



No. GMDC/CS/ BSE/NSE/790 /2023

Dt. 08.09.2023

To, National Stock Exchange of India, Exchange Plaza, Bandra Curla Complex Bandra (East) , Mumbai – 400 051 Code : GMDCLTD	To, Bombay Stock Exchange Ltd. 25th Floor, P.J. Towers Dalal Street Fort, Mumbai-400 001 Code : 532181
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Sub.: Submission of Business Responsibility & Sustainability Report 2022-23 of the Company pursuant to Regulation 34 of SEBI (LODR) Regulations, 2015.

Dear Sir,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility & Sustainability Report (BRSR) which forms the part of Company's Annual Report for the FY 2022-23. The BRSR report is also filed in XBRL mode. In case of difference in XBRL and PDF version, the PDF version should be referred.

The Annual Report for FY 2022-23 together with Notice of 60th AGM and Business Responsibility & Sustainability Report is available on the website of the company : www.gmdcltd.com

You are kindly requested, to take note of the same.

Thanking You,

Yours Faithfully,
For Gujarat Mineral Development Corporation Limited

(Joel Evans)
Company Secretary
Encl : As above

Gujarat Mineral Development Corporation Limited
(A Government of Gujarat Enterprise)

CIN : L14100GJ1963SGC001206

"Khanij Bhavan", 132 Ft. Ring Road, Near University Ground, Vastrapur, Ahmedabad-52

Phone : (079) 27913200/3501

Email: cosec@gmdcltd.com Website: www.gmdcltd.com

Annexure V

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I) Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity : L14100GJ1963SGC001206
2. Name of the Listed Entity : Gujarat Mineral Development Corporation Ltd.
3. Year of incorporation : 1963
4. Registered office address : Khanij Bhavan, 132 Ft Ring Road, Near University Ground, Vastrapur, Ahmedabad 52.
5. Corporate address : Khanij Bhavan, 132 Ft Ring Road, Near University Ground, Vastrapur, Ahmedabad 52.
6. E-mail : cosec@gmdcltd.com
7. Telephone : 079-27913200
8. Website : www.gmdcltd.com
9. Financial year for which reporting is being done : 2022-23
10. Name of the Stock Exchange(s) where shares are listed : National Stock Exchange, BSE Ltd.
11. Paid-up Capital : ₹63.60 Crore
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report : Joel Evans, Company Secretary
Telephone: 079-27913200,
Email: cosec@gmdcltd.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together) : Standalone

II) Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Mining and Quarrying	Mining of Lignite	90.0%
2	Power	Power Generation	10.0%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Lignite	270220-00	90.0%

III) Operations

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

Location	Number of plants	Number of offices	Total
National	22	2	24
International	0	0	0

17. Markets served by the entity:**a. Number of locations**

Location	Number
National (No. of States)	1
International (No. of Countries)	0

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

Nil

c. A brief on types of customers

GMDC supplies mineral like lignite, bauxite, manganese, silica sand etc. to 3,000+ registered customers. This include high-growth industries, including textiles, chemicals, ceramics, bricks, refractories, abrasives units and captive power.

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

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No. (C)	%(C/A)
EMPLOYEES						
1.	Permanent (D)	783	724	92.5%	59	7.5%
2.	Other than Permanent (E) (including outsourced employees)	463	428	92.4%	35	7.6%
3.	Total employees (D + E)	1,246	1,152	92.5%	94	7.5%
WORKERS						
4.	Permanent (F)	161	141	87.6%	20	12.4%
5.	Other than Permanent (G)	33	29	87.9%	4	12.1%
6.	Total workers (F + G)	194	170	87.6%	24	12.4%

b. Differently abled Employees and Workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No. (C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	12	10	83.3%	2	16.7%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	12	10	83.3%	2	16.7%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	Total (A) No. and percentage of Females	
		No. (B)	%(B/A)
Board of Directors	8	3	37.5%
Key Management Personnel	3	0	-

20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.8%	5.3%	16.0%	11.6%	5.9%	11.3%	7.2%	1.9%	6.9%
Permanent Workers	21.0%	29.2%	22.1%	10.0%	19.4%	11.4%	14.3%	36.6%	17.9%

V) Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding / subsidiary / associate companies / joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Gujarat Foundation for Entrepreneurial Excellence	Joint Venture	50.0%	No
2	Naini Coal Company Ltd.	Joint Venture	50.0%	No
3	Gujarat Jaypee Cement Infrastructure Ltd.	Associate	26.0%	No
4	Gujarat Credo Mineral Industries Ltd.	Associate	26.0%	No
5	Aikya Chemicals Private Ltd.	Associate	26.0%	No
6	Swarnim Gujarat Fluorspar Private Ltd.	Joint Venture	1.05%	No

VI) CSR Details**22.**

- I) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
 II) Turnover (in ₹): ₹ 3,501 Crore
 III) Net worth (in ₹): ₹ 5,759 Crore

VII) Transparency and Disclosures Compliances**23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	0	0	0	0
Investors (other than shareholders)	Yes	0	0	0	0	0	0
Shareholders	Yes	0	0	0	0	0	0
Employees and Workers	Yes	0	0	0	0	0	0
Customers	Yes	8	0	0	9	0	0
Value Chain Partners	Yes	0	0	0	0	0	0

