



PRISM JOHNSON LIMITED

Ref. : ASK/UD/2022-23/Sustainability Report

August 3, 2022

The National Stock Exchange (India) Ltd., 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 Sirs,

Sub : Submission of Sustainability Report for the Financial year 2021-22

Please find attached a copy of Sustainability Report of the Company for the Financial Year 2021-22.

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. : As above



PRISM JOHNSON LIMITED

CONCRETE STEPS TO A SUSTAINABLE FUTURE

SUSTAINABILITY REPORT | 2021-22



PRISM
CEMENT
दूर की सोच

JOHNSON
Not just tiles, Lifestyles.

**PRISM
RMC**

Complete Concrete Solutions



About the report

About the report

In line with its commitment to transparently communicate the sustainability performance, Prism Johnson Limited (“Prism Johnson” or the “Company”) is pleased to present its third Sustainability Report, for the financial year 2021-22. This report has been prepared in accordance with the ‘Global Reporting Initiative (GRI) Standard: Core Option’. The economic performance reported is in line with the Company’s audited annual results for 2021-22, prepared in accordance with the Companies Act, 2013.

Scope and Boundary of this report

This report covers the Environmental, Social and Governance (ESG) performance of the Company’s three business divisions, Cement (“Prism Cement”), H & R Johnson (India) (“HRJ”) and RMC (India) (“Prism RMC”). Specifically, this report covers performance of the cement plant at Satna; tile and faucet plants in Dewas, Pen, Kunigal, Karaikal, Vijayawada, Baddi and Samba; and 97 Ready-mix concrete (RMC) plants across the country. The Company has made all efforts to ensure that the data included in this report is accurate and complete.

Report content

This year the Company revisited its materiality assessment and conducted comprehensive dialogues with internal as well as external stakeholders, to identify and include the larger sustainability considerations of all stakeholders, in its long-term business strategy. This report includes sustainability performance against all the material aspects that were identified through this assessment.

External assurance

The environmental and social data in this report has been externally assured by **Ernst and Young Associates LLP**, in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (assurance for non-financial information), as set forth in the Assurance Statement included in this report.

Suggestions and feedback

The Company aims to disclose accurate information that is relevant to its stakeholders and is always looking for ways to improve. If you have any feedback on this report, please reach out at investorrelations@prismjohnson.in

For more information on Prism Johnson, please visit <https://prismjohnson.in/>.

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A Year in Review

Creating Stakeholder Value

INR **5,569** Crores
Revenue from Operations

Customer Satisfaction Index (CSI)

91%
Prism Cement

CSI

84.2%

Net Promoter Score (NPS)

61
Prism RMC

5

Patents Granted
to HRJ

Safeguarding the Environment

36.6%
Prism Cement's **Power Requirement met through Green and Renewable Sources**

650 Kg CO₂
Prism Cement's **Emission Intensity per tonne of Cementious Material**

100% of Prism Cement's
Operations, 66 RMC Plants
& 6 HRJ Plants

**Maintained
Zero Liquid
Discharge**
(ZLD) status

Over
1,35,000
Saplings planted by
Prism Cement

Employee Growth and Well-being



10,158
Workforce

INR **560** Crores
Workforce Cost

3.82
Average Training Hours
Per Employee During 2021-22

0.84
Lost Time Injury
Frequency Rate (LTIFR)

Supporting Communities

INR **3.94** Crores
Expenditure on
CSR Activities

18
Villages Benefited
in Satna Region



Leadership Messages

Message from Chairman

Mr. Shobhan M. Thakore



Dear Stakeholders,

As a part of the Company's commitment to transparently communicate its sustainability performance for 2021-22, I take immense pleasure in presenting to you the third edition of Prism Johnson's Sustainability Report: "Concrete Steps to a Sustainable Future".

As the economy is on the path to recovery from the lows of the pandemic, the demand for building materials is expected to grow, especially led by increased demand from the real estate and infrastructure sectors. Prism Johnson is well-positioned to meet this growing demand.

Post pandemic, the global economy has awakened to the urgency of a climate crisis. In response, businesses are stepping up their sustainability initiatives with the objective to de-carbonise their operations and are investing in R&D to provide more innovative solutions and environment-friendly products to its customers. In response to this, Prism Johnson has laid out a sustainability strategy for its operations and has adopted ambitious targets for 2025. The Company continues to focus on optimising resource efficiency of its operations, providing an inclusive and conducive workplace to its employees and fostering the well-being of the communities in which it operates.

I want to take this opportunity to thank you for being a part of the Company's growth journey and reaffirm that Prism Johnson will continue to create long-term value for all its stakeholders in a sustainable manner. I welcome you to go through Prism Johnson's Sustainability Report for 2021-22 and look forward to your suggestions on how the Company can further improve its sustainability performance.

Regards,
Shobhan M. Thakore
Chairman & Independent Director

Mr. Vijay Aggarwal



Dear Stakeholders,

I am pleased to present to you the third edition of our Sustainability Report “Concrete Steps to a Sustainable Future.” The report covers our ESG performance for 2021-22 and aims to communicate our progress on our commitment, to create long-term value for our stakeholders in an environmentally and socially responsible manner, while exhibiting strong economic performance. At Prism Johnson, we strive to create sustainable value by meeting the construction and lifestyle needs of our customers through innovative building materials and services. Our collective purpose is to foster growth and nurture strong infrastructural developments in the country, create a healthy and safe working environment for our people, provide quality product and service offering to our customers and create shareholder value.

In the last one year, we observed the revival of the economy, with the end of nation-wide lockdowns and easing of mobility restrictions. However, the year posed its own set of challenges, such as the second wave of the pandemic, global supply chain disruptions, and the coal and energy crisis. In addition, the rising geo-political tensions between Russia and Ukraine, adversely impacted fuel and energy costs. However, as a testament to the resilience of our business model, we successfully weathered these unprecedented challenges through higher sales, optimising product mix and by implementing several cost control initiatives with an objective to reduce fixed costs across the organisation.

Being a buildings material company, we are cognisant of the impact that we have on the environment and the society at large. Our objective is to provide innovative and environment-friendly products, while providing a safe and conducive environment to our employees and supporting the communities where we operate. In alignment with the same, this year we revisited our materiality assessment and formalised our sustainability strategy in the form of the four

focus areas that we have identified i.e., Creating Stakeholder Value, Safeguarding the Environment, Employee Well-being and Growth, and Supporting Communities. We have formulated a strategy for each of these focus areas in order to achieve our long-term sustainability ambitions.

To mitigate our environmental impact, we increased the share of renewable energy. At present, Prism Johnson has an installed capacity of 27 MW of solar power, which includes 22.5 MW of solar power installed at Prism Cement’s plant and 4.5MW of cumulative solar power installed at several HRJ plants. Further, Prism Cement has 22.4 MW of Waste Heat Recovery System (WHRS). In 2021-22, 36.6% of Prism Cement’s total electricity consumption was sourced from WHRS and other renewable sources (solar and biomass) as against 12.2% in 2020-21. Additionally, through our water conservation efforts, our cement division successfully contributed 1,94,622 cubic meters water to ground water recharge in 2021-22. Further, Prism Cement consumed 136 litres of water per tonne of cement produced, a 20% reduction in water intensity in 2021-22. Further, we planted over 1,35,000 saplings during 2021-22.

We have also set for ourselves ambitious targets to improve our energy efficiency, emissions intensity, and water intensity by 2025. Prism Cement has set itself a target to reduce its emission intensity (Kg CO₂ per tonne of cementitious material) by 9% by 2024-25 (Scope 1 + Scope 2) as against the base line year of 2021-22. The HRJ and Prism RMC divisions, have adopted a target to improve their energy efficiency by 10% and 9% respectively, by 2024-25 against the base line year of 2021-22.

Additionally, Prism RMC has adopted a target to reduce the water intensity of its production by 15% by 2024-25 and HRJ aims to increase the share of rainwater harvesting in total water consumption to 15% by 2024-25, against the baseline year of 2021-22.

We aim to achieve these targets through the decarbonisation and water conservation levers that we have delineated for each business division. Additionally, through investments in R&D, we

continue to develop products that have a lower environmental impact and positive social impact in the use phase.

We remain committed to promoting inclusive growth and this year we contributed INR 3.94 Crores as CSR to various community initiatives in areas surrounding our plants. Our objective is to further our contribution to activities in the thematic pillars of our social responsibility programme i.e., Rural Infrastructure Development, Health and Hygiene, Promotion of Education, Environment & Water Conservation, Providing Potable Drinking Water, Disaster Management and Social Welfare.

Lastly, we continue to adopt robust corporate governance measures that enable us to operate in a more responsible and ethical manner. Our policies and guidelines make it possible for us to create an employee-friendly and performance-driven work culture. We have been successful in building a culture within the organisation where employees are willing to share their ideas and willing to go that extra mile to achieve overall business objective and meet customer expectations.

Moving forward, we remain optimistic about the medium-term growth prospects of the building materials sector. We believe that this business growth should also entail sustainable value creation for our stakeholders.

We will remain committed towards ensuring continued growth while incorporating technology and innovation in our business processes. We believe in the holistic improvement of all aspects of Environment, Social & Governance and will continue to explore and pursue opportunities for a truly sustainable, inclusive and growth-oriented future.

Regards,
Vijay Aggarwal
Managing Director

About Prism Johnson

Amongst India's Leading Integrated Building Materials Companies

Prism Johnson is one of India's leading integrated building materials companies, with a diverse portfolio of products ranging from cement, ready-mixed concrete, tiles, sanitary ware and bath-fittings.

10,000+
Workforce

The Company has three business divisions, viz. Cement ("Prism Cement"), H & R Johnson (India) ("HRJ"), and RMC (India) ("Prism RMC") with operations spanning in the central India region for Prism Cement and pan India for HRJ and Prism RMC.

~18,000
Channel Partners

The Company is committed to achieving performance excellence in all aspects of manufacturing and as a testament to the same, Prism Johnson has been certified with an Integrated Management System (IMS) with ISO 9001:2008, ISO 14001:2004, ISO 45001:2008/ OHSAS 18001, SA 8000:2008 & ISO 50001:2011 certifications.



Prism Cement

Established in 1997, the Company's cement plant at Satna, Madhya Pradesh is one of the largest single location plants in the country. It manufactures Portland Pozzolana Cement (PPC) under three brand names - 'Prism Champion', 'Prism Champion Plus' and 'Prism Duratech' and Ordinary Portland Cement (OPC) for specialised cement applications. Prism Cement has a strong network of around 2,900 active dealers serviced from around 150 stocking points, spread across Uttar Pradesh, Madhya Pradesh and Bihar. In addition, it offers many services to its customers including mobile concrete testing facilities, on-site consultations by civil engineers, training for masons and knowledge sharing sessions on important aspects of construction.

5.22 mn tonnes

2021-22 Cement & Clinker Sales Volume

INR 2,408 Crores

2021-22 Prism Cement Revenue



H & R Johnson (India)

Established in 1958, HRJ has been a pioneer of ceramic tiles in India. For nearly six decades, HRJ has added various product categories to offer complete solutions to its customers. Today, HRJ offers end-to-end solutions of tiles, sanitaryware, bath fittings, and engineered quartz and marble. In ceramic / vitrified tiles, HRJ along with its joint ventures has a capacity of around 64 million m2 per annum (one of the largest in the country), spread across 11 manufacturing plants, as on March 31, 2022. HRJ products are sold under several strong brands, viz. Johnson Tiles, Johnson Marbonite, Johnson Porselano, Johnson Endura, Johnson International and Johnson Marble & Quartz.

47.6 mn m²

2021-22 Tiles Sales Volume (Standalone)

INR 1,987 Crores

2021-22 HRJ Revenue (Standalone)



Mix with the Best

Prism RMC

Prism RMC is amongst the top three ready-mixed concrete manufacturers in India, set-up in 1996. It currently operates 97 ready-mixed concrete plants in 44 cities/towns across the country. Prism RMC manufactures a wide range of concrete products and solutions that cater to the varied needs of their customers. Prism RMC also mines aggregates and operates three large quarries and crushers. Prism RMC has been at the forefront with complete concrete solutions, innovative products, computerised production and quality systems and has its own fleet of over 170 transit mixers for better services in the ready-mixed concrete industry.

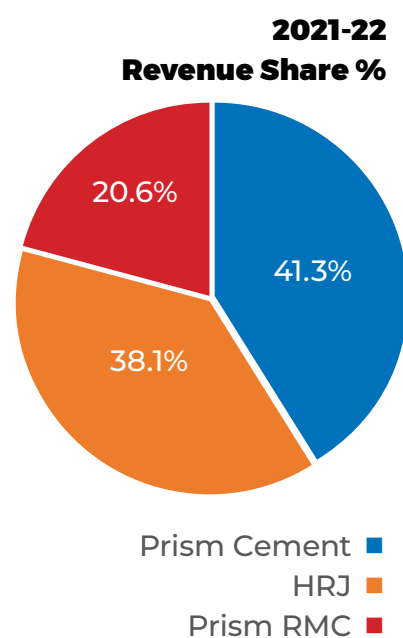
3.2 mn m³

2021-22 Concrete Sales Volume

INR 1,198 Crores

2021-22 Prism RMC Revenue

Divisions



Prism Cement	HRJ	Prism RMC
1 plant, 2 manufacturing units at Satna, Madhya Pradesh	5 tile manufacturing plants	97 plants
~2,900 active dealers	2 faucet manufacturing plants	44 cities
~4,700 active retailers	~1,200 dealers	3 quarries
~150 stock points	8,000 to 10,000 retail outlets	

Industry associations and memberships

Through an active membership of eminent industrial associations, the Company aims to engage with relevant stakeholders on industry best practices and new developments. Its participation in these forums enables the Company to constantly align itself with business processes and technologies that are more sustainable.

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

Awards and Accolades

PRISM
CEMENT
सु की सोच



Golden Peacock Environment Management Award 2021



Special Award under 'Within the fence' category for the 15th edition of CII - National Awards for Excellence in Water Management 2021



Gold Award Under Apex Green Leaf Award 2020 for 'Environment Excellence'



1st Prize in cemWHR-2021 award for the "Innovation & Sustainability" category from Mission Energy Foundation.



Winner Award by Greentech Foundation / 21st Greentech award in the field of 'Energy Conservation'

JOHNSON
Not just blue, Lifestyle.



