OUR WORKFORCE

Our committed workforce is the key differentiated factor responsible for the continued growth of the company. We constantly strive to provide a work culture that is most conducive to both the professional and personal growth of our people while working towards creating a capable organization. This requires us to motivate our employees, nurture their competencies and skills needed to meet future needs, and provide them with a safe, diverse, inclusive and equal opportunity workspace.



Training conducted for Marketing employees

HUMAN RIGHTS

We are committed to upholding human and workplace rights for our workforce – permanent as well as contractual workers. Our approach is embedded in our human resource principles and aligned with our code of conduct.

We are an equal opportunity employer and diversity is highly valued and encouraged. Our aim is to attract the best people – regardless of their background, beliefs or social culture. We believe diversity is the key to driving innovation. While the diversity ratio (by gender) currently stands at 5%, represented by around 250 women among over 5500 employees, our aim will be to improve this statistic by encouraging more women participation in active workforce. We comply with all applicable law and employment regulations and



Monthly safety gate meeting

do not engage or participate in child labour or forced labour. We have those same expectations for all vendors doing business with us. The minimum age for our employees is 18 years and we have in place stringent screening mechanism to ensure the rule is strictly implemented across our operational locations. All contract workers are required to present their identification card with proof of age upon entering our work locations.

Our on-site labour have complete freedom of association and collective bargaining. Our workers have trade unions across several of our manufacturing units and the same are recognized by the Management. Long term settlements were

done with unions regarding wages, benefits, welfare etc., of the workmen working in the organization. We have certified standing orders of the Company in which service conditions are incorporated. These registered unions have by-laws to govern their functioning. Furthermore, we have nominated equal numbers of workmen to form the Safety committee, Canteen committee, Uniform and Safety shoes committee, Sports committee and other committees formed as and when required. Union representatives always have bargaining rights with Management and arrive at consensus after bilateral/trilateral discussions in terms of wages, benefits, welfare etc., of the workmen.

PERFORMANCE MANAGEMENT

Our performance management system is defined by a structured process that begins by identifying key performance indicators, providing clear feedback on performance through yearly evaluation process and identifying any training needs to support our employees. In addition, supervisors are encouraged to provide routine feedback to help employees meet or exceed goals.

BENEFITS, AWARDS AND RECOGNITION

We offer a wide range of benefits to all our employees such as health insurance, personal accident insurance, life insurance, dependent insurance, Employees Provident Fund Scheme, bonuses and other benefits.



Felicitation of employees for their long-term service.

TALENT MANAGEMENT

In today's dynamic environment, it is imperative that we become faster in anticipating and exceeding the needs of our customers. This requires building a culture that promotes continuous learning and encourages high-performance on a consistent basis.



Outbound training conducted at Chitrakoot, M.P.

With this aim in focus, we organize various training programmes to enhance both the technical and soft skills of our employees throughout the year. Our trainings are classified under the areas of functional, behavioral, quality and safety.

- Product Training – Basic Product, Refresher Product and Advance Product.
- Skill & Behavioural Training - Skill & Behaviour – VASF, Skill & Behaviour Leadership, Plant Leadership & Supervisory Skill, Pahal - An initiative to change, Stress Management & Positive Thinking, Motivation & Team Work,

Simply Body Talk, Positive Thinking, Team Building & Work Ethics, Self-Development & Self-Confidence, Prerna - Soft Skills, Winning Arrow, Sharpen Your Axe.

- External Training - NHRDN National Conference, Management and Finance for Experienced Chartered Accountants, International Seminar on Cement, Concrete and Building Materials, Power BI, Certificate Course on Ind AS, Manufacturing Supply Chain Summit.



Internal Auditor Training

OCCUPATIONAL HEALTH AND SAFETY

Our primary occupational and health goal is to be an accident-free workplace. To achieve this, everyone is responsible for ensuring workspace safety – including our top management and all our employees. Our contractors and contractual workers also come under the purview of our health and safety endeavors. As mentioned earlier, all our units have a health and safety committee with

representation from workers and unions. Following the COVID-19 pandemic, all our employees received awareness trainings on operating within safe distancing norms as well as standard operating procedures to monitor the health and wellbeing of our employees - to ensure continuity of our business operations.