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health and Safety	Risk	Risk of accidents that could result in impacting the health and safety of the relevant stakeholders due to the nature of operations	All of GMDC’s mines have well-defined Safety Management Plan (SMP) aligned with regulation 104. We conduct hazard identification and risk assessment and have well-framed emergency and evacuation plans in place to deal with any kind of emergency. We have defined SOPs and conduct mock drills and trainings to avoid health and safety hazards.	Negative
2	Air emissions	Risk	The main sources of emission of pollutants are - Drilling and Excavation activity, Transportation of Lignite, Storage yard & Haul Roads	The steps taken by GMDC for controlling emissions includes but not limited to Installation of water sprinklers, Haul Road Water Sprinklers, Green belt development, Creating habitat for biodiversity in reclaimed sites, laboratories for in-house environmental monitoring and analysis, Geo coir mats for dump stabilisation and reclamation.	Negative
3	Land Acquisitions	Risk	Very critical as delay in land acquisition can have impact on GMDC's mining operations	Providing employment opportunities to project affected persons through skill development and contractual employment besides engagement in agriculture and farming.	Negative
4	Renewable energy	Opportunity	Renewable energy is one of the key focus areas of GMDC as a long-term strategy	Development of renewable energy deployments are being ventured	Positive
5	Water and effluent management	Risk	Pollutants such as Bio-mechanical Oxygen Demand, Total Suspended Solids, Total Dissolved Solids, Oil & Grease are generated from the vehicle washing and domestic waste from mines	Sites are provided with requisite STPs/ETPs for meeting the standard for treated wastewater. Rainwater harvesting in GMDC premises.	Negative
6	Climate Strategy	Risk	Change in Government regulations regarding fossil fuels may pose a challenge for the company	Approach will be to adapt to the Government policies and framework.	Negative
7	Community engagement	Opportunity	The communities form as key stakeholders considering the nature of business	Communities are engaged through skill development and contractual employment and several CSR projects	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Gujarat Mineral Development Corporation Ltd (gmdcltd.com)								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> • ISO 9001:2015 • ISO 14001:2015 • ISO 45001:2018 • Star Rating by IBM, The Ministry of Mines, Government of India for the efforts and initiatives taken for implementation of the Sustainable Development Framework (SDF) at Mata no Madh and Panandhro 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	No specific goals, commitments or targets have been defined.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met	No specific goal, commitments or targets have been defined.								

Governance, leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

Dear Stakeholders,

We are glad to publish our first BRSR report for FY 2022-23, which represents our performance on sustainability. We are committed to integrate Environment, Social and Governance (ESG) factors in our ways of working which is central to improving the quality of life of the communities we serve. GMDC acknowledge the significant challenges presented by the ever-changing global landscape. We are acutely aware of the environmental issues, social inequalities, and governance concerns that surround us. Climate change, resource depletion and ethical governance are complex issues that demand our immediate attention and collective efforts. At GMDC, we recognise that addressing these challenges is not only our ethical duty but also crucial for long-term sustainability and resilience. We have embraced these challenges as opportunities to drive positive change, strengthen stakeholder trust, and create shared value. Upholding strong corporate governance practices is a fundamental pillar of our business. Our aim is to maintain the highest standards of governance and accountability throughout our organisation. We have strengthened our corporate governance framework by appointing independent directors and establishing board committees to oversee key aspects of risk management, compliance, and ethics. Our commitment to transparency is evident in our regular reporting and disclosure practices, which have received recognition from industry peers.

Roopwant Singh, IAS
Managing Director

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

Mr. Roopwant Singh, IAS, MD

9. Does the entity have a specified Committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details

Mr. Roopwant Singh, IAS, MD

10. Details of Review of NGRBCs by the Company:

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

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes, being a Government Company, our organisation undergoes regular audits conducted by the Comptroller and Auditor General (C&AG) of India, a constitutional independent audit body. These audits involve a comprehensive examination of our financial records, processes, and compliance with relevant laws and regulations. The C&AG brings its expertise and impartiality to the auditing process, providing valuable insights and recommendations for improvement. The audit reports of C & A G also go to the floor of the Legislative Assembly and is debated at various legislative committees such as Public Undertaking Committee of State Legislature.									
Internally, we also maintain a dedicated audit department that conducts regular pre audit checks. These audits serve as an independent and objective assessment of our processes, ensuring compliance with internal policies and procedures. They also help identify areas of improvement and strengthen our internal controls.									
The findings from these audits and reviews are taken seriously, and we promptly address any identified deficiencies or areas requiring improvement.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
It is planned to be done in the next financial year (Yes/No)	-	-	-	-	-	-	-	-	-
Any other reason (please specify)	-	-	-	-	-	-	-	-	-

SECTION C: PRINCIPLEWISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Board Familiarization	50.0%
Key Managerial Personnel	1	RTI Training	33.3%
Employees other than BoD and KMPs	17	1. Sexual Harassment 2. Happy Retirement Life 3. Finance for non-finance people 4. Mineral Exploration 5. Conflict Resolution 6. Motivational & Leadership 7. First Aid 8. 5S Training 9. MEGECON 10. Advance MS Excel 11. Planning for Retirement 12. Executive advanced certificate program on FORCE 13. Mines vocational training	57.1%
Workers	-	-	-