The Economic Times Best Brands 2021



Realty+ 6th Inex Award JBD Brand of the Year Bath Designs - Sanitaryware



Mix with the Best



Extraordinaire Brand (2020-22) by Brand Vision



Brand of the year at Realty+ Inex Interior Exterior Conclave Awards 2022



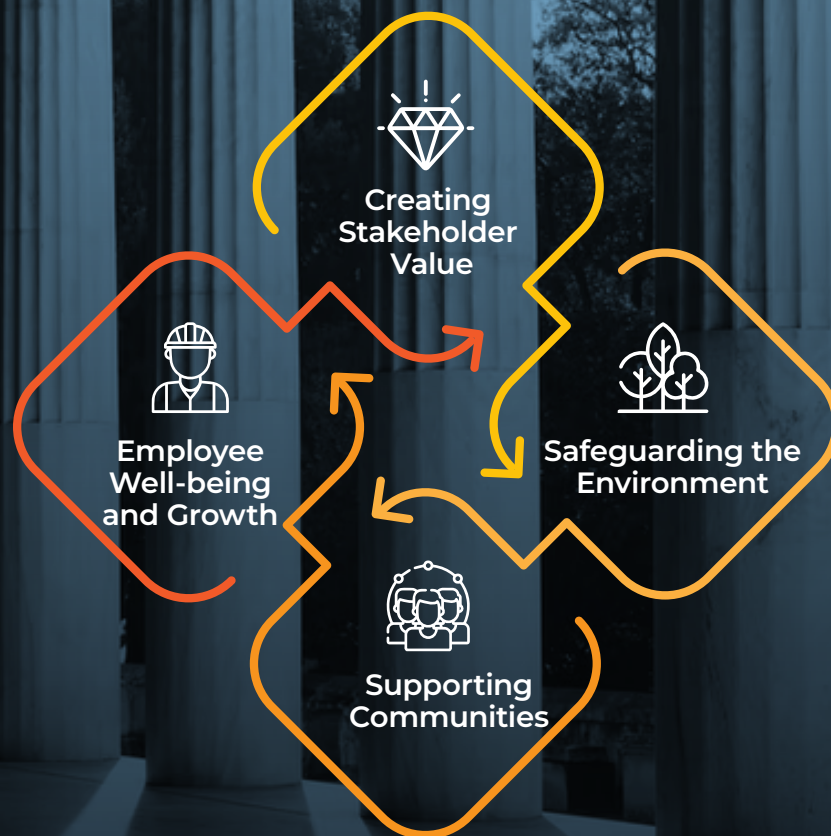
Marketing Campaign of the Year at Inex Interior Exterior Conclave Awards 2022

Sustainability Approach

Sustainability Approach

The Company's sustainability strategy is centred around its mission to be a resilient and have a business that contributes to the economy, safeguards the environment and supports communities by building a better tomorrow. The Company has operationalised its commitment towards a sustainable future through four pillars of its sustainability strategy, as highlighted below. Each pillar of the Company's strategy is defined by sustainability aspects most material to the Company.



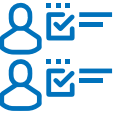


Concrete Steps to a Sustainable Future

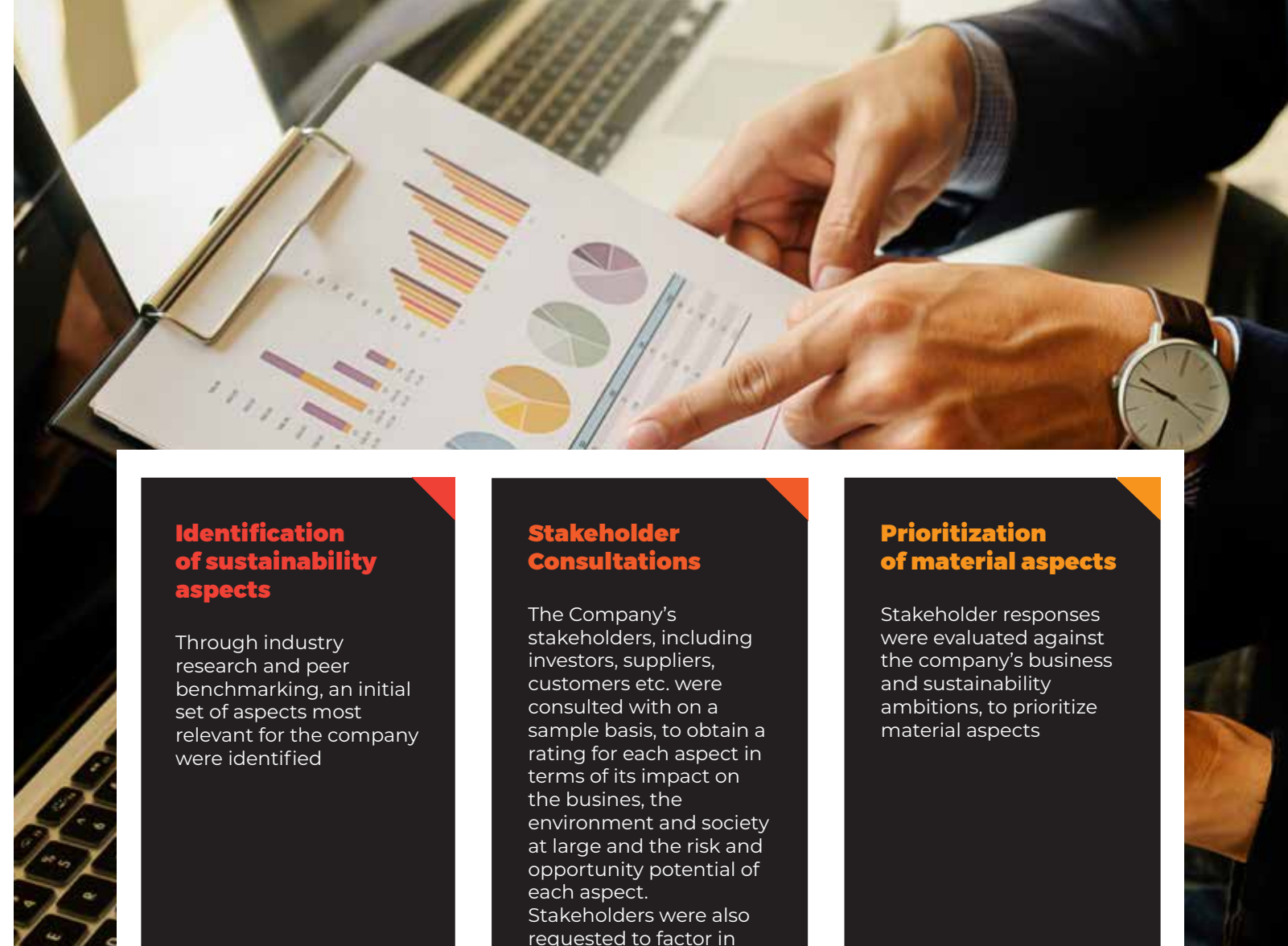


Stakeholder Engagement

The Company believes in routinely engaging with all its stakeholders as it is an imperative part of its business strategy. It engages with various stakeholders through several formal and informal mediums with an objective of understanding their sustainability priorities and/or concerns. This in turn also plays a significant role in guiding the overall sustainability strategy and decision making.

Key stakeholders	Why are they important	How we engage	Topics discussed
Investors 	Shareholders and investors are key to business growth and influence the Company's financial strategy	<ul style="list-style-type: none"> ▶ Annual General Meeting (AGM) ▶ Quarterly investor interactions ▶ Annual Report and Sustainability Report 	<ul style="list-style-type: none"> ▶ Business performance on operating, financial and sustainability parameters ▶ Timely financial disclosures ▶ Timely receipts of dividends and resolving shareholders queries and complaints. ▶ Competition and market positioning ▶ Sound corporate governance mechanisms
Customers 	Customer retention, loyalty and satisfaction are critical to business continuity and expansion	<ul style="list-style-type: none"> ▶ Customer satisfaction surveys ▶ Customer care programmes ▶ Grievance redressal forums 	<ul style="list-style-type: none"> ▶ Product quality and safety ▶ New product development ▶ Detailed information on products ▶ Fair and competitive pricing ▶ Customer trust and satisfaction ▶ Timely and efficient redressal of complaints
Employees 	Employee performance and high employee productivity, professional development and personal well-being are important drivers of business performance	<ul style="list-style-type: none"> ▶ Employee satisfaction survey ▶ Grievance redressal ▶ Self-service portals ▶ Periodical e-bulletins, newsletters and mails ▶ Workshops, events, and seminars ▶ Various trainings held throughout the year ▶ Performance Evaluation 	<ul style="list-style-type: none"> ▶ Company policies and procedures ▶ Nurturing work environment ▶ Career growth prospects ▶ Personal and professional development ▶ Diversity and equal opportunity ▶ Health and well-being

Key stakeholders	Why are they important	How we engage	Topics discussed
Suppliers and dealers 	Supplier and dealer engagement can build long-term associations, bring in opportunities for collaboration, knowledge, and infrastructural support	<ul style="list-style-type: none"> ▶ Dealer and distributor conventions ▶ Meetings with contractors/vendors ▶ Seminars and workshops 	<ul style="list-style-type: none"> ▶ Inclusion of local suppliers ▶ Timely payment ▶ Regular capacity building ▶ Fair and accountable supply chain practices ▶ Supplier financial health, reputation, and service quality ▶ Improving efficiency of logistic operations
Local communities 	Strengthening relations with the local communities in which the Company operates to foster community development	<ul style="list-style-type: none"> ▶ Awareness programmes ▶ Social media channels ▶ Sponsorships ▶ CSR activities 	<ul style="list-style-type: none"> ▶ Need assessment of local community ▶ Local employment opportunities ▶ CSR activities partnership
Government and regulatory bodies 	Engaging with the Government and various regulatory bodies enables the Company to stay updated with regulatory requirements	<ul style="list-style-type: none"> ▶ Annual Report and requisite disclosures ▶ Policy advocacy forums ▶ Compliance reports ▶ Notices and circulars 	<ul style="list-style-type: none"> ▶ Product quality and standard ▶ Product safety ▶ Employee health and safety ▶ Regulatory requirements ▶ Related policy changes
Management board 	Frequent interactions with board enables the Company to evaluate performance against growth strategy and sustainability targets	<ul style="list-style-type: none"> ▶ Board / ERM / Audit Committee meetings ▶ Annual General Meeting ▶ Annual Report and disclosures 	<ul style="list-style-type: none"> ▶ Sustainable growth of business ▶ Sound corporate governance mechanisms ▶ Strategic planning and investor relation
Industry associations 	Engaging with industry bodies keeps us up to date with industry best practices and innovations. This in turn helps us explore innovations and technologies that can make the business more sustainable	<ul style="list-style-type: none"> ▶ Conferences ▶ Technology exhibitions ▶ Meetings, events, and seminars ▶ Forums and workshops 	<ul style="list-style-type: none"> ▶ Policy advocacy and collaboration ▶ Continuous innovation and latest industry trend ▶ Maintenance of product and service standards ▶ Cooperation between businesses to ensure overall industry development



Identification of sustainability aspects

Through industry research and peer benchmarking, an initial set of aspects most relevant for the company were identified

1

Stakeholder Consultations

The Company's stakeholders, including investors, suppliers, customers etc. were consulted with on a sample basis, to obtain a rating for each aspect in terms of its impact on the business, the environment and society at large and the risk and opportunity potential of each aspect. Stakeholders were also requested to factor in how they would expect the significance of these aspects to evolve over the next 3 to 5 years

2

Prioritization of material aspects

Stakeholder responses were evaluated against the company's business and sustainability ambitions, to prioritize material aspects

3

Materiality Assessment

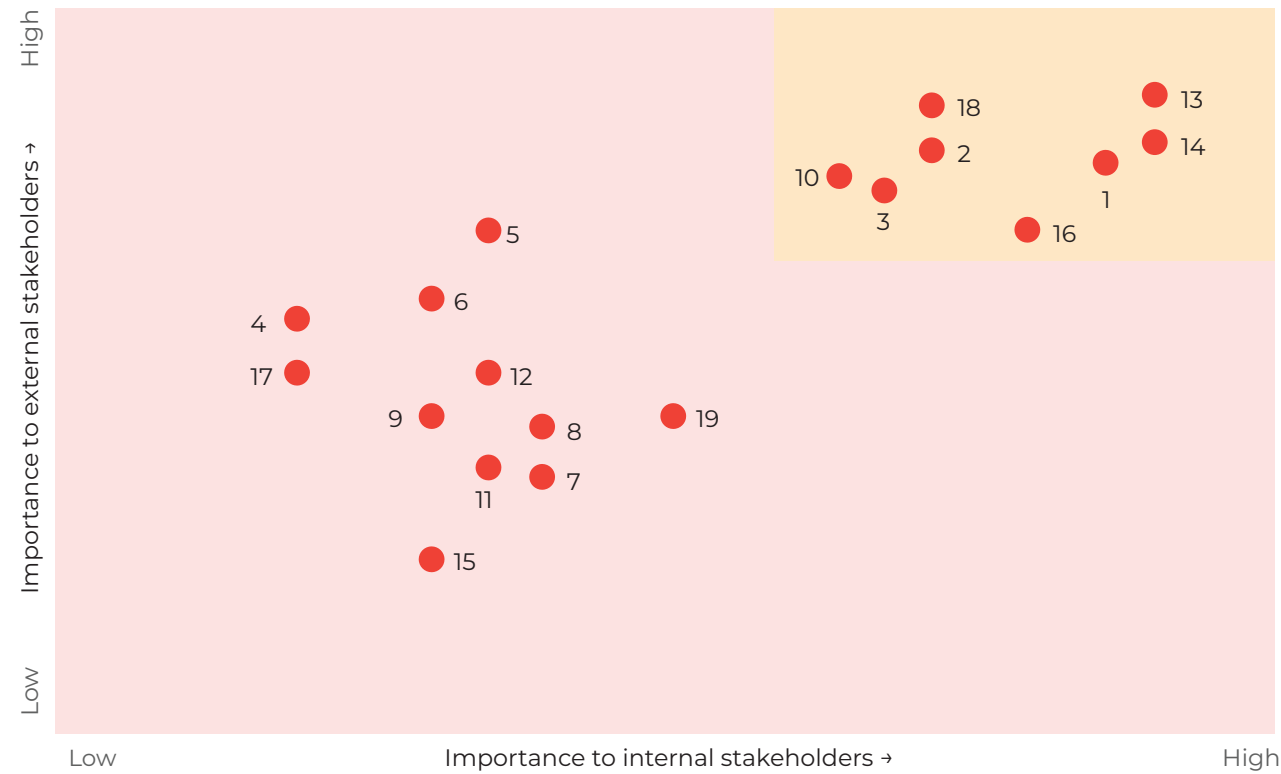
The Company reports its ESG performance against the sustainability aspects that are most material to them. This year, the Company revisited materiality assessment and conducted extensive discussions with internal and external stakeholders with an objective to review its existing material topics and align with

the most pertinent topics for the building materials industry, under the current business scenario.

Through this year's assessment, the Company has identified two new material aspects viz. **Biodiversity** and **Human Rights**. All the material aspects that have been identified are of significance, considering their impact on

Prism Johnson's business and stakeholders at large. The Company has devised relevant strategies to meet its performance targets for each material aspect. However, in context to the industry, future direction and sustainability strategy, certain aspects have further been prioritised as Tier I aspects.

