

# Business Responsibility and Sustainability Reporting

## Section A: GENERAL DISCLOSURES

### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L26941TN1957PLC003566
2	Name of the Listed Entity	The Ramco Cements Limited
3	Year of incorporation	1957
4	Registered office address	"Ramamandiram", Rajapalayam – 626 117
5	Corporate address	"Auras Corporate Centre", 5 <sup>th</sup> floor, No:98-A, Dr. Radhakrishnan Road, Mylapore, Chennai – 600 004
6	E-mail	ksn@ramcocements.co.in
7	Telephone	044-28478666
8	Website	www.ramcocements.in
9	Financial year for which reporting is being done	April 2022 – March 2023 (FY 2022-23)
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited & BSE Limited
11	Paid-up Capital	Rs. 23,62,92,380/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr.C.Ravichandran Senior Vice President - ESG The Ramco Cements Limited Tel: 044-2847 7599 E-Mail : ravichandran@ramcocements.co.in
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis.

### II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture of cement	96.32

#### 15. Products / Services sold by the entity:

S. No	Product/Service	NIC Code	% of total Turnover contributed
1	Cement	23942	96.32
2	Clinker	23941	0.38
3	Dry Mortar Products	23911	1.66
4	Ready Mix Concrete	23952	0.18
5	Power Generated from Windmills	35106	0.59
6	Other Operating Revenue	NA	0.43
7	Other Income	NA	0.44
	Total		100.00

### III. Operations

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

Location	Number of Plants	Number of Offices
National	5 Integrated Cement Plants, 6 Grinding Units, 1 Packing Plant, 1 Ready Mix Concrete Unit, 3 Dry Mortar Plants and Wind farms at 7 locations	25
International	-	-

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

##### a. Number of locations:

Locations	Number
National (No. of States)	11
International (No. of Countries)	1

The International Markets cover Maldives

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

The contribution of exports to the total turnover is 0.40%

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

The company has both Commercial Customers (B2B Business) and Private Customers (B2C Business). The customers include Trade, Non-Trade and Governments.

### IV. Employees

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

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1	Permanent (D)	2,554	2,510	98	44	2
2	Other than Permanent (E)	302	255	84	47	16
3	<b>Total Employees (D+E)</b>	<b>2,856</b>	<b>2,765</b>	<b>97</b>	<b>91</b>	<b>3</b>
<b>Workers</b>						
4	Permanent (F)	953	953	100	-	-
5	Other than Permanent (G)	2,664	2,588	97	76	3
6	<b>Total Workers (F+G)</b>	<b>3,617</b>	<b>3,541</b>	<b>98</b>	<b>76</b>	<b>2</b>

##### b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled Employees</b>						
1	Permanent (D)	1	1	100	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	<b>Total differently abled employees (D+E)</b>	<b>1</b>	<b>1</b>	<b>100</b>	-	-
<b>Differently abled Workers</b>						
4	Permanent (F)	2	2	100	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	<b>Total differently abled Workers (F+G)</b>	<b>2</b>	<b>2</b>	<b>100</b>	-	-

## 19. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Board of Directors	7	1	14
Key Management Personnel*	4	-	-

\* Comprising Managing Director, Chief Executive Officer, Chief Financial Officer and Company Secretary

## 20. Turnover rate for permanent employees and workers

Particulars	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7.47%	0.04%	7.51%	5.36%	0.16%	5.52%	3.03%	-	3.03%
Permanent Workers	0.50%	-	0.50%	0.39%	-	0.39%	0.37%	-	0.37%

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

S. No.	Name of the holding / subsidiary / associate / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Ramco Windfarms Limited	Subsidiary	71.50	Yes
2	Ramco Industrial and Technology Services Limited	Subsidiary	94.11	Yes
3	Madurai Trans Carrier Limited	Associate	29.86	No
4	Ramco Industries Limited	Associate	15.40	No
5	Ramco Systems Limited	Associate	15.38	No
6	Rajapalayam Mills Limited	Associate	0.46	No
7	Lynks Logistics Limited	Associate	29.72	No