Awareness trainings on social distancing and standard operating procedures at shop floor.

Our facilities are operated as per mandate by the Factories Act (1948) and ISO 45001:2018 (Occupational Health & Safety Management System). We conduct regular safety awareness programme, mock drill, fire safety training, gate safety meeting, plant safety round, on job training, height pass system for people working at height and lockout tagout (LOTO) system for

machining equipment. We communicate our safety expectations regularly through town hall meetings, monthly environmental, health and safety (EHS) meetings at all units. These meetings raise awareness of safety compliance issues and provide our employees with opportunities to share best practices at the shopfloor and process areas.



Entry point checks with social distancing at Cement Division



Machine guarding at one of our RMC plants

Our work and efforts in the area of HSE have been acknowledged by the “National Safety Council of India Safety Award” for “meritorious occupational safety and health performance and commitment to reduce workplace injuries, implementation of best OSH practices and continual improvement”.

WAY FORWARD

At Prism Johnson, sustainability plays a central role to drive activities and operations across our business divisions. The rising demand for residential and infrastructure development in India presents unique opportunities for us to enhance our performance on financial (economic) and non-financial parameters (environment, social and governance), and further consolidate our market presence as one of India’s leading integrated building material manufacturer. We hope to continue to build on our portfolio of innovative building materials, generating value for our stakeholders. This is reflected in the high level of design and innovation embedded into our manufacturing processes – ensuring durability, energy efficiency and environmentally-friendly products for our valued customers, dealers and extended range of end-users.

While we have initiated several energy-efficiency measures including waste heat recovery and installation of renewable energy source (solar power), over the coming years, we will step up our efforts to:

- Reduce dependency on fossil fuel/non-renewable energy
- Reduce CO₂ emissions and minimize overall carbon footprint
- Use of bio-diesel in transportation equipment by all three divisions
- Conserve biodiversity in mined-out and peripheral areas
- Enhance water conservation through setup of rainwater harvesting systems in and around our cement plants.



Safety equipment and techniques displayed at the safety park at Prism Cement Division.

GRI CONTENT INDEX

GRI Standard	Disclosure number	Disclosure	Page No(s).
GRI 102: Organizational Profile	102-1	Name of the organization	Cover page
	102-2	Activities, brands, products, and services	16,17
	102-3	Location of headquarters	18
	102-4	Location of operations	18
	102-5	Ownership and legal form	Refer to Annual report FY 2019-20
	102-6	Markets served	11,12,15
	102-7	Scale of the organization	10,11
	102-8	Information on employees and other workers	62,63
	102-9	Supply chain	36
	102-10	Significant changes to the organization and its supply chain	No significant changes in the reporting period
	102-11	Precautionary principle or approach	32
	102-12	External initiatives	20
	102-13	Membership of associations	20,21
GRI 102: Strategy	102-14	Statement from senior decision-maker	4,5
GRI 102: Ethics & Integrity	102-16	Values, principles, standards, and norms of behaviour	8
GRI 102: Governance	102-18	Governance structure	30,31
	102-22	Composition of the highest governance body and its committees	30,31
	102-32	Highest governance body's role in sustainability reporting	30,31
GRI 102: Stakeholder Engagement	102-40	List of stakeholder groups	24
	102-41	Collective bargaining agreements	63
	102-42	Identifying and selecting stakeholders	24
	102-43	Approach to stakeholder engagement	25
	102-44	Key topics and concerns raised	25

GRI Standard	Disclosure number	Disclosure	Page No(s).
GRI 102: Reporting Practice	102-45	Entities included in the consolidated financial statements	Refer to Annual report FY 2019-20
	102-46	Defining report content and topic Boundaries	3
	102-47	List of material topics	27
	102-48	Restatements of information	NA as this is our first sustainability report
	102-49	Changes in reporting	NA as this is our first sustainability report
	102-50	Reporting period	3
	102-51	Date of most recent report	NA as this is our first sustainability report
	102-52	Reporting cycle	3
	102-53	Contact point for questions regarding the report	3
	102-54	Claims of reporting in accordance with the GRI Standards	3
	102-55	GRI content index	68 to 71
	102-56	External assurance	No external assurance of this report, however this has been internally assured by PJJ team