Materiality Matrix Prism Cement



Materiality Matrix Prioritisation

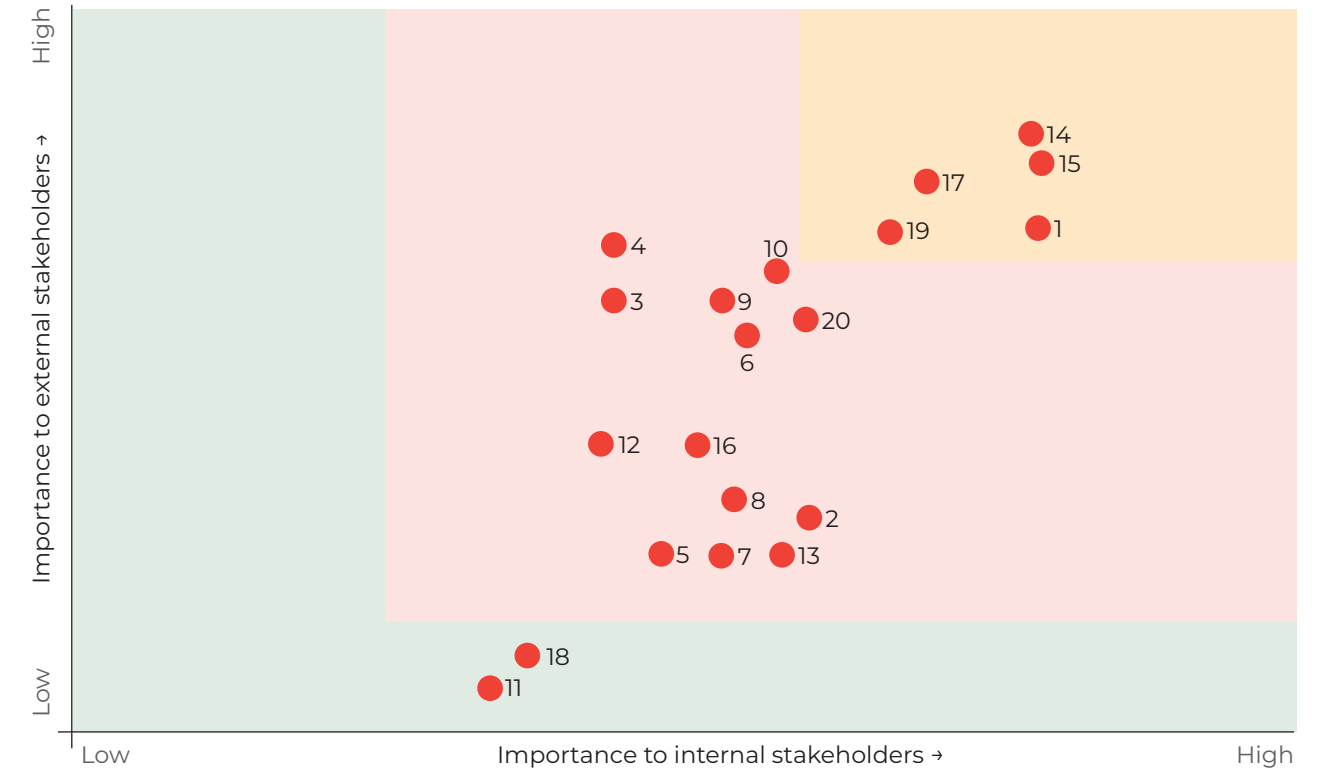
Tier I

1. Energy and GHG emissions
2. Air quality
3. Water conservation
10. Occupation health & safety
13. Value and ethics
14. Regulatory and statutory compliance
16. Economic business performance
18. Innovation and sustainable products

Tier II

4. Waste management and circular economy
5. Biodiversity
6. Transport and logistics
7. Talent attraction and retention
8. Labour relations
9. Human rights
11. Indirect economic impacts
12. Community engagement
15. Supplier sustainability
17. Diversity and inclusion
19. Customer relations

Materiality Matrix HRJ



Materiality Matrix Prioritisation

Tier I

1. Energy and GHG emissions
14. Value and ethics
15. Regulatory and statutory compliance
17. Economic business performance
19. Innovation and sustainable products

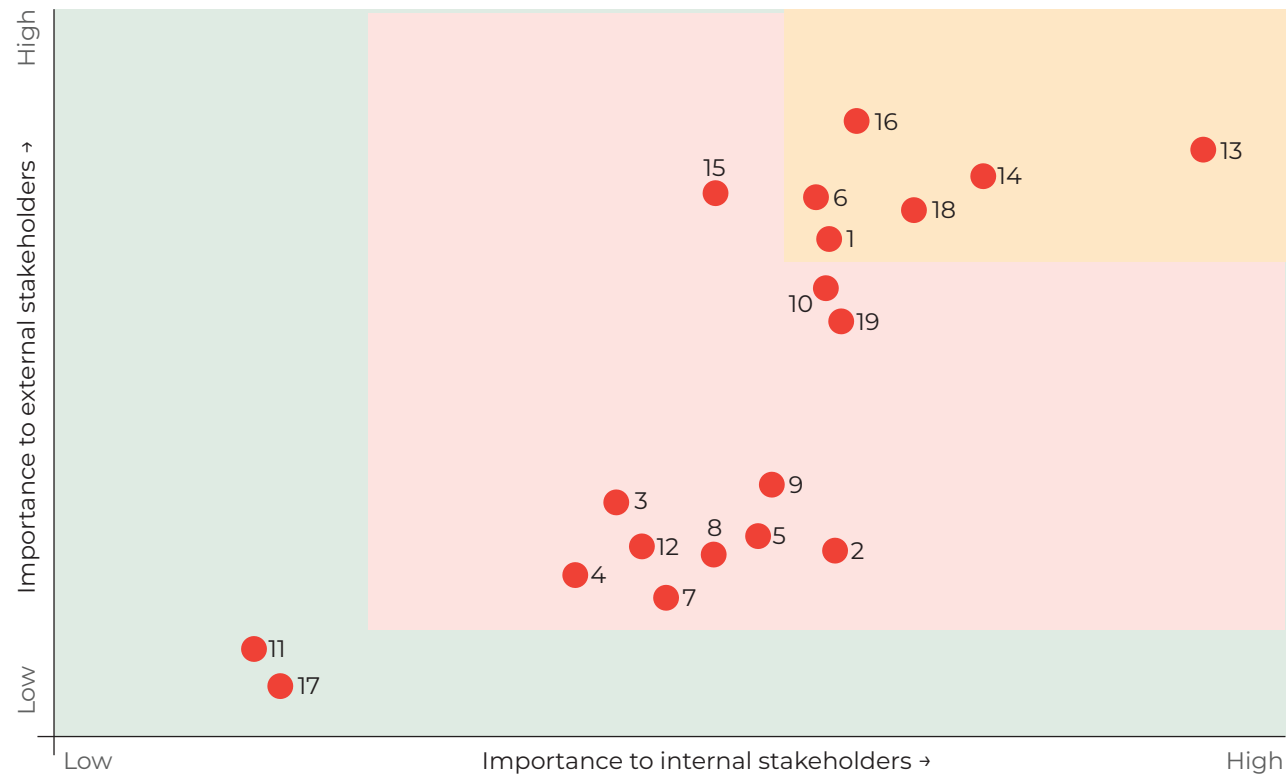
Tier II

2. Air quality
3. Water conservation
4. Waste management and circular economy
5. Biodiversity
6. Transport and logistics
7. Talent attraction and retention
8. Labour relations
9. Human rights
10. Occupational health & safety
12. Community engagement
13. Customer health and safety
16. Supplier sustainability
20. Customer relations

Tier III

11. Indirect economic impacts
18. Diversity and inclusion

Materiality Matrix Prism RMC



Materiality Matrix Prioritisation

Tier I

- Energy and GHG emissions
- Transport and logistics
- Value and ethics
- Regulatory and statutory compliance
- Economic business performance
- Innovation and sustainable products

Tier II

- Air quality
- Water conservation
- Waste management and circular economy
- Biodiversity
- Talent attraction and retention
- Labour relations
- Human rights
- Occupational health & safety
- Community engagement
- Supplier sustainability
- Customer relations

Tier III

- Diversity and inclusion
- Indirect economic impacts

The Company's sustainability framework is also guided by the United Nations Sustainable Goals (UN SDGs) that aim to achieve a more sustainable and equitable world by 2030. Prism Johnson has mapped all material aspects against these SDG goals so as to communicate its contribution to the sustainability agenda at a global level.

Material Aspects of Prism Johnson				
S. No	Sustainability Pillars	Material Aspects	Impact Boundary	SDGs Mapping
1.	Creating Stakeholder Value	Economic performance	<ul style="list-style-type: none"> Shareholders Customers Regulatory bodies Dealers Suppliers 	
		Value and ethics		
		Statutory and regulatory compliance		
		Customer relations		
		Customer health and safety		
		Innovation and sustainable product design		
		Supplier sustainability		
2.	Safeguarding the Environment	Energy and GHG emissions	<ul style="list-style-type: none"> Manufacturing plants Local communities 	
		Air Quality		
		Water Conservation		
		Waste Management and Circular Economy		
		Biodiversity		
		Transport and logistics		
		3.		
Labour Relations				
Occupation Health and Safety				
Human Rights				
Diversity and Inclusion				
4.	Supporting Communities		Community engagement	<ul style="list-style-type: none"> Community
		Indirect Economic Impacts		

Governance and Business Ethics

Governance Structure

A robust governance structure is the cornerstone of any successful and resilient business. In accordance with this belief, Prism Johnson has established an effective governance structure that ensures that processes and performance are in line with the overall business strategy, thereby enabling long term value creation. The Company's commitment to good corporate governance is based on accountability, transparency, independence and fairness.

The Company's governance structure is headed by the Board, comprising a mix of Executive and Non-executive Directors, including Independent Directors to ensure Board independence. Directors have the right balance of skills, expertise and experience in diverse fields including construction, finance, economics, law etc. As on March 31, 2022, the total strength of the Board is nine Directors comprising four Executive Directors and five Non-executive Directors, of which three are independent. The Board is presided by a Non-executive Independent Director.

Decision making by the Board is operationalised through various Board level committees that have been established for specific areas of focus. The effectiveness of the Board and its committees is evaluated on an annual basis.



The Company's commitment to good corporate governance is based on accountability, transparency, independence and fairness."

Audit Committee

Chairperson
Ms. Ameeta A. Parpia
Independent Director

Members

- **Mr. Shobhan M. Thakore**
Chairman & Independent Director
- **Dr. Raveendra Chittoor**
Independent Director

Risk Management Committee

Chairman
Mr. Vijay Aggarwal
Managing Director

Members

- **Ms. Ameeta A. Parpia**
Independent Director
- **Mr. Vivek K. Agnihotri**
Executive Director & CEO (Cement)
- **Mr. Atul R. Desai**
Executive Director & CEO (RMC)
- **Mr. Sarat Chandak**
Executive Director & CEO (HRJ)
- Mr. Manish Bhatia - CFO
- Ms. Aneeta S.Kulkarni
Company Secretary

Nomination & Remuneration Committee

Chairperson
Ms. Ameeta A. Parpia
Independent Director

Members

- **Mr. Rajan B. Raheja**
Director
- **Dr. Raveendra Chittoor**
Independent Director

Securities Allotment & Transfer Committee

Chairman
Mr. Vijay Aggarwal
Managing Director

Members

- **Mr. Vivek K. Agnihotri**
Executive Director & CEO (Cement)
- **Mr. Atul R. Desai**
Executive Director & CEO (RMC)
- **Mr. Sarat Chandak**
Executive Director & CEO (HRJ)

Stakeholder Relationship Committee

Chairperson
Ms. Ameeta Parpia
Independent Director

Members

- **Mr. Vijay Aggarwal**
Managing Director
- **Dr. Raveendra Chittoor**
Independent Director

Corporate Social Responsibility Committee

Chairman
Mr. Vijay Aggarwal

Members

- **Mr. Vivek K. Agnihotri**
- **Mr. Atul R. Desai**
- **Mr. Sarat Chandak**
- **Ms. Ameeta A. Parpia**
Independent Director

For more information regarding Prism Johnson's corporate governance structure, please refer to the [2021-22 Annual Report](#).

Board Diversity

The Company acknowledges the benefits of diversity in management and leverages the same to achieve its strategic objectives. In this endeavour, to operationalise its commitment, Prism Johnson has implemented a **Board Diversity policy**. Its aim is to have a Board that is diverse in gender, age, ethnicity, cultural, regional and industry experience, education and functional expertise. The Nomination & Remuneration Committee periodically reviews the composition of the Board and adherence to the Board Diversity policy.

Sustainability Governance

To ensure an effective and transparent governance on the overall sustainability agenda, Prism Johnson has formulated a four-tier governance structure. The structure is headed by the Risk Management Committee, which periodically reviews the performance of the Company to ensure its alignment with the sustainability agenda.



The Executive Committee (EC) is responsible for the overall sustainability strategy and ambitions of the Company.

The Executive Committee (EC) is responsible for the overall sustainability strategy and ambitions of the Company. The primary role of EC is to engage with the Risk Management Committee on a quarterly basis to apprise them of the sustainability performance of the Company. The EC is supported by the Sustainability

Advisory Committee of each business division, which consists of functional leads across Operations, Environment, Safety, HR and CSR. They in turn are supported by the plant level operational sustainability team, which implements new initiatives and monitors day-to-day performance.



Risk Management

As a part of a dynamic and rapidly evolving business environment characterised by increasing market competition and regulation, Prism Johnson is subject to a wide variety of risks. To address these, the Company has established an effective enterprise risk management framework that allows it to maximise opportunities while addressing potential issues that might negatively impact business. The Company's risk strategy is governed by the Risk Committee and operationalised through the Enterprise Risk Management system (ERM).

The Company has formulated a risk management policy and has in place a mechanism to update the Board Members about risk assessment. Some of the key business risks identified by the management include risks related to economic

environment and market position, cost of production, legal and compliance with applicable laws, environment and sustainability, information technology and talent management. The challenges presented by Covid-19 outbreak, have also been identified and acted upon. The risk horizon includes long-term strategic risks, short to medium-term risks as well as single events. The risks are analysed considering the likelihood and impact as a basis to determine their mitigation plan. For more details regarding the risk management process please refer to the [2021-22 Annual Report](#).

Value and Ethics

Prism Johnson is committed to conducting its business with utmost integrity, honesty and accountability. The Board of

Directors of the Company has laid down two separate Codes of Conduct – one for Directors and the other for senior management & employees. The Code of Conduct delineates the expectations with respect to the conduct of employees towards both internal and external stakeholders. It also outlines the basic principles and policies that employees, senior management personnel and Directors are expected to comply with, when dealing with fellow employees, customers, suppliers, competitors and the public at large. These Codes of Conduct are hosted on the [Company's website](#). All Board Members and senior management personnel have affirmed compliance with the Code of Conduct for 2021-22. Prism Johnson has a zero-tolerance policy on bribery, kickbacks, and corruption of any

kind either directly or through third parties. Accordingly, the Board has established a vigil mechanism by adopting a 'Whistle Blower Policy' for stakeholders including Employees and Directors to freely communicate their concerns about illegal or unethical practices. The Policy ensures that strict confidentiality is maintained whilst dealing with concerns and also that no discrimination will be meted out to any person for a genuinely raised concern. The Policy is hosted on the [Company's website](#).

Every employee is required to read and affirm Code of Conduct and Whistle Blower Policy. The Company also encourages suppliers and business partners to uphold the same level of integrity.

During the reporting period, there were no cases/complaints pertaining to bribery and corruption. There were no whistle blower complaints received by the Company during the year.

During the year ended March 31, 2022, one investor complaint was received from a shareholder, which was resolved satisfactorily. As on March 31, 2022, there were no pending investor complaints.

Regulatory and Statutory Compliance

Prism Johnson is subject to many economic, environmental and social regulations. Compliance to these regulations is a matter of great importance and accordingly the Company

has internal processes in place for ensuring adherence to applicable regulations in a responsible, transparent and time-bound manner.