## VI. CSR Details

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

(ii) Turnover (in Rs.) – 8,171.97 crores

(iii) Net worth (in Rs.) – 6,793.53 crores

## VII. Transparency and Disclosures Compliances

## 23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes <a href="https://www.ramcocements.in/investors/codes-and-policies">https://www.ramcocements.in/investors/codes-and-policies</a>	2	-	-	7	-	-
Employees and workers	Yes <a href="https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.pdf">https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.pdf</a>	-	-	-	-	-	-
Customers	Yes <a href="http://ramcocements.net/dportal/index.asp">http://ramcocements.net/dportal/index.asp</a>	966	-	-	1,284	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Yes <a href="https://ramcocements.in/cms/uploads/Vendor_grievance_redressal_policy_84f203a8cf.pdf">https://ramcocements.in/cms/uploads/Vendor_grievance_redressal_policy_84f203a8cf.pdf</a>	-	-	-	-	-	-
Community Grievance	Yes <a href="https://www.ramcocements.in/investors/codes-and-policies">https://www.ramcocements.in/investors/codes-and-policies</a>	-	-	-	-	-	-

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

Pillars	Key Material Issue	Business risks/challenges	Our Approach
1	Sustainable Supply Chain Management	<ul style="list-style-type: none"> <li>Brand reputation</li> <li>Consistent increase in volume.</li> <li>Uninterrupted supply of materials</li> </ul>	<ul style="list-style-type: none"> <li>Comprehensive support system &amp; de-bottlenecking for improving the supply chain.</li> <li>The vendors are assessed and trained to align with Ramco's commitment.</li> </ul>
2	Energy and GHG Emissions	<ul style="list-style-type: none"> <li>Coal Based Captive power plants</li> <li>Improving the Green energy share</li> </ul>	<ul style="list-style-type: none"> <li>Installation of WHRB, wheeling wind power for manufacturing.</li> <li>Energy efficient technologies across all units.</li> </ul>
3	Water Efficiency	<ul style="list-style-type: none"> <li>Erratic rainfall pattern due to Climate change.</li> <li>Regulatory compliance on water usage.</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of water resource management across all units.</li> <li>Harnessing Rainwater through RWH system and scaling up water positivity.</li> </ul>
4	Reduced Impact on Biodiversity	<ul style="list-style-type: none"> <li>Impact on land use pattern due to mining</li> <li>Brand Reputation</li> </ul>	<ul style="list-style-type: none"> <li>Collaborative effort with state governments for increasing the green cover- Pasumai Tamilagam</li> <li>Restoration and Rejuvenation of mined out area and protection of existing biodiversity with local flora and fauna</li> </ul>
5	Adoption of Circular Economy	<ul style="list-style-type: none"> <li>Increased usage of alternate fuel</li> <li>Reduced recycled content in overall value chain</li> </ul>	<ul style="list-style-type: none"> <li>Strategic plan to ensure Zero waste to landfill</li> <li>Use of waste as an alternate material</li> </ul>
6	Product Innovation and Differentiation	<ul style="list-style-type: none"> <li>Competitive Edge</li> </ul>	<ul style="list-style-type: none"> <li>Development of Right Products for Right Applications</li> <li>Investment in R&amp;D</li> </ul>
7	Regulatory compliance	<ul style="list-style-type: none"> <li>Dynamic regulatory landscape</li> </ul>	<ul style="list-style-type: none"> <li>Adherence on all the relevant/applicable laws</li> </ul>
8	Occupational Health and Safety	<ul style="list-style-type: none"> <li>Health &amp; Safety hazards at Workplace</li> <li>Workplace Wellness</li> </ul>	<ul style="list-style-type: none"> <li>Ensure safe working environment for permanent and contract employees</li> <li>Ensure proper use of PPEs, specific trainings on health and safety etc</li> </ul>
9	Dialogue and Communication	<ul style="list-style-type: none"> <li>Better positioning in the market</li> <li>Low awareness amongst key stakeholder groups on ESG</li> </ul>	<ul style="list-style-type: none"> <li>Communicate sustainability stories to stakeholders</li> <li>Interactive platforms for communication like digital marketing</li> </ul>
10	Community Engagement & CSR	<ul style="list-style-type: none"> <li>Increased focus on sustainable community development</li> </ul>	<ul style="list-style-type: none"> <li>Enhance scope of existing programs</li> <li>Impact assessment of programs</li> <li>Greater reach to communities</li> </ul>