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

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	Nil

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

Yes, GMDC believes in the conduct of affairs of its constituents in a fair and transparent manner by adopting highest standards of professionalism, honesty, integrity, and ethical behaviour. The Company has adopted the Code of Conduct ("the Code"), which lays down the principles and standards that should govern the actions of the Company and its employees. Any actions or potential violation of the Code, howsoever insignificant or perceived as such, would be a matter of serious concern for the Company.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

Leadership Indicators

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

Yes, our independent directors are governed by the "Code of Conduct for Directors and Senior Management of GMDC" under which Director / Senior Management Person(s) are expected to dedicate their best efforts to advancing the Company's interests and to make decisions that affect the Company based on the Company's best interests and independent of outside influences. Directors / Senior Management Person(s) shall endeavour to deal fairly with the Company's Customers, Suppliers, Competitors and Employees and shall never take unfair advantage of others through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing practice.

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

Essential Indicators

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

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0.34 Crore	Nil	Scientific Study is carried out to assess geotechnical parameter of the mining area and based upon its findings, Mine Pit & Dump to be designed in safe & sustainable manner.
Capex	3.88 Crore	Nil	Due to installation of the RO, the quality of mine water is improved significantly and the treated water is then utilised for irrigating plantation. Thus, it reduces intake of fresh water resulting into considerable saving of precious fresh water resources.

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

Yes

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

100% of lignite requirement for power generation is sourced by locating the power station near the lignite source.

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

From all projects of GMDC, generated plastic waste (including packaging), E-Waste, Hazardous waste and other waste (Used oil), are collected, stored at designated waste storage area and disposes through e-tender by MSTC to State Pollution Control Board authorised authorized recycler / co processors / disposal facility.

GMDC is committed to 100% utilisation of fly ash generated from power plant to own mine voids at lignite mine.

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

EPR is not applicable to Gujarat Mineral Development Corporation Limited.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	724	724	100.0%	724	100.0%	0	0.0%	724	100.0%	0	0.0%
Female	59	59	100.0%	59	100.0%	59	100.0%	0	0.0%	0	0.0%
Total	783	783	100.0%	783	100.0%	59	7.5%	724	92.0%	0	0.0%
Other than Permanent Employees											
Male	428	70	16.4%	428	100.0%	0	0.0%	0	0.0%	0	0.0%
Female	35	9	25.7%	35	100.0%	35	100.0%	0	0.0%	0	0.0%
Total	463	79	17.1%	463	100.0%	35	7.6%	0	0.0%	0	0.0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	141	141	100%	141	100%	0	0.0%	141	100.0%	-	0.0%
Female	20	20	100%	20	100%	20	100.0%	0	0.0%	-	0.0%
Total	161	161	100%	161	100%	20	12.4%	141	87.6%	-	0.0%
Other than Permanent Workers											
Male	29	-	0.0%	29	100%	-	0.0%	-	0.0%	-	0.0%
Female	4	-	0.0%	4	100%	4	100.0%	-	0.0%	-	0.0%
Total	33	-	0.0%	33	100%	4	12.1%	-	0.0%	-	0.0%

2. Details of retirement benefits:

Benefits	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.0%	100.0%	Yes	100.0%	100.0%	Yes
Gratuity	100.0%	100.0%	Yes	100.0%	100.0%	Yes
ESI	NA	NA	NA	NA	NA	NA
Others - please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

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

Yes.

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

GMDC follows the constitutional mandate of appointing fixed reservation criteria of Persons With Disabilities (PWD) employees under the guidelines of Government of Gujarat as issued from time to time.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.0%	100.0%	100.0%	100.0%
Female	100.0%	100.0%	100.0%	100.0%
Total	100.0%	100.0%	100.0%	100.0%

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, GMDC have constituted various committees such as Sexual Harassment committee, HR committee, HR sub-committee, Safety committee at various sites for properly redressing grievances of their employees and workers.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	783	605	77.3%	817	642	78.6%
-Male	724	556	76.8%	761	593	77.9%
-Female	59	49	83.1%	56	49	87.5%
Total Permanent Workers	161	161	100.0%	201	201	100.0%
-Male	141	141	100.0%	174	174	100.0%
-Female	20	20	100.0%	27	27	100.0%

8. Details of training given to employees and workers:

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	On Health and Safety Measures		On skills upgradation		Total (D)	On Health and Safety Measures		On skills upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Permanent Employees										
Male	724	120	16.6%	194	26.8%	761	56	7.4%	10	1.3%
Female	59	-	0.0%	12	20.3%	56	0	0.0%	-	0.0%
Total	783	120	15.3%	206	26.3%	817	56	6.9%	10	1.2%
Permanent Workers										
Male	141	-	0.0%	-	0.0%	174	-	0.0%	-	0.0%
Female	20	-	0.0%	-	0.0%	27	-	0.0%	-	0.0%
Total	161	-	0.0%	-	0.0%	201	-	0.0%	-	0.0%

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total (A)	Number (B)	% (B / A)	Total (C)	Number (D)	% (D / C)
Employees						
Male	724	692	95.6%	761	726	95.4%
Female	59	57	96.6%	56	53	94.6%
Total	783	749	95.7%	817	779	95.3%
Workers						
Male	141	141	100%	174	174	100%
Female	20	20	100%	27	27	100%
Total	161	161	100%	201	201	100%

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, GMDC has implemented occupational health and safety management system with a coverage of 100% employees.