The Company has a robust compliance framework and mechanism for policies, Standard Operating Procedures (SOPs) and advisories in relation to statutory compliances and litigation/potential litigation. During the reporting period, no fines or non-monetary sanctions were levied on the Company nor were any legal actions undertaken regarding corruption, non-compliance to any regulation.



Creating Stakeholder Value

Economic Performance

The Company is committed to creating long term value for all stakeholders in an environmentally and socially responsible manner, while consistently exhibiting strong economic performance. Its primary focus is to serve customers better, equip employees with requisite skill-sets, focus on product and process innovation by investing in R&D and support the communities in the regions where it operates. The Company strives to maximise returns for all stakeholders. The two financial parameters that drive key business decisions are Return on Capital Employed (ROCE) and Free Cash Flows (FCF). Prism Johnson uses an optimum capital structure, a judicious mix of debt and equity, in order to create value for its shareholders.

2021-22 posed several challenges that affected business operations, such as the second wave of Covid-19 that disrupted operations for most businesses in the first quarter, supply chain issues that impacted export business opportunities, coal and energy crisis that impacted profitability in the second half of 2021-22. Further, rising geopolitical tensions between Russia and Ukraine further increased fuel prices, resulting in a cascading effect on other input costs. The Company weathered these unprecedented challenges through a comprehensive and systematic strategy that included bolstering sales volume through a wide range of innovative products, optimising the product mix and expanding the distribution network.

Cost control is of utmost priority for Prism Johnson, given the pressure on margins due to rising input costs, especially power and fuel costs. The Company is working on various initiatives to improve its energy efficiency through technology up-gradation, process optimisation and productivity improvement. Additionally, it has been focussed on reducing fixed costs and has taken several initiatives across divisions for the same.

During 2021-22, standalone revenues grew by 10.6% to INR 5,569 Crores, led by growth in the HRJ and Prism RMC divisions. Prism Cement's revenue declined by 6.9% to INR 2,408 Crores primarily due to lower

INR 5,569
Crores

Revenue from Operations

INR 576
Crores
EBITDA

INR 133
Crores
Profit after Tax

15.5%
Return on Capital
Employed

sales volume. EBITDA margin declined by 190 basis points to 10.3% led by decline in Prism Cement's EBITDA due to steep rise in power and fuel costs. As a result, net profit declined by 33.4% to INR 133 Crores.

Moving forward, the Company believes that the medium-term growth outlook for the building materials sector is positive. The Government of India has announced several measures, including a budgetary allocation of INR 48,000 Crores in the Pradhan Mantri Awas Yojana (PMAY), which looks to build 80 lakh homes for urban and rural population. Further, the Government has announced an allocation of INR 19,000 Crores for the development of rural roads, under the Pradhan Mantri Gram Sadak Yojana. The Government has also announced an increase in capital expenditure by more than 35% to INR 7,50,000 Crores. This combined with rapid urbanisation and increasing per-capita income will drive demand for building materials including cement, tiles and concrete.

Particulars	2021-22	2020-21
(A) Direct economic value generated and distributed on an accruals basis		
Direct economic value generated : (Revenues)	5,568.79	5,035.18
Economic value generated from investments and other	43.92	31.42
Total (A)	5,612.71	5,066.60
(B) Economic value distributed		
a. Operating costs	4,690.34	4,150.76
b. Employee wages and benefits	478.30	433.70
c. Payment to providers of credit (**)	170.15	191.18
d. Payment to Government (*)	94.97	85.05
e. Community investments	3.94	3.48
Total (B)	5,437.70	4,864.17
Economic Value Created (A-B)	175.01	202.43

(**) Payment to providers of credit doesn't include repayment of loan installments.

(*) Payment to Government includes duties and taxes that are charged to Statement of Profit & Loss during the year. The total gross payment to the Government during the year was around INR 816 Crores (2020-21: around INR 879 Crores)

CSI :

91%
Prism Cement

CSI :

84.2%
Prism RMC

NPS :

61 %
Prism RMC

Customer Grievance
Redressal 2021-22

5,070
Number of
complaints raised

4,711
Number of
complaints resolved



Customer Relations

The Company understands that to remain competitive it must routinely engage with customers and potential customers to understand their needs and expectations. The Company engages in extensive business development activities to target potential customers. The sales and marketing department interacts with customers through post marketing audits and customer satisfaction surveys. This enables the Company to monitor service quality, enhance service delivery processes, help unravel the causes of customer dissatisfaction if any. All these insights help create an opportunity for internal actions to enhance customer experience.

Prism Johnson has formulated customer grievance redressal mechanisms across business divisions to effectively address customer concerns.

Prism Cement, has launched an application "Anmol Rishtey" to enable their customers to raise any query, complaint or suggestion regarding products or services. Through the application, customers receive real-time SMS notifications regarding the status of their request. Customers are also requested to rate the grievance redressal process, once the complaint is resolved. If any query is not resolved within the stipulated time frame, it is escalated to a senior member in accordance with the escalation matrix.



Incidents of non-compliance concerning the health and safety impacts of products and services in 2021-22

Nil

Incidents resulting in fines/penalty

Nil

Incidents resulting in warning

Customer Health and Safety

Prism Johnson has a comprehensive quality control mechanism in place for all businesses, which not only ensures that it delivers highest quality of products, but also take into consideration the health and safety aspects of its customers. The Company has also designed unique products that safeguard customers and promote safety. All tile products are inert and free from harmful chemicals.



Anti-static Tiles

Static electricity is accumulated on the surface of any floor due to friction between the floor and any object. This static electricity can lead to fire hazards in fire prone areas, such as petrochemical factories, server rooms, etc. Johnson Endura Anti-static tiles remove the static electricity charge from the surface of the tile, minimising such fire hazards.



Tac Tiles

HRJ's unique ground surface indicators assist the visually challenged people. The Hi-Traffic Tactile collection has been designed with an emphasis on reliability, safety, dignity and independence for the visually challenged individuals.



In its history of last 60+ years, HRJ has launched many innovative products and exclusive features which are unique in the tile industry. ”

Innovation and Sustainable Products

The Company constantly strives to develop innovative products and processes that meet the needs and expectations of the customers, while ensuring they have lower environmental impact.

The HRJ division has an R&D facility that is recognised by the Department of Scientific & Industrial Research (DSIR), as well as various academic bodies. HRJ has a team of young scientists and researchers who work under guidance of senior reputed scientists to maintain its technological edge. In its history of last 60+ years, HRJ has launched many innovative products and exclusive features which are unique in the tile industry. HRJ has also been granted five patents including for anti-static tiles, soluble salt, anti-oxidation refractory frit and an anti-microbial powder.

Product innovation



Johnson Endura Cool Roof Tiles

These tiles have a high Solar Reflective Index (SRI) that keeps the ambient temperature 3 to 4 degrees lower than the atmospheric temperature. These tiles reduce the need for artificial air conditioning, saving energy and avoiding GHG emissions. This product has received Green Pro certification by the CII (Confederation of Indian Industry).



Germ-free tile

These tiles are coated with silver nano-particles, which in the presence of moisture, release silver ions and neutralise bacteria and virus present on the surface. These products help customers maintain a healthy and germ-free lifestyle, promoting good health and well-being

At Prism RMC, a typical plant provides an innovative edge with respect to manufacturing processes and enables resource optimisation without compromising on its commitment to provide quality products and services to its consumers. The quality of the resulting concrete is much superior to site-mixed concrete. The RMC division has three technical labs that have

Some of Prism RMC's product innovations include :

Range of Eco-friendly products



Envirocrete

A high-performance, high-quality sustainable concrete with low environmental impact

Perviouscrete

A concrete that permits water runoff to percolate and is highly suitable for rainwater harvesting

been certified by the National Accreditation Board for Testing and Calibration Laboratories. With focus on innovation Prism RMC offers a wide range of concrete products that are suitable for a variety of applications.

Supplier Sustainability

Prism Johnson engages with a wide variety of suppliers to facilitate the requirements of its operations and business services. The Company believes that to truly incorporate sustainability in day-to-day operations, it must achieve the desired results in its supply chain as well. Recognising this fact, Prism Johnson's objective is to leverage business relations with suppliers to integrate sustainability across the value chain.

The Company mitigates risks in the supply chain by evaluating suppliers on certain criteria prior to awarding a contract. It also encourages vendors to follow the statutory regulations on environmental and social compliances.

Indirect Economic Impacts

As a part of a conscious effort to contribute to socio-economic development of local communities, Prism Johnson prioritises local procurement of goods and services, wherever practicable.

Since Prism Cement's manufacturing unit is located in Madhya Pradesh, its focus remains on procuring most of its raw materials from within the state. During the financial year, Prism Cement purchased around 85% of its total procurement locally, during 2021-22. For HRJ, an average of ~70% of raw materials were procured from within 500 kms of the respective plant locations, while Prism RMC plants procured an average of ~75% of its materials from within 500 kms of its operational boundary.

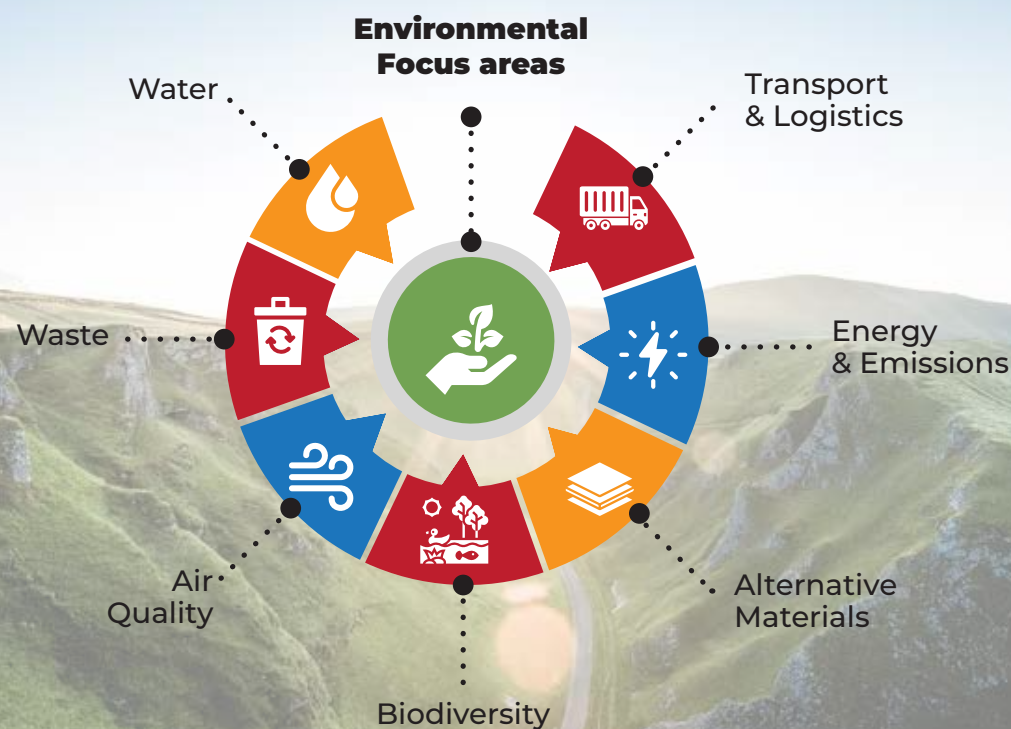


Safeguarding the Environment

Sustainability Approach

As a responsible business organisation, Prism Johnson always strives to incorporate environmental concerns into its business strategies and decision-making to reduce the negative impact on the planet. The Company has formalised its commitment towards implementing the best environmental practices guided by its Environment Policy, which is supplemented by plant level policies that incorporate location specific considerations.

To achieve the overall environmental ambitions, the Company maintains robust monitoring and reporting procedures and have identified certain focus areas (as represented below) around which it develops its environmental strategies. Over the years, there has been a continuous improvement in the Company's environmental performance across each of these focus areas.



The Company has adopted an inclusive approach to set environmental targets across each business division, wherein it took into consideration valuable inputs from relevant stakeholders. These targets are backed by future business plan and levers have been identified for achieving the respective targets. The Company will

continue to track progress against these targets and disclose annually through the sustainability reports.

Energy and Emissions

Global warming and climate change are the most significant threats being perceived globally. Recently, at the UN Climate

Change Conference in Glasgow (COP26), India has announced its ambitious pledges, which include going carbon neutral by 2070 and generating 50% of its energy from renewable sources by 2030. Since GHG emissions is an integral part of the cement production process (clinker production from limestone) in addition to combustion of fossil fuels, it is considered as a hard-to-abate sector and there is an urgent need for identifying new breakthrough technologies that predominantly use renewable energy. Prism Johnson is committed to do its part responsibly and has therefore developed an emission reduction strategy.

As a part of the strategy, the Company has identified certain levers, including the use of alternative fuel and raw materials, reduction in clinker factor, enhancing energy efficiency, Carbon Capture and Storage (CCS) and higher dependency on alternative fuel and renewable energy.

Reduction of Clinker Factor and use of alternative materials:

A major component of the Company's carbon emissions is caused by the process of calcination during clinker production. These emissions result from the calcination of limestone into clinker. Hence, the replacement of clinker in cement by low carbon alternatives is one of the primary decarbonisation strategies.

2025 Targets

Prism Cement: Against the baseline year of 2021-22, Prism Cement's target is to reduce emission intensity by around 9% from 650 Kg CO₂/tonne of cementitious material in 2021-22 to 592 by 2024-25 (Scope 1 + Scope 2)

Emission intensity 2021-22:

650 (Kg CO₂/tonne of cementitious material)

Emission intensity 2024-25:

592 (Kg CO₂/tonne of cementitious material)

Power: Over 50% of Prism Cement's power consumption needs will be met from renewable sources (including WHRS) by 2024-25, as against 36.6% during 2021-22

HRJ: Improve energy efficiency by 10%, from the baseline year 2021-2022

Prism RMC: Improve specific electricity consumption efficiency by 9%, from the baseline year 2021-22



Prism Cement and Prism RMC use fly ash, ground blast furnace slag (GGBS), copper slag etc. as alternate materials. Prism RMC increased the absorption of Pulverized Fuel Ash (PFA)

by about 3% and Ground Granulated Blast Furnace (GGBS) by 20% in this reporting year. In locations where high quality PFA is available, Prism RMC has developed

High-Volume Fly Ash (HVFA) products by substituting 50% of the cement with PFA. This has further added to the durability of Prism RMC's concrete products.

Materials details used across the Company's business divisions

Raw Materials					
Prism Cement	Quantity (in MT)	Prism RMC	Quantity (in MT)	HRJ Tiles	Quantity (in MT)
FY 22		FY 22		FY 22	
Limestone	55,94,843	Manufactured sand	12,11,620	Clay	1,59,627
Laterite	1,82,151	Sand	6,31,234	Minerals	1,08,927
High Alumina Laterite	38,718	Cement	6,11,489	Additives and Solvents	4,599
Lime Sludge	2,585.44	Fly Ash	1,91,527	Frits	5,280
Gypsum	1,76,450	GGBS	72,843	Stains	553
Fly Ash	13,08,814	Micro Fine	2,104	Faucet Manufacturing	Quantity (in MT)
Coal	3,28,099	Aggregate 10mm/20mm	24,00,414	Brass Ingot	223
Pet Coke	1,48,189	Copper Slag	16,538	Brass Parts	39
Carbon Powder	57	-	-	Brass Scrap	94
-	-	-	-	Copper Scrap	4
-	-	-	-	Core Sand Risen Coated	65
-	-	-	-	Magnesium	0.20
-	-	-	-	Zinc	0.04
Total	77,79,907	Total	51,37,769	Total	2,79,410



During 2021-22, Prism Cement used 16%, Prism RMC used 4% and HRJ used 9% alternative raw materials."