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1 Ethics & Transparency	P2 Product Responsibility	P3 Human Resources	P4 Responsiveness to Stakeholders	P5 Respect for Human Rights	P6 Responsible Lending	P7 Public Policy Advocacy	P8 Inclusive Growth	P9 Customer Engagement
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	<a href="https://www.ramcocements.in/investors/codes-and-policies">https://www.ramcocements.in/investors/codes-and-policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>At Ramco Cements, we follow and implement the standards set by IS/ISO 9001, ISO 14001, ISO 45001, ISO 50001 and we have obtained certification for our adherence to these guidelines.</p> <p>The ISO 9001 standards are implemented in our units to attain product quality and reliability through continuous measurement, evaluation, and improvement of our quality management systems.</p> <p>ISO 14001 is a dedication to proficiently managing the environment within the facility. By utilizing resources in a more efficient manner and minimizing waste, organisation can improve the environmental performance. This leads to a competitive edge and builds trust with stakeholders.</p> <p>According to ISO 45001, ensuring the occupational health and safety of workers can be achieved by effectively preventing injuries and avoiding ill health through the provision of safe and healthy workplaces. This standard also emphasizes the importance of worker involvement and participation in identifying and addressing risks and implementing measures to mitigate them.</p> <p>The implementation of IS/ISO 50001 standards enables organizations to identify areas of significant energy use and consumption, and improve their efficiency, resulting in significant energy savings for the organization.</p>								

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.
- Improving the water positivity by 4 times by the end of FY 2023-24
  - Extending the mining life through sustainable mining activities.
  - Approach to net zero to be released through Expert advocacy with the road map
  - Promoting inclusive, sustainable and safe workplace to employees to enhance the performance of the company.
  - We aim to consciously reduce the environmental impact and ecological footprint by incorporating elements of sustainability across the product life cycle-from design to end of life
  - To improve the Thermal Substitution Ratio (TSR) to 10%
  - Continuous effort to develop processes and products through R&D efforts to reduce the clinker-to-cement ratio.
  - Goal towards achieving zero injuries and fatalities across all units and accomplishing healthy workspace.
  - Effective response mechanism in addressing the community grievances.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.
- As part of the roadmap to achieve the goal, we have laid down activities on a yearly basis which will aid in progress and ultimately achieving the commitment.

### Governance, leadership and oversight

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

At Ramco Cements, sustainability is deeply ingrained in our core values and beliefs. We strongly believe that as our organization grows, the society and community around us should also grow. Our key to success is to ensure that our stakeholders are always happy and content with their involvement with us, as this drives us at Ramco Cements to constantly push ourselves to achieve greater heights.

We prioritize engaging with different stakeholders and share a common goal of creating value and improving the quality of life by building capacity where it is needed. We prioritize the overall well-being of our employees and have developed townships in our integrated units, implemented health and safety initiatives at our plants and provide continuous learning and career development opportunities.

We strongly prioritize the growth of communities that are located around our manufacturing units. In line with the values of our Founder, we not only take positive action but also have a positive intent towards making a significant impact and creating a real difference. Now, many families have improved access to quality education, healthcare, safe water and sanitation, which allows them to enhance their lives not only in the present but also for future generations.

Ramco Cements is dedicated to producing value, which is also evident in their steadfast concentration on resource efficiency and reducing their environmental impact. Blended cements are created using alternative materials and Ramco Cements uses dry process kilns for cement production to achieve high levels of efficiency in water and energy usage. Additionally, they utilize digital technology to monitor and measure the resource usage.

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8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
- Mr. Ravichandran Chinnayan  
Senior Vice President - ESG  
Email: ravichandran@ramcocements.co.in
- 
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.
- Yes  
The Board of Directors are members of 5 Board Committees, vested with responsibility for decision making on sustainability and other related issues. The Committees with well-defined responsibilities, oversee the governance at Ramco Cements. The committee members are nominated by the Board of Directors, based on their areas of expertise and experience.
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## 10. Details of Review of NGRBCs by the Company

Subject for Review	Review of principles undertaken by and frequency
Performance against above policies and follow up action	The Board meets once in a quarter or as and when required to review and discuss key issues relevant to the organization and its stakeholders.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Key concerns are identified at the unit level and communicated by senior executives to the Board for discussion, advice and decisions. The board collectively ensures along with the senior management and then with the individual departments that all the compliances and statutory requirements are met in a diligent manner.