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

Safety Management Plan has been prepared and implemented for identification of work-related hazards and assess risks on a routine and non-routine basis.

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

Yes

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

Yes

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

Safety Incident/Number	Category	FY 2022-23	FY 2021-22
		(Current Financial Year)	(Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	3.42
	Workers	-	0.91
Total recordable work-related injuries	Employees	-	2
	Workers	-	2
No. of fatalities	Employees	-	-
	Workers	-	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Safe Operating Procedures have been prepared for all the activities/hazards identified. We have internal safety committees to regularly assess health and safety conditions at our sites. Health & Safety officials are deployed at our sites for round the clock supervision. Regular periodic inspections/audits are conducted by statutory officials/regulatory authorities and in case of any discrepancies identified corrective actions are taken.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety Practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

During the year, we have identified sliding of dump at Tadkeshwar Lignite Mines as a significant concern for which we have taken below mentioned corrective actions:

- Geo-technical study by CIMFE, Dhanbad
- IIT Roorkee has been awarded work for slope stability analysis and its management.
- Geo-hydrological study is under process by an expert agency.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Employees - Yes

Workers - Yes

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

To ensure the proper deduction and deposition of statutory dues by our value chain partners, GMDC have implemented the following measures:

- a) Partner Selection and Due Diligence:** We conduct thorough due diligence when selecting and onboarding value chain partners. This process includes assessing their compliance track record, financial stability, and adherence to legal and regulatory requirements, including tax and statutory obligations.
- b) Contractual Obligations:** Our agreements with value chain partners explicitly state their responsibility to comply with all applicable statutory requirements, including the deduction and deposition of statutory dues. We ensure that these obligations are clearly outlined in our contracts, along with consequences for non-compliance.
- c) Regular Audits and Monitoring:** We conduct regular audits and monitoring activities to verify that our value chain partners are fulfilling their statutory obligations. These audits may include reviewing financial records, tax filings, and other relevant documentation. Additionally, we maintain open lines of communication to address any concerns or questions they may have regarding compliance.
- d) Reporting and Transparency:** We maintain transparent reporting mechanisms to track and monitor the deduction and deposition of statutory dues throughout our value chain. We encourage our partners to provide regular reports and documentation demonstrating compliance, and we review these reports to ensure accuracy and adherence to legal requirements.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes, in case of retiring employees, the company provides a training with the theme “Life After Retirement” to provide transition assistance.

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

Essential Indicators

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

GMDC have established a robust process for identifying stakeholders and engaging with them to strengthen the partnership. GMDC have undertaken a 360-degree review of our business value chain to identify our key stakeholder groups and mapped stakeholder engagement mechanism.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Emails, Trainings & Seminars, Townhalls, Internal Communication Platforms, Notice Board	Ongoing	Updation on key developments within the organisation, training, awareness and welfare programmes, employee safety, business performance & key initiatives from the Company
Shareholders/ Investors	No	Annual General Meetings, Stock Exchange (SE) intimation, emails, conference calls	Ongoing	Financial performance, Business strategy, Operational performance, Information on other key parameters
Customers	No	Email, SMS, Website, Customer Visits	Ongoing	Customer grievances, Product quality and availability, responsiveness to needs, customer satisfaction
Communities and NGO's	No	Email, Events, CSR Visits	Need basis	CSR activities, welfare, community grievances
Value Chain Partners (Supplier, Vendors, Contractors etc.)	No	Email, SMS, Tenders	Need basis	Business related discussions, awareness, and training programmes, workshops and seminars

Leadership Indicators

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

In our organisation, we recognise the importance of stakeholder engagement and consultation on economic, environmental, and social topics. Firstly, we actively engage with stakeholders through various channels such as surveys, focus groups, public meetings, and one-on-one interactions. These engagements allow us to gather diverse perspectives, concerns, and suggestions from stakeholders including employees, customers, suppliers, local communities, and advocacy groups. In cases where consultation is delegated to specific departments or individuals, a structured framework is in place to capture feedback from these consultations. This includes periodic reporting mechanisms that summarise the outcomes, key insights, and recommendations from stakeholder consultations. The summarised information is then shared with the management, ensuring that they are informed about the perspectives and concerns raised by stakeholders. By fostering meaningful consultation and feedback mechanisms, we aim to ensure that stakeholder perspectives are considered in our decision-making processes. This approach enables us to address economic, environmental, and social topics more effectively, promoting transparency, accountability, and sustainable practices throughout our operations.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

- As per the Environment Legislative Framework of India, a public hearing is conducted at the time of seeking Environmental Clearance from the Government. At this platform, the areas surrounding respective mining or other projects are provided an opportunity to submit their concerns to the company. This public hearing is conducted in the presence of the District Magistrate and Collector of the District where the Project is located. The concerns raised by the stakeholders are noted and appropriate actions are taken by the company to comply with the concerns and a detailed report is submitted with the competent regulatory authority on regular intervals.
- Long-Term Projects like "Project Samarthya Skill Development Program" is formulated and is under development in order to comply with the need of required skill sets for employment in Rural Sector.
- Dedicated CSR team is placed across project locations of GMDC to engage with key stakeholders and villagers for consultations and identification of gaps and problem areas with participatory discussions for solutions of environmental and social issues.
- Infrastructure Projects: Under various CSR Projects, we have constructed check dam and installed streetlights in villages and backward areas.
- Education: To promote education, various measures were taken like book distribution, scholarship to girl child and sports development.
- Health & Hygiene: Providing Door to Door health facilities through Mobile Vans.
- Cleanliness drive for Swachh Bharat.