Alternative fuels

The Company aims to reduce the carbon intensity of its production process by substituting conventional fossil fuels with alternate fuels. Prism Cement uses RDF (Refuse Derived Fuel) in its kilns and has aims to increase the Thermal Substitution Rate (TSR). Additionally, HRJ has been making use of cashew husk and resin waste as a replacement for fossil fuels.

Enhancing energy efficiency

Through continuous monitoring and maintenance of equipment and machineries, Prism Johnson strives towards attaining better energy efficiency across all business divisions. New energy efficient hardware systems have been installed at some of the Prism RMC plants for more precise and effective tracking of energy consumption. HRJ's faucet manufacturing units have installed auto-current cut-off-systems in the core shooter

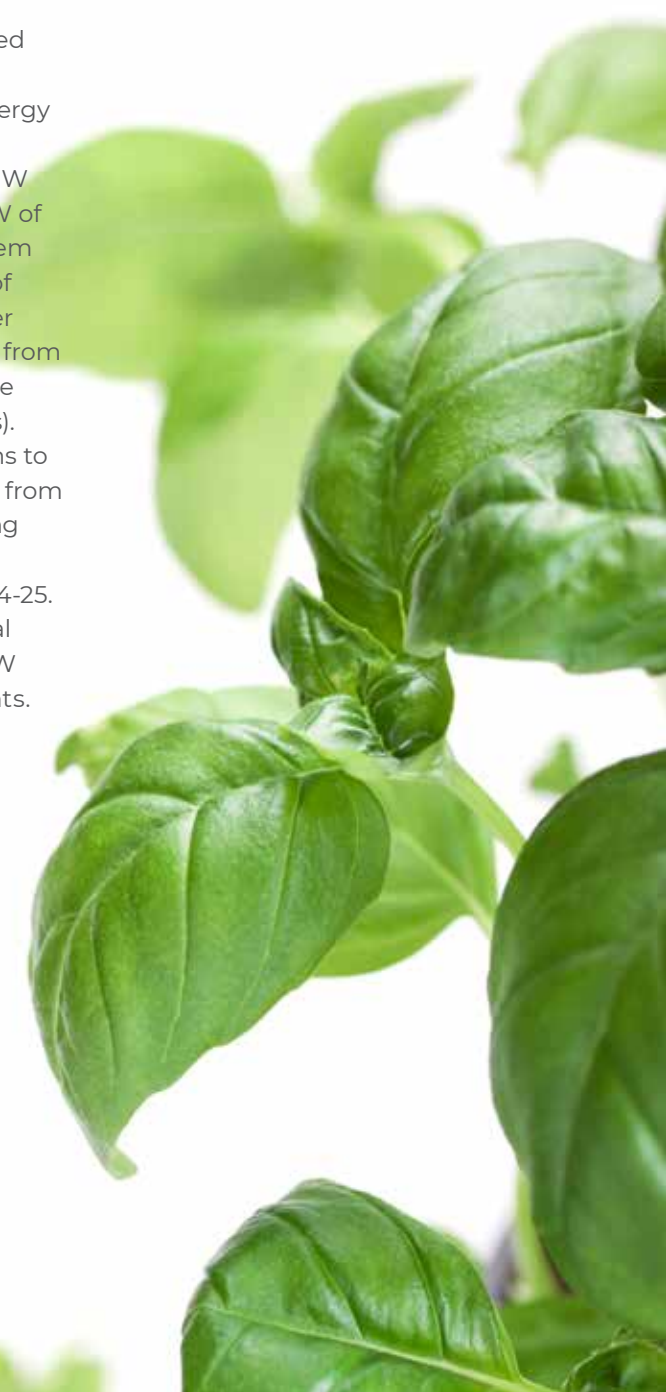
machines and electroplating bath tank for temperature control, thereby aiding the judicious use of energy. The Company is also leveraging modernised kiln technologies like installation of Variable Frequency Drives (VFD) and car drier blowers, to reduce kiln power consumption leading to lesser emissions.

Carbon Sequestration and Carbon Capture and Storage (CSC)

As a part of the Company's decarbonisation agenda, it aims to explore different CCS technologies. Prism Johnson's ambition is to experiment different technologies and reach cost-effective solutions.

Renewable Energy:

Prism Johnson is committed to increasing the share of renewable energy in its energy mix. Prism Cement has an installed capacity of 22.5 MW of solar power and 22.4 MW of Waste Heat Recovery System (WHRS). In 2021-22, 36.6% of Prism Cement's total power consumption was sourced from WHRS and other renewable sources (solar and biomass). Further, Prism Cement aims to increase its share of power from renewable sources (including WHRS) to over 50% of total power consumption by 2024-25. Additionally, HRJ has a total installed capacity of 4.5 MW solar energy across its plants.



	Direct Energy (GJ)	Indirect Energy (GJ)
Prism Cement	1,27,19,030.19	9,50,017.88
HRJ	15,01,456.51	1,95,865.54
Prism RMC	1,77,063	22,429



	Scope 1 Emissions (tCO ₂)	Scope 2 Emissions* (tCO ₂)
Prism Cement	33,36,988	2,00,937
HRJ	1,03,323	39,583
Prism RMC	13,120	4,922
Total Emissions	34,53,431	2,45,442

*The scope 2 emissions accounted for is computed using location-based method



650 Kg CO₂
per ton of cementitious material
(scope 1 + scope 2 emissions)

The Recarbonation Potential of Concrete

Over time, atmospheric CO₂ reacts with the calcium oxide in concrete to form Calcium Carbonates. This process is referred to as Recarbonation. In essence, this is a reversal of the chemical process of calcination during cement production, which accounts for majority of the carbon emissions during the product's lifecycle.

Recent studies demonstrate that around half of the carbonate emissions from clinker production are reabsorbed by concrete when used in buildings and infrastructure during their lifetime. This amounts to 20-25% of the emissions during cement production. The recarbonation potential of concrete has also been cited in the Intergovernmental Panel on Climate Change's (IPCC) "AR6 The Physical Science Basis" released in August 2021.

Prism RMC produces concrete, therefore if the recarbonation potential is taken into account, this business by itself is carbon negative. This holds true, even after accounting for the emissions from the production of the cement that it procures. Overall as a Company, after including emissions from Prism Cement and HRJ divisions (Scope 1 and Scope 2) and the emissions from purchased cement for Prism RMC, recarbonation could potentially account for an estimated 18% of total emissions.

Air Quality

Prism Johnson continues to abide by the applicable emission regulations laid out by local and national regulatory bodies. The Company conducts monthly emission monitoring of all the stacks through National Accreditation Board for

Testing and Calibration Laboratories (NABL) accredited labs.

Prism Cement has an emission reduction strategy in place, and has installed Continuous Emission Monitoring Systems (CEMS) and Continuous Ambient Air

Quality Monitoring Systems (CAAQMS), which are connected to the concerned Central Pollution Control Board (CPCB) servers for real time data monitoring. This helps understand emission load and identify improvement opportunities wherever possible.

(Metric Ton)	PM	SO _x	NO _x
Prism Cement	239.00	286.65	2243.43
HRJ	1.06	0.82	0.65
Total	240.06	287.47	2244.08

SO_x Emissions

- Reduction in the use of fossil fuels by co-processing
- Process optimisation achieved through technological interventions

NO_x Emissions

- Low NO_x burner installed at manufacturing and operation units.
- Using Selective Non-Catalytic Reduction (SNCR) technique at the cement manufacturing units

Particulate Matter (Stack and Fugitive Emissions)

- Installed Air Pollution Control Equipment's (APCE), such as baghouse filters and Electrostatic Precipitators (ESP) at plants to control stack emissions; Bag filters installed over the transfer points to control primary fugitive dust emissions
- Cement Plant areas are covered with concrete pavements to minimise and control tertiary fugitive emissions
- Installed sweeping-cum-vacuum machines for clearing the dust inside the cement plant premises, thereby reducing fugitive emissions

2025 Targets

Prism RMC

Against the baseline year of 2021-22, Prism RMC's target is to reduce the water intensity of its production by 15% by 2024-25.

HRJ

Against the baseline year of 2019-20, HRJ's target is to increase the share of rain water harvesting to 15% of its total water consumption.

Water Conservation

Prism Johnson understands that water is a scarce resource and continues to optimise water consumption across all business divisions. The primary sources of water for the Company include ground water, treated/ recycled water and third-party water, including municipal water supply and local tankers.

The Company's cement plant at Satna, 66 out of the 97 Prism RMC plants and all HRJ plants (barring one) have effectively maintained Zero Liquid Discharge (ZLD) status.

Prism Johnson has Cross Functional Team (CFT) for water management that ensure all water conservation initiatives and strategies are effectively implemented. The team is also responsible for monitoring water consumption parameters and developing an action plan for further improvements.

At Prism Cement, 100% of the wastewater from the townships is treated and reused for gardening. Wastewater generated from domestic and cleaning activities is recycled at the Sewage Treatment Plants (STP) and reused for gardening, horticulture and sprinkling for dust suppression. Wastewater generated from industrial processes is treated through Effluent Treatment Plants (ETP) and reused. Additionally, Prism RMC has set up sedimentation tanks that enable recycling of 10-15% of the water used for cleaning purposes in the production process.

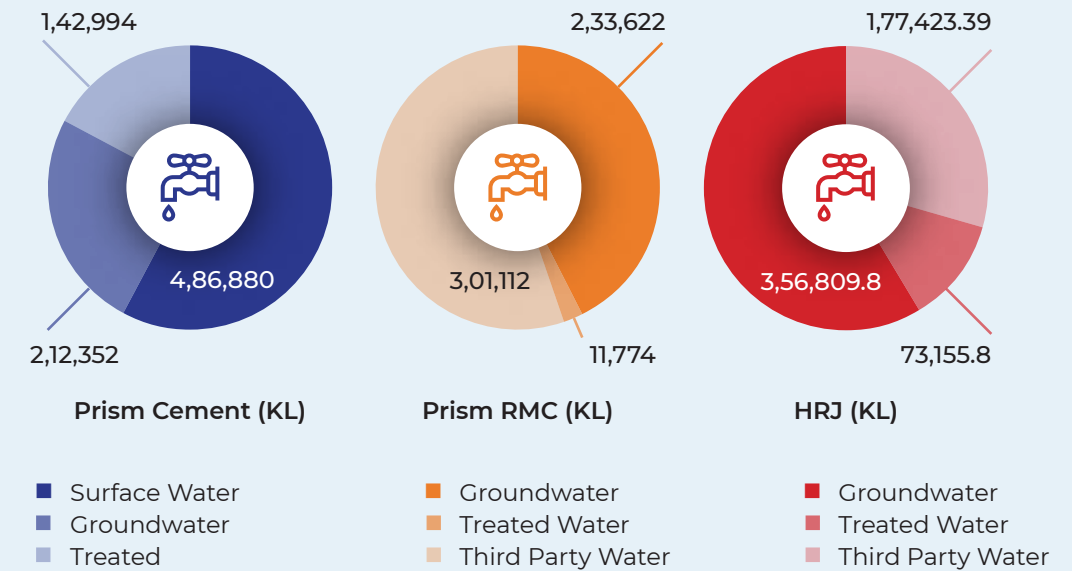
Prism Johnson's objective is to optimise withdrawal of ground water to ensure that it does not

adversely impact ground water levels. Further the Company looks to recharge ground water levels through the rainwater harvesting structures that have been constructed across plants. During the reporting period, Prism Cement successfully contributed 1,94,622 cubic meter water to ground water recharge.

Further, the Company has implemented digitalisation and technology systems wherever feasible for more effective management of water consumption. Prism Cement has incorporated new software upgradation for monitoring the mixing of freshwater and grey water in right amounts to make it applicable for cooling of raw materials. A Digital Automatic Water Level Recorder (Piezometer) has also been installed to monitor ground water levels.

Prism Johnson conducts monthly testing of effluent from ETPs and STPs through third party NABL accredited vendors to ensure that relevant parameters are within the limits prescribed by State Pollution Control Board (SPCB).

Water Withdrawal by Source



136

Litres/tonne of Cement Produced



Hazardous waste generated is disposed through SPCB approved third party vendors.

Waste Management and Circular Economy

As an organisation, Prism Johnson strives to minimise the waste that is generated by recycling waste materials back into the production process. It further strives to responsibly manage waste disposal and has developed Standard Operating Procedures (SOP's) for plants to ensure appropriate disposal.

Hazardous waste generated is disposed through SPCB approved third party vendors. The non-hazardous waste generated is sent to authorised vendors for appropriate disposal or recycling.

Hazardous Waste Generated (MT)				
Waste Type	Prism Cement	Prism RMC	HRJ	Total
Used Oil	82	-	1	84
Non- Hazardous Waste Generated (MT)				
Waste Type	Prism Cement	Prism RMC	HRJ	Total
Debris Generated	-	77,027	-	77,027
Metal Scrap	1,645	-	776	2,421
Bags	61	-	84	145
Plastic/Plastic scrap	4	-	28	33
Rubber Scrap	129	-	2	131
Wooden Pellets	6	-	17	23
Others	93	-	164	257
ETP Sludge	-	-	16,776	16,776
Carton	-	-	154	154
Broken Tile	-	-	1,817	1,817
Coal Ash	-	-	326	326
Refractory Bricks	675	-	96	771



Biodiversity

The Company's approach is centred around protecting biodiversity and environment. We strive towards causing no negative impact on the natural habitats and take initiatives to preserve and conserve the existing flora and fauna.

Prism Cement has undertaken biodiversity assessment for all mines as part of Environmental Impact Assessment (EIA). This assessment helps in the overall analysis of the different habitat types thriving near the site if any, the ecological state of the habitats and the importance of the habitats to maintain an ecological balance. The Company has no manufacturing units or mines situated in the vicinity of any critically endangered zones.

As a sustainability leader, Prism Johnson ensures that none of its mining activities are undertaken in any area having vegetation or human settlements. It also does not undertake mining related activities in the vicinity of any location having a natural habitat.

The Company has always focused on green belt development and has undertaken multiple plantation drives. Over 1,35,000 saplings were planted by Prism Cement during the reporting period. Further, in the upcoming fiscal

year, HRJ plants at Vijayawada and Karaikal plan to undertake plantation drives with a target of 1,000 and 300 sapling plantations respectively.

Transport and Logistics

As a construction materials business organisation, Prism Johnson has an extensive transport and logistics network that plays a significant role in successful operation of its business. The Company aims to plan its network in an efficient manner, which enables optimisation of time, distance and fuel consumption.

The Company has incorporated various strategies to ensure transportation activities are both time and energy efficient,

while ensuring reduction in carbon footprint of the fleets.