Topic Specific Standard: Economic			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	34,35
	103-2	The management approach and its components	34,35
	103-3	Evaluation of the management approach	34,35
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	72
	201-3	Defined benefit plan obligations and other retirement plans	72
	201-4	Financial assistance received from government	35

GRI Standard	Disclosure number	Disclosure	Page No(s).
Topic Specific Standard: Environment			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	41
	103-2	The management approach and its components	41
	103-3	Evaluation of the management approach	41
GRI 301: Materials 2016	301-1	Materials used by weight or volume	73
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	38,39
	103-2	The management approach and its components	38,39
	103-3	Evaluation of the management approach	38,39
GRI 302: Energy 2016	302-1	Energy consumption within the organization	73
	302-3	Energy intensity	39
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	41,42
	103-2	The management approach and its components	41,42
	103-3	Evaluation of the management approach	41,42
GRI 303: Water and Effluents 2016	303-1	Water withdrawal by source	73
	303-2	Water sources significantly affected by withdrawal of water	42
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	38,39
	103-2	The management approach and its components	38,39
	103-3	Evaluation of the management approach	38,39
GRI 305: GHG Emissions 2016	305-1	Direct (Scope 1) GHG emissions	73
	305-2	Energy indirect (Scope 2) GHG emissions	73
	305-4	GHG emissions intensity	39
	305-6	Emissions of ozone-depleting substances (ODS)	39
	305-7	Nitrogen oxides, Sulphur oxides, and other significant air emissions	39

GRI Standard	Disclosure number	Disclosure	Page No(s).
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	43
	103-2	The management approach and its components	43
	103-3	Evaluation of the management approach	43
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	74
	306-3	Significant spills	41
	306-5	Water bodies affected by water discharges and/or run-off	42
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	32
	103-2	The management approach and its components	32
	103-3	Evaluation of the management approach	32
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	32,38
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	36
	103-2	The management approach and its components	36
	103-3	Evaluation of the management approach	36
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	36
Topic Specific Standard: Social			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	62
	103-2	The management approach and its components	62
	103-3	Evaluation of the management approach	62
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	74,75
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	63

GRI Standard	Disclosure number	Disclosure	Page No(s).
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	65
	103-2	The management approach and its components	65
	103-3	Evaluation of the management approach	65
GRI 403: Occupational Health & Safety 2016	403-2	Types of injury, and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	74,75
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	64
	103-2	The management approach and its components	64
	103-3	Evaluation of the management approach	64
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	6
	404-2	Programs for upgrading employee skills and transition assistance programs	63
	404-3	Percentage of employees receiving regular performance and career development reviews	63
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	52
	103-2	The management approach and its components	52
	103-3	Evaluation of the management approach	52
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	53,54
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	36
	103-2	The management approach and its components	36
	103-3	Evaluation of the management approach	36
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	36

ANNEXURE

SUSTAINABILITY PERFORMANCE DATA

ECONOMIC

Particulars (INR Million)	Prism Cement	H&R Johnson	Prism RMC	Total
Economic value generated (A)				
Gross revenue from operations	25,524.27	16,062.50	14,136.10	55,722.87
Economic value generated from investments and other sources	87.16	165.4	12	264.56
Sub Total (A)	25,611.43	16,227.90	14,148.10	55,987.43
Economic value distributed (B)				
a. Operating costs (includes cost of raw materials, purchase cost, and other expenses)	18,921.10	14,275.70	12,743.60	45,940.40
b. Employee wages and benefits	1,589.26	1,887.80	1,163.60	4,640.66
c. Depreciation and amortizations	1,136.02	499.3	368.2	2,003.52
Sub Total (a+b+c)	21,646.38	16,662.80	14,275.40	52,584.58
d. Interest payment to providers of credit*	-	-	-	2,058.48
e. Payment to government (taxes)*	-	-	-	971.8
f. Community investments*	-	-	-	27.99
Sub Total [B] (i.e., a+b+c+d+e+f)	-	-	-	55,642.85

*Data for interest payment to providers of credit, payment to government and community investments is provided at company-level.