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

GMDC, being a Government Company, is a state under the Article 12 of the Constitution of India. Thus, it follows required constitutional mandates for the welfare and concerns of vulnerable / marginalised stakeholder group. The CSR Policy of the Corporation has targeted the vulnerable groups of Society apart from the Socio-economic development of affected villages.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Current Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	783	29	3.7%	817	-	0.0%
Other than permanent (including outsourced employees)	463	-	0.0%	327	-	0.0%
Total Employees	1246	29	2.3%	1144	-	0.0%
Workers						
Permanent	161	-	0.0%	201	-	0.0%
Other than permanent	33	-	0.0%	18	-	0.0%
Total Workers	194	-	0.0%	219	-	0.0%

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

Category	FY 2022-23 (Current Financial Year)					FY 2021-22 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (F / D)
Employees										
Permanent	783	-	-	783	100.0%	817	-	-	817	100.0%
Male	724	-	-	724	100.0%	761	-	-	761	100.0%
Female	59	-	-	59	100.0%	56	-	-	56	100.0%
Other than Permanent	463	-	-	463	100.0%	327	-	-	327	100.0%
Male	428	-	-	428	100.0%	299	-	-	299	100.0%
Female	35	-	-	35	100.0%	28	-	-	28	100.0%
Workers										
Permanent	161	-	-	161	100.0%	201	-	-	201	100.0%
Male	141	-	-	141	100.0%	174	-	-	174	100.0%
Female	20	-	-	20	100.0%	27	-	-	27	100.0%
Other than Permanent	33	33	100.0%	-	0.0%	18	18	100.0%	-	0.0%
Male	29	29	100.0%	-	0.0%	17	17	100.0%	-	0.0%
Female	4	4	100.0%	-	0.0%	1	1	100.0%	-	0.0%

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

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	5	33,750	3	18,750
Key Managerial Personnel	3	32,42,959	0	0
Employees other than BoD and KMP	724	10,83,186	59	7,05,161
Workers	141	5,01,766	20	5,13,404

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

The company has constituted an internal committee as per the provisions of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The committee is chaired by a senior woman officer of the company. Further, it should be noted that the company being a state government entity, comes under the oversight ambit of state legislative committees such as Committee for Scheduled Castes, Committees for Scheduled Tribes etc.

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

Yes, GMDC have constituted various committees such as Sexual Harassment committee, HR committee, HR sub-committee, Safety committee at various sites for properly redressing grievances of their employees and workers.

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

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	-		-	-	
Discrimination at Workplace	-	-		-	-	
Child Labour	-	-		-	-	
Forced Labour/ Involuntary Labour	-	-		-	-	
Wages	-	-		-	-	
Other Human Rights related issues	-	-		-	-	

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

GMDC conducts various training programmes for women to create awareness about prevention of sexual harassment. We have internal committee for POSH complaints which is headed by senior woman officer, and all the complaints are duly reviewed and resolved. The Whistleblower policy provides protections to genuine whistle blowers from any kind of harassment/unfair treatment/victimisation.

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

Yes

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	We protect human rights through our internal policies and procedure and government mandates as issued from time to time. In addition to this we have internal mechanism to ensure the assessment on these parameters ensure compliances. External reviews are also done by C&AG as part of proprietary and thematic audits. Independent annual inspection is also conducted by various statutory and legislative authorities. We also follow the reservation criteria as applicable to Government establishment and an annual certification is issued from the “Department of Social Justice and Empowerment – Government of Gujarat” after due inspection.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable

Leadership Indicators

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

Not Applicable

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

Not conducted.

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

Yes

PRINCIPLE 6 Businesses should respect and make efforts to protect and restore the environment.**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total electricity consumption (A) (in Giga Joules)	6,46,923	5,06,259
Total fuel consumption (B) (in Giga Joules)	39,34,799	31,03,329
Energy consumption through other sources (C) (in Giga Joules)	-	-
Total energy consumption (A+B+C) (in Giga Joules)	45,81,721	36,09,588
Energy intensity per rupee of turnover (Giga Joules/ ₹ in Crore)	1309	1321

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

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

PAT scheme is not applicable to Gujarat Mineral Development Corporation Limited for the current FY.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,44,418	1,17,633
(ii) Ground water	1,47,55,350	74,92,032
(iii) Third party water	1,18,043	1,04,975
(iv) Sea water/desalinated water	69,25,752	67,87,965
(v) Others	2,48,221	3,02,139
Total volume of water withdrawal (in kilolitres) (i+ii+iii +iv+v)	2,21,91,784	1,48,04,744
Total volume of water consumption (In kilolitres)	1,60,25,315	87,47,066
Water intensity per rupee of Turnover (Water consumed/turnover in Crore)	4,577	3,202