To ensure the effectiveness of freight carriers, trucks have been installed with GPS tracking devices. The GPS technology aids to the better navigation management of the trucks. It enables the Company to get a fair idea of the lead time for each vehicle and thus enables in the optimised inbound and outbound vehicular movement, which results in reduced fuel usage and saving of time.

Prism RMC has introduced a Vehicle Replacement Policy to discard old vehicles with high fuel usage and emissivity.

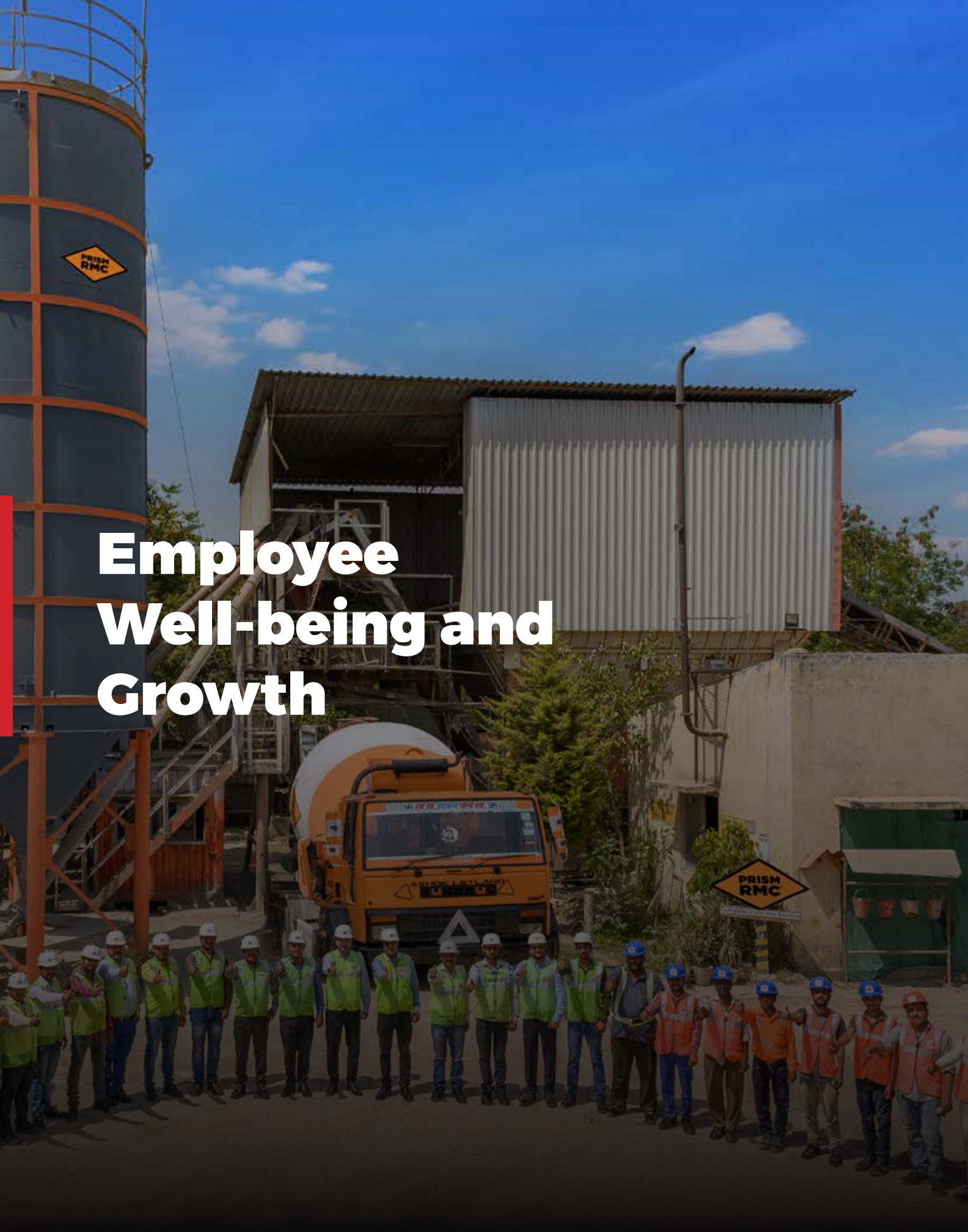


Case Study Low carbon logistics at HRJ

HRJ manufacturing units are strategically located near to the mines and sources of other raw materials. Over time, HRJ has re-routed freights and logistics carriers resulting in time saving and a fuel-efficient distribution network.

Due to the optimised routing of vehicles, HRJ is able to cut the associated fuel usage. This in turn results in reduced carbon emissions for the Company.

Employee Well-being and Growth



One of the greatest strengths of the Company is its dedicated group of employees who bring a wide array of skills and years of experience with them. Over the years, the Company's diverse and skilled employee base has enabled the Company to differentiate itself as an organisation. To this end, Prism Johnson values its employees and constantly endeavours to foster an inclusive and safe work environment,

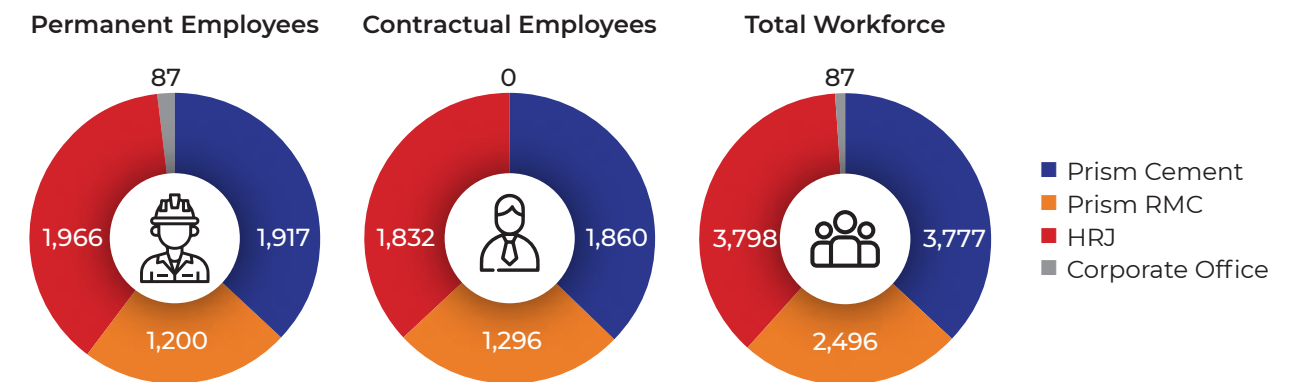
where employees have the right opportunities to grow. The Company's employee friendly policies and practices ensure transparency and value the feedback and ideas of employees. Since the start of the pandemic, Prism Johnson has ensured that proper SOPs are followed and has stayed connected with employees for any assistance required. For example, the Company extended its support to its employees for oxygen

concentrators in times of need. It also provided Covid-19 related insurance benefits to its employees and their families.

The Company's Human Resource strategy is driven by the evolving requirements of the Company and human capital risks (such as employee retention, requisite skill building and many more) that the Company looks to mitigate at large.

Below represented graphs show the employee strength of the Company as of March 31, 2022.

Number of Employees



Prism Johnson's Workforce (As on March 31, 2022)

Employee Category	Unit	<30 years	30-50 years	>50 years	Male	Female	Total
Senior management	Number	-	101	85	180	6	186
Middle management	Number	30	560	133	686	37	723
Junior management	Number	824	1,591	227	2,485	157	2,642
Non-Management workers	Number	34	905	486	1,423	2	1,425
Other category	Number	77	100	17	186	8	194
Contractual Workers/ Temporary workers	Number	1,522	3,055	411	4,815	173	4,988
Total		2,487	6,312	1,359	9,775	383	10,158

Talent Attraction and Retention

The Company has adopted a recruitment policy, which sets out clear guidelines for hiring the right talent devoid of any discrimination based on age, gender, race, religion etc. The recruitment team strives to find the best talent from various educational institutions of India for campus hiring, as well as other modes for lateral recruitment.

Prism Johnson offers competitive compensation to its employees and provides multiple benefits including, life insurance, health care, Group Personal Accident (GPA) insurance, disability and invalidity coverage and retirement provisions. Apart

from the employee benefit schemes, the Company also has different policies that support the overall well-being of the employees. These policies are aimed at fostering a safe and inclusive work environment for all employees. These policies are accessible to all employees through an in-house employee portal 'Saksham'.

The Company has taken several steps to retain its key employees, such as learning & development initiatives to meet their career and growth aspirations, creation of retention schemes for critical roles and employees, providing them with internal growth opportunities based on availability of role.

Succession Planning in Prism Cement

To ensure minimum disruption, succession planning is undertaken for all critical roles. Basis requisite skills and qualifications, employees are categorised as successors for critical positions.

As a practice, succession planning is carried out in three major phases:

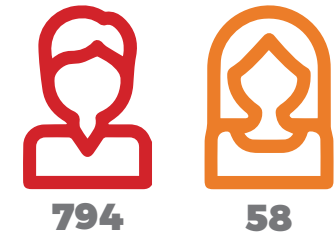
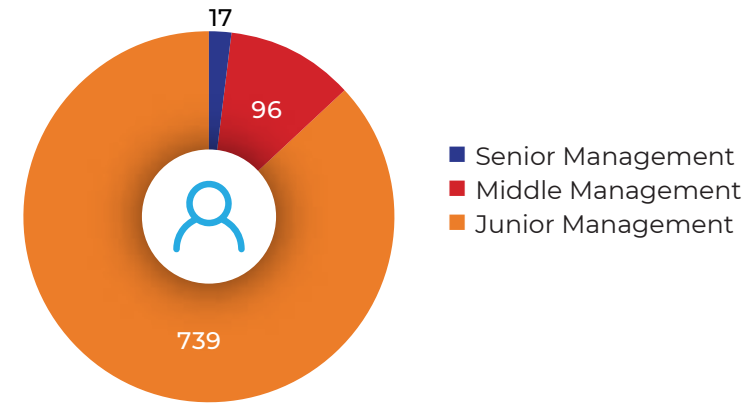
Assessment Phase: Various roles within the organisation are reviewed and further categorised as 'Critical' (roles that must be filled to meet the operational objectives of the Company), 'Priority' (roles that must be fully functional in the next 6 months) and 'General' (roles that must be fully functional in the next 1 year).

Evaluation Phase: Employees are assessed to determine their readiness, skills and competency to ensure that the company has the right people for the right jobs today and in future. Subject to this analysis, the readiness of each employee is categorised in a 0 to 5 year timescale.

Development Phase: An Individual Development Plan is prepared for employees in accordance with the training needs identified during the evaluation phase. The development plan is executed with the help of internal and external experts.

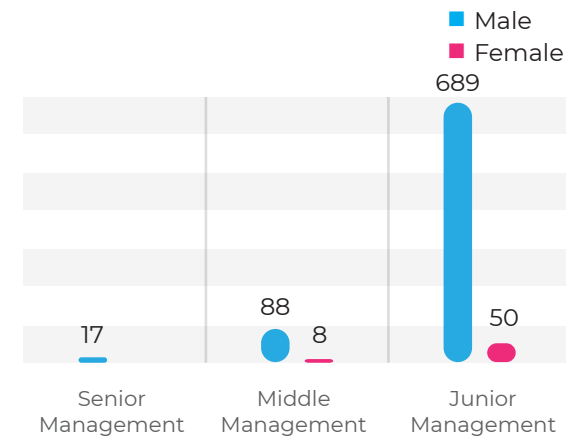
As a practice, the succession plan for all critical positions is reviewed periodically.

Prism Johnson's hiring details for 2021-22 has been mentioned below:

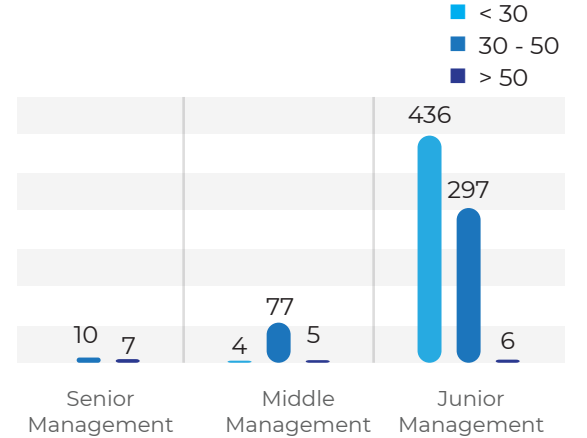


Details of new recruits by seniority for 2021-22 have been mentioned below:

By Gender (Nos)

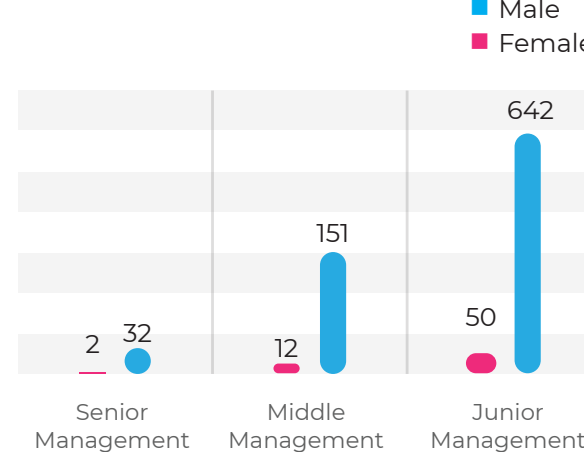


By Age (Nos)

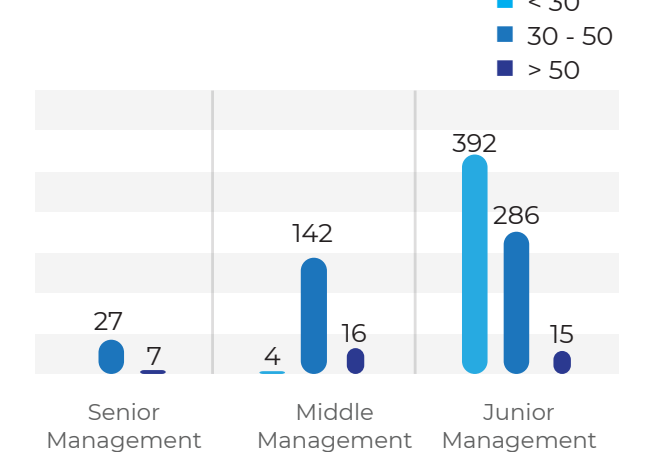


Employee turnover during 2021-22 is as follows:

By Gender (Nos)



By Age (Nos)



Performance Evaluation

Prism Johnson follows a transparent and accountable employee performance evaluation system as it understands that employees prefer to work in an organisation that values their skill and motivates them to reach greater heights. The Company’s appraisal process is designed to not only recognise and reward noteworthy performance but also to identify the need of employees to further their career growth within the organisation.

All employees undergo an annual performance evaluation process, based on certain predetermined Key Result Areas (KRA). Additionally, a continuous feedback mechanism from administrative and functional managers is in place to ensure that employees get a fair understanding of their performance.

In order to strengthen the performance management process, the Company undertakes a Potential Assessment, which helps them identify the employees’ strengths, weaknesses and potential, for better talent management. This helps in determining employee’s capabilities, motives, performance and behaviour and helps the Company identify suitable roles for the employee.