Details of contribution to defined benefit schemes

Details of contribution to defined benefit schemes	Expenditure in FY 2019-20 (INR Million)			
	Prism Cement	H&R Johnson	Prism RMC	Total
Contribution to Provident Fund	83.09	290.60	498.60	872.29
Contribution to Superannuation Fund	4.57	9.50	42.00	56.07
Contribution to National Pension Scheme	-	287.30	29.10	316.40
Contribution to Gratuity Fund	31.17	298.00	30.50	359.67

ENERGY

Parameters	Unit	Prism Cement	H&R Johnson	Prism RMC	Total
Coal	GJ	60,60,000.00	2,16,589.00	-	62,76,589.00
Petcoke	GJ	65,60,000.00	-	-	65,60,000.00
Diesel	GJ	-	10,210.00	68,623.09	76,489.09
Biodiesel	GJ	-	2,10,080.00	2,662.70	2,15,086.70
Biomass	GJ	-	65,965.00	-	65,965.00
Purchased electricity	GJ	15,24,254.04	1,21,703.00	39,109.27	16,85,066.32
Solar power generated	GJ	22,902.80	5,595.00	-	22,902.80
Natural gas	GJ	-	6,63,375.00	-	6,63,375.00
Total energy consumption	GJ	1,41,67,156.84	12,93,517.00	1,10,395.06	1,55,65,473.91

EMISSIONS

Parameters	Unit	Prism Cement	H&R Johnson	Prism RMC	Total
Direct GHG emissions – Scope 1	MTCO ₂ eq.	35,34,226.00	80,256.27	5,273.49	36,19,755.76
Indirect GHG emissions – Scope 2	MTCO ₂ eq.	33,47,191.20	27,721.24	8,908.22	3,83,820.66

MATERIALS

Parameters	Unit	Prism Cement	H&R Johnson	Prism RMC	Total
Conventional raw materials	MT	66,70,014.00	2,16,034.00	88,51,969.00	1,57,38,017.00
Alternative raw materials	MT	16,19,091.00	3,921.00	3,18,540.00	19,41,552.00
Associated process materials	MT	189.70	10,776.00	9,500.00	20,466.00
Packaging materials	MT	7,829.00	1,584.00	2.00	9,415.00

WATER

Parameters	Unit	Prism Cement	H&R Johnson	Prism RMC	Total
Ground water	kl	1,21,314	1,78,478	26,33,404	29,33,196
Municipal supply water	kl	-	2,92,636	68,344	3,60,980
Tanker water	kl	-	13,369	48,18,439	48,31,808
Rainwater from mine pits	kl	6,54,050	14,165	-	6,68,215

WASTE

Parameters	Unit	Prism Cement	H&R Johnson	Prism RMC	Total
Hazardous waste					
Liquid – Used oil	kl	83.81	7.21	2.00	93.02
Solid – E-waste	MT	8.63	0	-	8.63
Solid	Nos	-	5.00	-	5.00
Non-Hazardous waste					
Solid – Metal scrap, concrete dump, steel	MT	1,877.00	3,327.00	63,608.00	68,812.00
Solid (Tyre scrap)	Nos.	225.00	1,625.00	-	1,850.00

EMPLOYMENT**CEMENT****Workforce composition (as on 31st March 2020)**

Division	Senior Management	Middle Management	Junior Management	Workers-Permanent	Contractual Worker	Total
Male	26	236	743	928	2,062	3,995
Female	1	3	48	1	9	62

Training hours

Training hours (hours)	Male	Female
Senior management	4,517.00	27.00
Middle management	8,169.00	814.00
Junior management	20,138.00	1120.00
Workers (permanent)	11,821.00	0
Contractual workers	7,343.00	0

Safety data

Workforce categories	Lost time injury rate		Lost day rate		Fatality		Manhours worked
	Male	Female	Male	Female	Male	Female	
Own staff	0.249	0	35.34	0	0	0	32,14,080.00
Contract workers	0.135	0	87.49	0	0	0	59,25,582.00

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