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

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

Yes, GMDC have implemented Zero Liquid Discharge mechanism in majority of its mining sites. Moreover, steps have been taken for reuse of treated water for plantation, dust suppression and drinking purpose.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
No _x	µg/m ³	14 to 28	10 to 32
So _x	µg/m ³	9 to 20	7 to 28
Particulate matter (PM 10)	µg/m ³	27 to 76	24 to 90
Particulate matter (PM 2.5)	µg/m ³	21 to 41	22 to 45
Persistent organic pollutants (POP)	N/A	NA	NA
Volatile organic compounds (VOC)	N/A	NA	NA
Hazardous air pollutants (HAP)	N/A	NA	NA
Carbon monoxide (CO)	µg/m ³	0.17 to 0.78	0.2 to 0.41

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

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

GMDC is under the process of measuring Scope 1 and Scope 2 emissions at our various project sites. For FY 2022-23, GMDC had measured emissions for its Bhavnagar Project i.e., Scope 1: 1,238 MT & Scope 2: 21,692 MT

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

Yes.

- Solar power - 110 kWh rooftop solar power at various sites and 5MW solar power on mined out reclaimed area.
- Wind power- 201 MW wind power turbines in Kutch, Porbandar, Devbhoomi Dwarka, Jamnagar, Rajkot and Bhavnagar districts.
- GMDC has planted 49,36,000 saplings covering an area of approximately 1,444 hectares at all the project sites. The massive plantation plays a vital role in sequestering Greenhouse gas emissions.
- We have replaced our 14 diesel operated vehicles with EV's.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.08	0.17
E-waste (B)	5.14	4.77
Bio-medical waste (C)	8.10	10.44
Construction and demolition waste (D)	30.00	20.00
Battery waste (E)	0.49	9.42
Radio active waste (F)	0	0
Other Hazardous waste. Please specify, If any. (G)	4,258.09	2,815.01
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	131.69	19.02
Total (A+B+C+D+E+F+G+H)	4,433.62	2,878.84
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	8.13	10.30
(ii) Land filling	10.33	10.92
(iii) Other disposal operations	3,219.66	1,066.52
Total	3,238.12	1,087.74

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

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

Waste Management Practices - Major solid waste arising out of the Mining operations is over burden, management of OB is done by proper dumping of OB material in earmarked sites and later used for backfilling and biological reclamations of mines; fly ash generated from the power plants is also being utilised in backfilling of mined out areas.

Hazardous waste disposal-

- (1) Waste oil/Used oil: Used oil is disposed of through registered/authorised recyclers/ MSTC
- (2) Bio-medical Waste: Disposed of through authorised agencies
- (3) E-waste: Centrally collected for disposal to authorised vendors
- (4) Battery Waste Disposal: Used batteries are disposed of through buyback mechanism

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Ambadungar Mines, Ambadungar, Tehsil: Kawant, Vadodara Ambadungar Fluorspar Ore Mining Project, Ambadungar, Tehsil: Kawant, Vadodara Fluorspar Beneficiation Plant, Kadipani, Vadodara	Fluorspar Mining Metallurgical grade ore (85%) & acid grade ore (97%)	Obtained Environment clearance & Forest Clearance for both the leases of Mines are available. However, Mining Operation has been closed since 2011.
2	Expansion of Mata No Madh Opencast Lignite Mine Project, Village: Mata no Madh, Tehsil: Lakhpat, Kutch	Raw Lignite Mining	Obtained Wild-Life Clearance & Environment Clearance and complying with the conditions of the permissions
3	Umarsar Opencast Lignite Mine, Umarsar, Pranpar, Chugar & Gunai, Tehsil: Lakhpat, Kutch	Raw Lignite Mining	Obtained Wild-Life Clearance & Environment Clearance and complying with the conditions of the permissions
4	Ambaji Multimetal Mining Project, Village: Ambaji, Tehsil: Danta, District: Banaskantha	Multi metal namely lead, zinc and copper	Obtained forest clearance and preparing to obtain Wild-Life Clearance. Mine is not in operation.
5	Mevasa - I Bauxite Mining Project, Village: Mevasa, Tahsil: Kalyanpur, Devbhoomi Dwarka	Bauxite Mining	Obtained Wild-Life Clearance & Environment Clearance and complying with the conditions of the permissions
6	Shivrajpur Manganese dump removal Project, Village: Shivrajpur, Tahsil: Halol, Panchmahal	Only manganese dump removal project is going on	YES, Permission from Forest Department is obtained for removal of manganese dumps and conditions are being complied.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public Domain (Yes/No)	Relevant Weblink
Ambadungar Fluorspar Ore beneficiation plant	J-11015/1243/2007-IA.II(M)	4th January, 2008	Yes	Yes	Welcome to Environment (environmentclearance.nic.in)
Ambadungar Fluorspar Mine 31.2 hectares	J-11015/508/2007-IA.II(M)	9th January, 2007	Yes	Yes	
Ambadungar Fluorspar Mine 32 hectares	J-11015/508/2007-IA.II(M)	19th March, 2009	Yes	Yes	
Wandh-I & II Bauxite Mine	J-11015/334/2005-IA.II(M)	10th November, 2006	Yes	Yes	
Nana-Goniyasar Bauxite Mine	J-11015/335/2005-IA.II(M)	22nd May, 2006	Yes	Yes	
Ratadia-Nagreacha Bauxite Mine	J-11015/311/2005-IA.II(M)	25th May, 2006	Yes	Yes	
Naredi-Nandra Bauxite Mine	J-11015/130/2005-IA.II(M)	8th December, 2005	Yes	Yes	