Moreover, the Company ensures that employees remain motivated and driven towards being more productive through

different award programmes. Some of the employee award programmes that are in place include ‘Beat the best’, ‘Spot Awards’, ‘Plant Excellence Award’ and ‘Zonal Awards’. The Company also has incentive schemes for various teams across the organisation. For example, HRJ division’s sales employees are provided with an incentive based on their sales performance, which is over and above their fixed salary.

Learning and Development

The Company strives to create an environment that enables employees to constantly learn and equip themselves with necessary skills. The key objective is to ensure that employees continue to grow as professionals in their fields, bolstering their knowledge and capabilities.

Prism Johnson has a dedicated ‘Learning and Development’ department that implements a structured learning programme to meet the training and

development needs. Training need assessment is done on a periodic basis and an annual training plan, tailored to the employee’s need, is then designed to address the identified training requirements. The efficacy of training programmes is evaluated through tests before and after the training and through feedback provided by the attendees. All training modules are uploaded in ‘Saksham’. Additionally, employees are also provided with high quality learning through collaboration with reputed institutions.



The Company strives to create an environment that enables employees to constantly learn and equip themselves with necessary skills.”

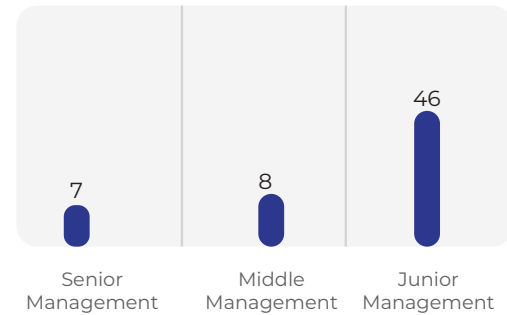
Prism RMC story on Internal Talent Management

Prism RMC believes in developing internal talent and providing appropriate opportunities for career progression and growth within the organisation. In order to reinforce this, it has designed an internal job posting policy for the benefit of its employees. These job postings are posted on “Saksham”, where any employee of the Company can apply directly for the role. This helps the Company unleash the capability from within the organisation through employee development, skill building and career management.

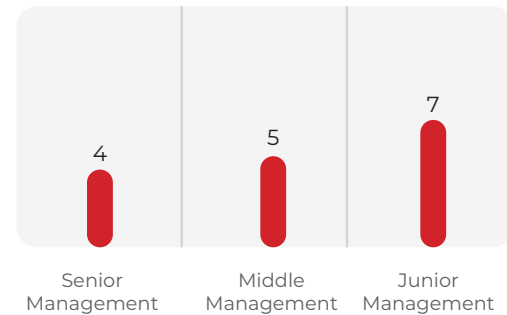


The average manhours of training per employee is as follows:

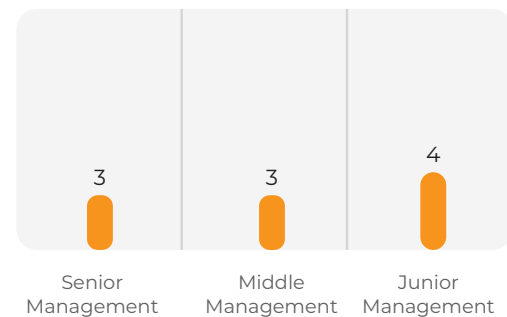
Prism Cement



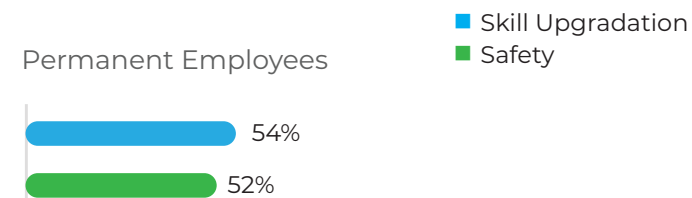
HRJ



Prism RMC



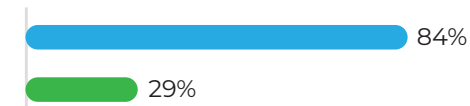
Percentage of employees covered under various safety and skill upgradation trainings in 2021-22 are as follows:



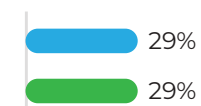
Permanent Women Employees



Casual/ Temporary/ Contractual Employees



Employees with Disabilities



Some of the trainings conducted during 2021-22 are listed below:

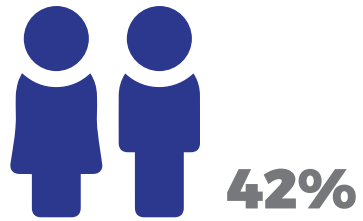
Trainings Conducted	
Safety Training	The objective of these trainings is to impart the essence of workplace safety among employees. The trainings are conducted on various topics, such as electrical safety, road safety, etc. The Company has established a safety gallery and organises a Safety Observation Tour (SOT) for the same. Further details of the safety trainings have been provided in the OHS chapter.
Functional Training	Comprises generic and job specific trainings with an objective of equipping employees across all business divisions with skills to deliver work efficiently; Some of these trainings include Advance Excel, SAP, Kiln maintenance etc. The management system trainings included in this category are chemical testing of cement, IMS overview, energy management system, etc.
Product Management Training	The objective of this training category is to introduce the employees to various products manufactured by the Company across business divisions. These are compulsory trainings, wherein sales employees get a fair understanding of the products.
Behavioural Training	Aimed at equipping employees with the right skills, team spirit, time management, leadership, and communication, which helps improve business performance.
Functional Training	Comprises generic and job specific trainings with an objective of equipping employees across all business divisions with skills to deliver work efficiently; Some of these trainings include Advance Excel, SAP, Kiln maintenance etc. The management system trainings included in this category are chemical testing of cement, IMS overview, energy management system, etc.
Induction Training	Induction training is for the new hires and is conducted over a duration of 7 to 15 days, where they are introduced to the Company's vision, values and culture etc; new employees' roles and responsibilities are covered in detail in this training along with an overview of working areas to acclimatise them to the work environment and manage their work-life balance.

The Prism Cement Story of Training

Prism Cement believes that skilled employees enhance productivity and focusses on providing growth opportunities for all its employees. Its diverse training programmes aim to provide employees a continuous and sustained learning culture to grow on-the job. Prism Cement has set an annual training target of 5 man-days per employee. At present, it has over-achieved its target by reaching training of 7.45 man-days per employee. Prism Cement's training man days are benchmarked and are amongst the best in the industry. Prism Cement's aims to provide effective training programmes, which help nurture workforce to become more competent in their respective areas.

Percentage of employees covered under Labour Unions

Prism Cement



Labour Relations

The Company promotes open and transparent dialogue while respecting the right of workers to unionise. The Company has recognised labour unions at several plants across business divisions and actively engages with them to redress any concerns raised by employees. The Company recognises the right to freedom of association through collective bargaining agreements, as per the laws of the land.

The management usually conducts formal meetings in a year with the representatives of respective unions to discuss on topics related to disbursement of bonus, working hours, wage revision, etc. among other employee requirements.

HRJ



Human Rights

At Prism Johnson, respecting human rights means growing inclusively, upholding dignity of each individual it works with and promoting equality. As a testament to this commitment, all three divisions have been certified by the Social Accountability International's SA 8000:2014 Standard. The standard is one of the leading certifications for fair treatment of workers across factories and industries. The certification measures performance in eight broad areas including: Child Labour; Forced or Compulsory Labour; Health and Safety; Freedom of Association and Right to Collective Bargaining; Discrimination; Disciplinary Practices; Working Hours; Remuneration; Management System. It also reflects the considerations of the Universal Declaration of Human Rights and International Labour Organisation (ILO) conventions.

Through a rigorous screening process, the Company ensure no cases of child labour exist within the premises and ongoing site inspections are in place as well to check for any possible cases of human rights violations. The Company expects its value chain partners to also comply with applicable human rights guidelines.

Prism Johnson has instituted an employee grievance redressal mechanism that allows employees to formally voice any concerns.

Prism RMC



Category	Complaints filed during the financial year (Nos)	Complaints pending at the end of financial year (Nos)
Child labour/forced labour/involuntary labour	0	0
Sexual harassment	1	1
Discriminatory employment	0	0

Occupational Health and Safety (OHS)

Occupational Health and Safety (OHS) is an integral part of how the Company operates. Prism Johnson is committed to providing a safe and healthy workspace to its employees and contractual workers, with the goal of achieving zero accidents and injuries. This commitment is operationalised through 'Occupational Health and Safety' policy for each business division. Further, individual plants have OHS policies in place, which have been customised as per each plant's geographical locations and scale of operations. All management bodies, permanent employees, contractual workers, and other contractors are covered under the OHS policy.

To ensure system-driven management of safety performance and continual improvement of working conditions, most plants have been certified with ISO: 45001:2018 or OHSAS 18001 (Occupational Health and Safety Assessment Series). Bi-annual internal audit and external surveillance

Key Targets at Prism Cement

- Zero fatality in operations
- Achieve near miss reporting of more than 500 annually, so as to ensure that all near miss cases are highlighted and issues leading to the same get resolved

audits are carried out to ensure compliance to the international management system requirements. Both Prism Cement and HRJ are ISO 45001:2018 certified, while all RMC plants abide by a robust internal quality standard.

Prism Cement has developed a "Contractor Safety Plan" in line with the ISO 45001:2018 and SA:8000 requirements. For efficient implementation of occupational health & safety management system, a Safety Team is in place at Prism Cement consisting of safety officers and safety coordinators. Additionally, we have also formed Safety Sub-committees and an Apex Safety Committee for ensuring safety excellence. These safety committees also have representation from workers, as per the requirements of the Factories Act, 1948.

At HRJ plants, a designated safety officer is in charge to oversee all aspects of occupational health and safety in the plant. The safety committee conduct monthly meeting to discuss plant safety performance and action points are decided for further improvement.

The RMC safety team consists of five qualified safety coordinators and one safety officer who are accountable for one zone, that cover around 10 to 12 plant locations. The team also comprises one executive and two senior executive safety officers. All the safety officers, executives, and coordinators report to the HSE manager at the corporate level.



Safety Risk Management:

Identification and mitigation of hazards have always been a constant agenda for the Company. For Prism Cement, site level safety committees at each manufacturing unit conduct an overall Hazard Identification and Risk (HIRA)

study for all operations in the units. HRJ's manufacturing units undertake a Hazard and Operability (HAZOP) study to ensure appropriate identification of hazards and implementation of effective mitigation plans. Standard Operating Procedures (SOPs) are in place to provide guidance

and outlines the overall safety procedures for all operations across every unit of all the business divisions.

The Company conducts bi-annuals review of all routine and non-routine activities, past relevant incident analysis and potential emergency scenarios. The plants also undergo an annual inspection of tools and tackles, stability testing for buildings and structures, drinking water testing and pest control in the canteen area.

Prism Cement has introduced the concept of a 'safety champion' for setting greater accountability of ensuring safety while promoting a culture of recognition.

Safety training topics

First Aid	Fire Safety	Near Miss Reporting & Safety Observations	Personal Protective Equipment	Emergency Preparedness
Working at Height	Confined space	Hot Work	Lock Out Tag Out	Road Safety
Scaffolding	Safety in concrete pumping	Electrical Safety	Work Permit	Ergonomics

Health & Safety Trainings

Prism Johnson routinely conducts health and safety trainings to create awareness among employees on safety policies and procedures. The objective of these trainings is to ensure that employees

follow requisite safety norms and procedures enabling them to execute their roles in an effective and safe manner.

Every year, safety training needs are identified across plants and a training calendar is formulated. Trainings are

provided to employees in local languages with the efficacy of each training monitored by plant managers. During the reporting period, both online and classroom trainings have been conducted through both internal and external subject matter experts.

Safety Initiatives

Safety Gallery	Safety gallery at Prism Cement plant wherein working / stationary models of equipment are displayed along with audio-visual clips for plant virtual tour; Mandatory for all contractual workers to go through the safety gallery displays and record their attendance
Safety Zone system	Prism Cement has created 30 zones throughout the plant for safety enhancement; Each Zone has a zone owner who is primary responsible for the safety of the zone. Monthly meetings are conducted with all zone owners for continuous improvement of safety performance of each zone
Safety Observation Tour (SOT)	The safety observation tour is conducted weekly by senior management to monitor the compliances of the safety systems in place. Such direct involvement of the management in safety performance helps to create more awareness on safety
Near Miss reporting	Online system for near miss reporting, which is accessible to both permanent and contractual employees
Daily Tool-Box Talk	Tool-box talk is conducted on daily basis in all the sections in each shift before starting the work.
Safety slogans, signage, and poster display for awareness	Available in manufacturing locations
Mechanisation of housekeeping process	Mechanised housekeeping process by use of road sweeping trucks
Simulator Driving Training	Provide trainings through simulator for drivers
Reverse camera on vehicles	Installed reverse camera on vehicles to avoid any major road accidents at site.
Crash barriers on vehicles	Crash barriers on vehicles are used for preventing injuries
Vehicle Tracking System (VTS)	VTS aids in tracking vehicular movements and captures real time data for better monitoring.

Safety Performance

Monitoring and keeping a track of safety performance is highly essential for giving a clear picture of the effectiveness of the health and safety management system in place. It also helps to track progress against health and safety targets and assess effectiveness of the improvement projects implemented.

Prism Cement has incorporated an online HSE Management Information System (MIS) consisting of 20 different parameters to ensure the monitoring of all safety related parameters. A trained personnel is allocated at each of the manufacturing units to maintain the MIS on a monthly

basis. Every month senior management reviews the MIS for tracking progress against target and identify areas of improvement.

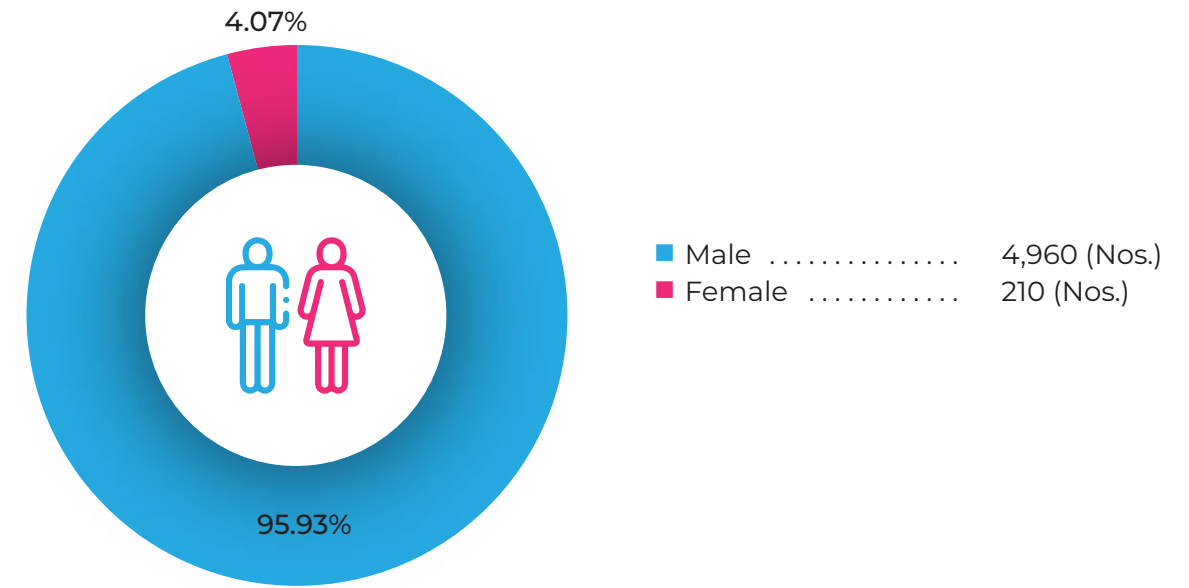
Diversity and Inclusion

The Company acknowledges the benefits of building an inclusive and diverse workplace and considers diversity as an opportunity to innovate and improve operations. Prism Johnson is an equal opportunity employer that focuses on meritocracy while employing and evaluating performance. It does not discriminate on the basis of gender, caste, creed, religion, or ethnicity. Prism Johnson's workforce comprises employees from diverse cultures and

geographies. Over the last few years, the Company has undertaken many initiatives to improve workforce diversity. Prism Cement has been consciously trying to increase the share of female management trainees and have successfully integrated female employees in critical engineering roles at the plant. The Company also has reasonable provisions for accommodating employees with disability, which may include adjustment of work schedule, special equipment, transportation or other job modifications to optimise such individual's performance.