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public Domain (Yes/No)	Relevant Weblink
Roha-Kotda Bauxite Mine	J-11015/129/2005-IA.A(M)	8th December, 2005	Yes	Yes	
Naredi-I & II Bauxite Mine	J-11015/336/2005-IA.II(M)	5th February, 2021	Yes	Yes	
Mothala-Balachod Bauxite Mine	J-11015/131/2005-IA.II(M)	8th December, 2005	Yes	Yes	
Daban-Wamoti Bauxite Mine	J-11015/132/2005-IA.II(M)	8th December, 2005	Yes	Yes	
Mata No Madh Opencast Lignite Project	J-11015/143/08-IA.II(M)	31st August, 2010	Yes	Yes	
Lignite Based Thermal Power Plant 2X125 MW Akrimota Thermal Power Plant GMDC	J.13011/22/93-IA.II(T)	7th April, 1999	Yes	Yes	
Mevasa Bauxite Mines	J-11015/968/2007	29th October, 2010	Yes	Yes	
Amod Lignite Mine Project (G-19 Extn.)	J-11015/405/2005-IA.II(M)	14th July, 2006	Yes	Yes	
Ambaji Multimetal Mining Project	J-11015/107/2007-IA.II(M)	18th July, 2007	Yes	Yes	
Tadkeshwar Lignite Mining Project	J-11015/18/2004-IA.II(M)	20th October, 2005	Yes	Yes	
Expansion of Tadkeshwar Opencast Lignite Mine Project	J-11015/144/08-IA.II(M)	27th August, 2010	Yes	Yes	
Surkha (North) Lignite Mine Project	J-11015/234/2006-IA.II(M)	7th May, 2007	Yes	Yes	
Umarsar Opencast Lignite Mine	J-11015/575/2007-IA.II(M)	25th June, 2009	Yes	Yes	

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

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

Leadership Indicators

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	279	208
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	279	208
From non-renewable sources		
Total electricity consumption (D)	6,46,643	5,06,050
Total fuel consumption (E)	39,34,799	31,03,329
Energy consumption through other sources (F)	0	0
Total energy consumed from non renewable sources (D+E+F) sources	45,81,442	36,09,379

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

2. Provide the following details related to water discharged:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – Primary and Tertiary	4,34,248	3,61,517
(ii) To Ground water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Sea water	-	-
- No treatment	-	-
- With treatment – Primary and Tertiary	41,55,270	40,70,895
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	45,89,518	44,32,412

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

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

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

i. Name of the area - Mandvi & Ahmedabad

ii. Nature of operations - Mining

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Ground water	44,065	40,561
(iii) Third party water	-	-
(iv) Sea water/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	44,065	40,561
Total volume of water consumption (In kilolitres)	44,065	40,561
Water intensity per rupee of turnover (Water consumed/turnover)	13	15
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	44,065	40,561
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	44,065	40,561

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

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

We have obtained all the necessary statutory wildlife clearances for all the sites in ecologically sensitive area. Conservation measures are taken in line to the Wildlife Conservation Plan to reduce the direct impacts like noise pollution, vehicular pollution & land degradation and develop suitable habitat through plantation.

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Renewable Energy	The entity has installed 5 MW Solar Power Project on the reclaimed mined out areas as well as solar panels having capacity of 20 KW has been installed on rooftop of 5 project office buildings. Also, GMDC have commissioned 200.9 MW wind power turbines in Kutch, Porbandar, Devbhoomi Dwarka, Jamnagar, Rajkot and Bhavnagar. Using Solar Lights on some of the project colonies to promote green energy.	Reduction in CO ₂ emission
2	Installation of Primary Effluent Treatment Plant (ETP)	Primary Effluent Treatment Plant (ETP) has been installed at different project site to treat the mine water and the same treated water has been reused in dust suppression and plantation.	Reusing treated water in sprinkling and plantation have reduced total 3,83,613 KL freshwater consumption during FY 2022-23
3	Installation of containerised RO plant	Reverse Osmosis (RO) plant has been installed with 250 KLD permeate water capacity, unique type of automatic and advance technology within a container to treat the mine water after initial treatment in the existing ETP.	4,495 KL permeate water is used in domestic use, plantation/greenbelt development during FY 2022-23, thus conserving the water resource by efficient reuse.
4	Green Belt Development (Plantation)	Presently, 765 hectares of area has been covered by massive plantation at all the project sites. GMDC have developed indigenous seed ball technique in house to increase the survival rate of saplings.	Potential CO ₂ sequestration capacity of the greenbelt area is about 4.7-40 tonnes/hectares for 20 years life of a plant.
5	Rainwater Harvesting	Around 82 lakhs cubic meter of water was harvested during last year through ponds which are developed at some of the project sites of GMDC for purpose of rain water harvesting	Groundwater recharge
6	Electronic Vehicles (EVs)	At corporate office Ahmedabad, total 13 EV introduced in place of Diesel vehicles.	Carbon footprint will be reduced at least 50% than diesel driven vehicles.