The Company continues to assess internally the relevant job roles where there is greater opportunity for increasing workforce diversity and aims to increase share of diversity going forward. Gender diversity at each business division has been mentioned below:

Gender diversity at Prism Johnson



	Permanent Employees	Contractual Workers
Total near miss incidents	3,025	16,011
First aid	228	683
Fatalities	-	1
LTIFR	0.993	0.768





Supporting Communities

INR 3.94 Cr
CSR Spending in 2021-22

Community Engagement

Prism Johnson acknowledges the importance of engaging with local communities and strives to ensure their well-being with the larger objective of promoting inclusive growth. The Company's Corporate Social Responsibility (CSR) activities are guided by its CSR policy, which delineates its social commitment towards creating long term sustainable value.

Prism Johnson's CSR activities are categorised into a few large focus areas, as listed below:

 Rural Infrastructure Development	 Health and Hygiene	 Promotion of Education	 Environment and Water Conservation
 Providing Potable Drinking Water	 Empowerment and Skill Development	 Disaster Management	 Social Welfare



Rural Infrastructure Development

Infrastructure assets such as roads, irrigation and markets enable rural populations to lead lives that are economically and socially productive. Cognisant of the needs of the local communities, Prism Johnson has undertaken several measures in the following districts:

Satna district, Madhya Pradesh

- Construction of roadways and bus shelter
- Renovation of six cremation sheds
- Cleaning and maintenance of solar lights
- Construction of drainage facilities
- Construction of playground, mini gallery development

Other Districts

- Construction of community health centre shed at Raigarh, Maharashtra
- Renovation of community centre in Tadipatri, Andhra Pradesh
- Donation of tractor trolley to Narayanpur Gram Panchayat for Waste Disposal in Vijayawada, Andhra Pradesh



Health and Hygiene

Prism Johnson is cognizant of the role that nutrition and good hygiene play in safeguarding health. Hence, it strives not only to create accessible healthcare facilities but also focus on eradicating hunger and malnutrition and providing access to sanitation. The Company's efforts during the financial year are highlighted below:

Healthcare Facilities

- Provision of free ambulance services to more than 1,000 villagers on 24x7 basis at Satna district, Madhya Pradesh
- Renovation of Community Health Centre at Satna district
- Enabled the cataract surgeries for 20 patients at Satna district
- Provision of free medical services to over 14,000 OPD patients at Satna district

Sanitation Facilities

- Construction of separate toilets for girls and boys at GKBMS Government School in Kunigal, Karnataka
- Construction of 55 open defecation free toilets at Satna district

Promoting Inclusive Growth for People with Disability

- Provision of 73 motorised tricycles to people with physical disability at Satna district in association with Artificial Limbs Manufacturing Corporation of India
- Provision of accessible equipment to physically challenged people in the Raigarh district of Maharashtra



Promotion of Education

The Company understands that providing a conducive and child-friendly environment for learning is essential for increasing school enrolment and addressing absenteeism. The Company's efforts have facilitated the following:

- Repair and extension of six government schools in the Satna district
- Establishing four smart classes (from IX to XII grade) at Government Higher Secondary School at Satna and two classrooms at G.S.S School in Solan district of Himachal Pradesh

- Provision of computers and printers for government schools at Satna district
- Books distribution to children with hearing disability at a Government School in Dewas, Madhya Pradesh
- Provision of 20 bookshelves at two government schools at Satna district
- Promotion of education by painting 200 slogans on the walls in the Satna district



Environment and Water Conservation

Water Conservation

Prism Cement acknowledges that water is a scarce resource and has therefore invested in the construction of four single bore recharge systems in ponds located in the district and 200 drum-based water harvesting structures.

- Construction of water ways channel at Pachauha Pond
- Deepening of five ponds with total capacity of 21,850 cubic meters
- Desilting project at Karaikal, Puducherry

Renewable Energy

During 2021-22, the Company installed 26 solar lights in the streets of Satna district as part of its responsibility towards the community.

Tree Plantation

During the reporting period Prism Cement has taken multi-pronged actions to promote tree plantation. This includes:

- Roadside plantation with construction of 201 honeycomb structures
- Construction of three protection gate ensuring survival of 53,000 saplings
- Development of social forestry by distribution of 83,000 hybrid fruit saplings to villagers and gram panchayats



Providing Potable Drinking Water

At Satna district of Madhya Pradesh, Prism Cement supported the villagers with access to clean drinking water by installing nine hand pumps with borewells and making available water tankers as required benefitting approximately 2,500 households. Further at Dewas district of Madhya Pradesh, water coolers and a synthetic water storage tank have been set up.



Empowerment and Skill Development

Prism Johnson understands that skill development of the marginalised youth will unlock economic growth potential within the community. In pursuit of bridging the current skill gap vis-à-vis industry requirements and improving the quality of life for these individuals and their families in Satna district, the Company imparted the following courses:

- Driving training to around 150 persons
- Bag making training to around 50 women
- Stitching and embroidery training to nearly 50 women
- Cotton wick making training to around 25 women

As part of its CSR efforts, the Company also distributed sewing machines to improve livelihoods of villagers of Gadab village in Raigarh district of Maharashtra.



Disaster Management

With the outbreak of COVID-19 globally, there has been an unprecedented impact on the health and livelihood of people. Vast swathes of the society remained uncatered to, due to unavailability of structured institutions for healthcare and lack of essential services. Prism Johnson proactively worked towards the provision of 18 oxygen concentrators across the districts of Satna and Bhopal in Madhya Pradesh and Kurnool in Andhra Pradesh. During the pandemic, the Company provided 1,000 Covid-19 care medicine kits in Satna and financial assistance to impacted individuals in the Kurnool district.

For the living, food and education expenses of 31 children who were orphaned during the Corona period, a cheque of INR. 9,30,000 at the rate of INR. 2000 per month was given to Collector Satna under the M.P. Children's Sponsorship Scheme.



Social Welfare

- Financial assistance for welfare of the families of martyrs in Karaikal district of Puducherry and Satna district of Madhya Pradesh
- Distribution of blankets to orphanages at Dewas, Madhya Pradesh
- Distribution of 201 sets of thermal innerwear to Senior Citizens at Satna, Madhya Pradesh
- Financial assistance towards old age homes



The Sustainable Development Goals (SDGs)

The SDGs agenda adopted by all United Nations Member States in 2015, are a “blueprint to achieve a better and more sustainable future for all”. The 17 interlinked goals aim to measure how social, environmental, and economic challenges are being addressed to foster sustainable development.

As a responsible business organisation, Prism Johnson looks to contribute to the achievement of the SDGs and the larger agenda of sustainable development.



The overall health and well-being of employees is of paramount importance to the Company. Several initiatives including health and safety training programs have been implemented. The company routinely undertakes safety risk assessments and monitors its performance to identify areas of improvement. Additionally, the Company looks to promote the holistic well-being of employees.



The Company is an equal opportunity employer and workforce diversity has always been an area of focus for the Company. Over the last few years, the company has consistently increased its workforce diversity with Prism Cement increasing the share of female management trainees and integrating female employees in critical engineering roles at the plant. Moving forward, the Company further aims to bolster diversity in its workforce.



Water is an essential input in the Company’s operations. Its use is managed through the Company’s water stewardship program, which focuses on the reuse and recycling of water and ensuring the quality of water discharged. As a testament, Prism Cement’s entire operation, 66 out of RMC’s 97 plants and all of HRJ plants (barring one) have maintained Zero Liquid Discharge status. Prism Cement has also ramped up its rain water harvesting activities and in 2021-22, successfully contributed 1,94,622 cubic meters water to ground water recharge. Additionally, Prism RMC has adopted a target to reduce the water intensity of its production by 15% by 2024-25 and HRJ aims to increase the share of rainwater harvesting in total water consumption to 15% by 2024-25, against the baseline year of 2021-22.



Being an energy intensive industry, the Company understands the importance of improving its energy efficiency and transitioning to cleaner sources of energy. At present, Prism Cement consumes 36.6% of its energy requirements from clean energy sources like solar, biomass and WHRS and has set itself a target to meet over 50% of its power consumption needs from renewable sources (including WHRS) by 2024-25.



The Company invests in R&D activities to produce innovative products that have lower environmental impact and foster consumer well-being. The HRJ division has a R&D facility that is recognised by the Department of Scientific & Industrial Research (DSIR) and has been granted 5 patents for its innovative product offerings. The RMC division has three technical labs that have been certified by the National Accreditation Board for Testing and Calibration Laboratories. Johnson Endura Cool Roof Tiles, Germ-free Tiles, Envirocrete and Perviouscrete are a few examples of such innovative products.



The Company acknowledges the importance of engaging with local communities to promote equitable and inclusive growth. The company contributes to the economic and social development of communities surrounding its operations, through its Corporate Social Responsibility (CSR) activities. The company focuses its efforts in the following areas: Rural Infrastructure Development, Health and Hygiene, Promotion of Education, Environment and Water Conservation, Providing Potable Drinking Water, Empowerment and Skill Development, Disaster Management and Social Welfare.



Understanding the limits of the naturally available resources, the Company strives towards responsible handling of all raw materials it uses. As a responsible organisation, it also ensure judicious consumption. The Company has always worked on water management, energy management and material management by expanding its dependency on alternative elements. Prism Johnson’s water and energy related targets depict its ambitions as a responsible consumer and producer.



Since cement production is an emission intensive process, the Company is committed to doing its part and has developed an emission reduction strategy to achieve its decarbonisation ambitions. Prism Cement has a set itself a target to reduce its emission intensity (Kg CO₂ per tonne of cementitious material) by 9% by 2024-25 (Scope 1 + Scope 2) as against the base line year of 2021-22. The HRJ and Prism RMC divisions, have adopted a target to improve their energy efficiency by 10% and 9% respectively, by 2024-25 against the base line year of 2021-22. The levers through which the Company aims to achieve these targets include; alternate fuels and raw materials, renewable energy, energy efficiency and CCS systems.



The Company is committed to the responsible sourcing of raw materials and has undertaken assessment of all mines as a part of Environmental Impact Assessment (EIA). The Company does have any manufacturing units or mines situated in the vicinity of critically endangered zones and focuses on reforestation activities. In the reporting period, Prism Cement planted over 1,35,000 saplings. Further, in the upcoming fiscal year, HRJ plants at Vijayawada and Karaikal plan to undertake plantation drives with a target of 1,000 and 300 sapling plantations respectively.



The Company is committed to conducting business with the utmost integrity and honesty and has a zero-tolerance policy on bribery, kickbacks, and corruption of any kind either directly or through third parties. Accordingly, the Board has established a vigil mechanism by adopting a 'Whistle Blower Policy' for stakeholders including Employees and Directors to freely communicate their concerns about illegal or unethical practices.



The Company acknowledges the role of partnerships in meeting the larger goal of sustainable development. It collaborates with various industry bodies to adopt industry best practices and innovations to make business more sustainable. To name a few, the Company is a part of the Indian Green Building Council (IGBC), Confederation of Indian Industry (CII), and Cement Manufacturers Association, Indian Ceramic Society and Ready-Mix Concrete Manufacturers Association.

GRI - Index

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Assurance statement



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Independent Assurance Statement

The Management and Board of Directors

Prism Johnson Limited
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Main Avenue, 2nd floor
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Mumbai - 400054, Maharashtra - India

Scope

We have been engaged by Prism Johnson Limited (hereafter "Prism Johnson") to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Prism Johnson's Sustainability Report FY2021-22 (the "Subject Matter") for the period 1st April 2021 to 31st March 2022.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Prism Johnson

In preparing the Sustainability Report FY2021-22, Prism Johnson applied the Global Reporting Initiative (GRI) Standards, in accordance with Core Criteria. GRI Standards - Core Criteria were specifically designed for Sustainability Report FY2021-22; as a result, the subject matter information may not be suitable for another purpose.

Prism Johnson's responsibilities

Prism Johnson's management is responsible for selecting the Criteria, and for presenting the Sustainability Report FY2021-22 in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the *International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* ('ISAE 3000'), and the terms of reference for this engagement as agreed with Prism Johnson on 12th April 2022. Those standards require that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Sustainability Report FY2021-22 and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Review of the standard disclosures regarding the company’s material sustainability aspects contained in the report;
- Review of consistency of data / information within the report;
- Undertake assurance review virtually including verification of the sample data and information reported for the following sites

S.No.	Business division	Sites	Geography
1	Prism Cement	Satna	Madhya Pradesh, India
2	H&R Johnson	Dewas	Madhya Pradesh, India
3		Kunigal	Karnataka, India
4	Prism RMC	Dhumaspur	Haryana, India
5		Sahibabad	Uttar Pradesh, India

- Review and execution of an audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

- Conduct interview of select representatives of Company’s management to understand the current processes in place for capturing sustainability performance data as per GRI Standards, the Company’s sustainability vision and the progress made during the reporting period;
- Review of the Company’s plans, policies, and practices, pertaining to their social, environment and sustainable development, to be able to make comments on the completeness of the reporting and degree to which EY believes the report provides a fair and honest representation of the Company’s activities.

We also performed such other procedures as we considered necessary in the circumstances.

Emphasis of matter

The assurance scope excludes:

- Data and information outside the defined reporting period-1st April 2021 to 31st March 2022;
- Data and information on economic and financial performance of the Company;
- Data, statements and claims already available in the public domain through Annual Report, or other sources;
- The Company’s statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Company’s compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

Conclusion

- During our review process, we observed that the Company has compiled the Report as per the Global Reporting Initiative’s (GRI) framework. We have provided our suggestions to the Company in a separate management letter.
- Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Sustainability Report FY2021-22 for the period of 1st April 2021 to 31st March 2022, in order for it to be in accordance with the Criteria.

Restricted use

This report is intended solely for the information and use of Prism Johnson and is not intended to be and should not be used by anyone other than Prism Johnson.

For and on behalf of Ernst & Young Associates LLP.



Chaitanya Kalia
Partner
03 August 2022
Mumbai, India

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