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

Yes, the entity has a comprehensive business continuity and disaster management plan in place. The plan is designed to ensure the organisation's resilience and ability to respond effectively to any unexpected disruptions or disasters that may arise. It encompasses a range of measures, including risk assessments, business impact analyses, and mitigation strategies to minimise the impact of potential threats. The plan outlines clear procedures for emergency response, crisis communication, data backup and recovery, and alternative work arrangements. Regular testing and drills are conducted to validate the plan's effectiveness and identify areas for improvement. The entity's commitment to preparedness ensures the continuity of operations and enhances the safety of employees, customers, and stakeholders.

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

GMDC has assessed environmental risks arising from its mining and thermal power operations as per prevailing environmental laws and following mitigation measures such as following have been taken:

- CFBC boiler, ESP's, green mining practices: Installation of pollution abatement measures, dust suppression systems, sprinklers/water jets etc. are adopted to reduce the impact on the environment. The reduction of environmental stress are reported to statutory agencies in all the prescribed formats.
- GMDC has made significant contribution in the field of renewable energy segment in the public sector to reduce GHG emissions. Environmental protection measures carried in the mines viz., dust suppression, plantation along the roadsides & on reclaimed land has improved the Air quality in the local areas. In addition, Rainwater harvesting, and water conservation measures have significantly improved the water quality and water table of the surrounding villages of respective projects.
- Top management including executives have been enlightened on the environmental aspects pertaining to the organisation. GMDC has been selected for the prestigious FIMI Environment Award for the year 2022-23 for one of its major Lignite projects.

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

Essential Indicators

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

Three

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Federation of Indian Mineral Industries	National
2	Gujarat Chamber of Commerce and Industries	State
3	Gujmin Industries Association	State

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

Name of authority	Brief of the case	Corrective action taken
	Nil	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
			Nil		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
			Nil		

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
						Nil

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

The grievances of the community are received by the concerned Project Head of the respective Project. The Project Head resolves the grievance at the local level and in case of any further support or escalation required it is sent to Corporate Office for necessary actions.

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

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/small producers	0.3%	0.3%
Sourced directly from within the district and neighbouring districts	99.4%	100.0%

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

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

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

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

4. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Financial Assistance to Girl Students	1,633	100
2	Providing Healthcare facilities through Mobile Medical Unit	36,200	90
3	Providing Notebooks to the Children in affected villages	15,823	100
4	School bus facilities to the students in Rajardi and Panandhro	430	100
5	Shri Shyamji Krishna Verma Memorial	78,155	80
6	Construction of Prayer Hall at K.V.S. High School	540	80
7	Construction of 3 Nos. of Classroom in Narukot Jawahar Ashram Shala	370	80
8	Playground Instrument in Umarsar	870	80
9	Books in Bhumbhali Village Library	1,300	90
10	02 Nos. High Mast Tower at Dayapar	3,200	90
11	Furniture at Lifri Primary School	210	80
12	Purchase of benches at Falahi High School at Tadeshwar	860	80
13	Various Types of utensils at New Amod village	490	80
14	Widening and strengthening of road from Padvaniya Railway Crossing-Amod Mines-Rajpardi	3,600	80
15	Construction of Four Nos. of RCC Box Culverts in the Vicinity of GMDC Lignite Project Rajpardi	6,700	100
16	Miyawaki Plantation Works at Smritivan Memorial Project 20,000 Trees Plantation	33,000	70
17	Construction & Widening Strengthening of Existing Approach Road Village Gundecha	3,980	100

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.**Essential Indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

GMDC have a robust mechanism to receive consumer complaints and feedback via email, letters and phone calls. Our dedicated team analyse the complaints and resolve the complaints in a time bound manner.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable, as GMDC is in the business of mining of minerals and generation of Power there are no such goods or services that may carry the required information
Safe and responsible usage	
Recycling and/or safe disposal	

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

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

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

	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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

GMDC is under the process of preparation of a policy related to cyber security risks and data privacy.

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

Gujarat Mineral Development Corporation is rebuilding the IT Infra for strengthening Cyber Security including implementing security devices in addition to firewalls, endpoint security, DMZ, etc.

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

All information regarding business of GMDC can be accessed through the company's website www.gmdcltd.com and in its periodic disclosures such as annual reports.

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

GMDC supply the mineral only to its registered Customers. The registration process involves the preliminary scrutiny of the statutory documents and clearances viz. GPCB CCA, Boiler Inspector Certificate, Installation Certificate of the equipment's etc. and on satisfactory submission, the registration of the customer is approved.

Further, GMDC regularly visits manufacturing/plant facility of its customer to inspect and educate the customers regarding appropriate usage of Mineral. GMDC also informs customers regarding the quality and chemical composition of the minerals.

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

GMDC supply the Mineral based on the availability of the Projected Production for a particular Period. In Case of Power Generation, GMDC submits its advance schedule of generation of power. Hence, in case of any Planned or Forced Shutdown, the information is being shared to appropriate authority in advance.

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

Not applicable, as GMDC is in the business of Lignite, Bauxite, Manganese, Power etc. which does not have any specific packaging on which information is required to be displayed.

GMDC regularly conducts surveys to assess satisfaction level or experience of the customers with regard to following parameters:

- a) Quality
- b) Registration Process
- c) Online Payment Gateway Experience
- d) Preference Material and Location
- e) Grievance Handling Mechanism
- f) Satisfactorily Supply-Demand Ratio etc.

5. Provide the following information relating to data breaches:

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