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

No.

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

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

Not Applicable

**Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE****Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable****ESSENTIAL INDICATORS**

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	2	Awareness Programmes, Well-being Programmes, Regulatory Updates, Safety, ESG, Behavioural and	100.00
Employees other than BoD and KMPs	170	Technical Programmes	57.52
Workers	66		82.00

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year:

MONETARY					
	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes / No)
Penalty / Fine	Principle 1 /Principle 7	The Competition Commission of India (CCI)	25.86 Crores	<p>The Builders Association of India has filed a complaint against The Ramco Cements Limited (The Company) &amp; Cement Manufacturers Association (CMA) and other leading cement companies, before the Competition Commission of India (CCI) in the year 2006. Vide its order dated 20-06-2012, a sum of Rs. 258.63 crores were imposed as penalty against The Ramco Cements Limited for contravening the provisions of section 3(1) read with section 3(3) (a) and 3(3)(b) of the Competition Act 2002. Against the said order, the cement companies went for an appeal to the Competition Appellate Tribunal (COMPAT) and the Honourable Appellate Tribunal was pleased to refer the matter before CCI for fresh adjudication. Thereafter, by order dated 31-08-2016, CCI reiterated the substantial portion of its earlier order imposing Rs. 258.63 crores towards alleged cartelisation. Aggrieved by the said order, the Company filed an appeal before COMPAT and obtained an interim order on 28-11-2016, wherein the Company was directed to deposit 10% of the penalty amount in the registry of COMPAT by way of Fixed deposit, within 60 days from the date of the order. Accordingly, the Company has deposited the amount of Rs. 25.86 crores (10% of Rs.258.63 crores) on 30-11-2016.</p> <p>In the year 2017, central government abolished COMPAT and all its powers and functions were vested with NCLAT.</p> <p>Vide order dated 25-07-2018, NCLAT dismissed the Company's appeal along with the appeals of other cement companies. Aggrieved by the NCLAT order, the company preferred an appeal before the Honourable Supreme Court and the Honourable court was pleased to admit the same and directed to continue the interim order passed by NCLAT. Accordingly, the Company re-deposited a sum of Rs. 25.86 crores [ i.e., 10% of the penalty amount of Rs.258.63 crores] and the said deposit is classified under "Bank Balances other than Cash and Cash Equivalents".</p>	Yes
Settlement / Compounding fee				Not Applicable	



NON-MONETARY			
NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes / No)
Imprisonment			
Punishment		Not Applicable	

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

Case Details	Name of the regulatory / enforcement agencies / judicial institutions
The Competition Commission of India (CCI) vide its order dated 31-08-2016 had imposed a penalty of Rs. 258.63 crores on the company towards alleged cartelisation. Our appeal along with the appeals of other cement companies had been dismissed by NCLAT vide its order dated 25-07-2018. Against the order, the company appealed to the Honourable Supreme Court, which by its order dated 05-10-2018 admitted the appeal and directed to continue the interim order passed by NCLAT. Accordingly, the company re-deposited Rs. 25.86 crores being 10% of the penalty and the said deposit is classified under "Bank Balances other than Cash and Cash Equivalents". The Company backed by legal opinion, believes that it has a good case and hence no provision is made.	Honourable Supreme Court of India

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

Yes, Anti-Corruption is governed under the Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy for establishing Vigil Mechanism.

The Company's policies viz. Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy lay down the rules and procedures by which any stakeholder can report the actual or suspected improper activities of any kind, fraud and violation of company's code of conduct. The whistle blower policy extends to individuals who are in full time or part time employment with the company or its subsidiaries including those serving as consultants and contract / third party employees.

Web Link - <https://www.ramcocements.in/investors/codes-and-policies>

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

Particulars	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

Particulars	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest
- No such cases on corruption and conflicts of interest.

#### LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / Principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
32	<ul style="list-style-type: none"> <li>- Right product for right application.</li> <li>- Awareness on sustainable practices.</li> </ul>	42% of dealers are covered in the awareness program.

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.
- Yes. Ramco Cements have a Code of Conduct for Board Members and Senior Management Personnel, Whistle Blower Policy for establishing Vigil Mechanism and Investor Grievance Policy.

#### Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe

##### ESSENTIAL INDICATORS

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

Particulars	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	0.03%	0.02%	The right product for the right application strategy is implemented through R&D, which improves the use of resources in sustainable manner.  The XRD and XRF analyzer assists in optimum use of resources and avoiding over exploitation.
Capex	1.70%	4.91%	Advanced Lab analyzing equipment are procured to come up with precise analytic study.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No):  
No.
- b. If yes, what percentage of inputs were sourced sustainably?  
-
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste  
Plastics (including packaging) – Sold to Authorised recyclers / Co-incinerated in the Kiln  
E-waste – Buy back basis/ Sold to Authorised recyclers  
Hazardous waste and other waste – Sold to Authorised recyclers
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.  
Yes. The EPR registration is carried out in integrated plants as PWP (Plastic Waste Processors) to co-process the waste generated in the society through our kilns. As a responsible company we are in the process of registering as Brand Owner (BO) in EPR and meet the obligations of the BO as per the CPCB norms.

## LEADERSHIP INDICATORS

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)?

Though Ramco Cements have a life cycle perspective, but LCA is not conducted comprehensively. It will be planned and carried out over subsequent reporting years.

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No) If yes, provide the web-link
Not Applicable					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Input material	Recycled or re-used input material to total material	
	FY 2022-23	FY 2021-22
Recycled or reused input material	14%	16%

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed:

Particulars	FY 2022-23			FY 2021-22		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	140.43	-	-	162.12	-
E-Waste	-	-	35.13	-	-	15.82
Hazardous waste	-	-	62.87	-	-	34.66
CPP fly ash	-	98,778.00	-	-	98,767.17	-
Other waste	-	6,407.42	-	-	8,878.34	-

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

This data is not presently monitored and will be shared in the BRSR of the subsequent reporting periods.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

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

#### ESSENTIAL INDICATORS

##### 1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	2510	2510	100	2510	100	-	-	-	-	-	-
Female	44	44	100	44	100	44	100	-	-	-	-
<b>Total</b>	<b>2554</b>	<b>2554</b>	<b>100</b>	<b>2554</b>	<b>100</b>	<b>44</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Employees</b>											
Male	255	255	100	255	100	-	-	-	-	-	-
Female	47	47	100	47	100	47	100	-	-	-	-
<b>Total</b>	<b>302</b>	<b>302</b>	<b>100</b>	<b>302</b>	<b>100</b>	<b>47</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

Category	% of workers covered by										
	Total	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care Facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	953	953	100	953	100	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>953</b>	<b>953</b>	<b>100</b>	<b>953</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Workers</b>											
Male	2,588	2,588	100	2,588	100	-	-	-	-	-	-
Female	76	76	100	76	100	76	100	-	-	-	-
<b>Total</b>	<b>2,664</b>	<b>2,664</b>	<b>100</b>	<b>2,664</b>	<b>100</b>	<b>76</b>	<b>100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

##### 2. Details of retirement benefit:

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	0.80	2.90	Y	1	2.50	Y
Others – Superannuation	40	NA	Y	37	NA	Y

3. Accessibility of workplaces

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

Yes - Have accessibility facility such as Wheelchair facility, Lift and means of access such as Pathways, Ramps, Signage, Pedestrian Crossing, etc.

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

Yes - [https://ramcocements.in/cms/uploads/Equal\\_Oppurtunity\\_Policy\\_for\\_Specially\\_Abled\\_f3467abcc1.pdf](https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	100%	100%	Not Applicable	Not Applicable

\* The Company does not have paternity leave

\* The Company has maternity leave applicable for all women employees as per “The Maternity Benefit Act & Rules” and for the year 2022-23, two women employees claimed maternity leave.

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

Particulars	Yes / No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Any aggrieved worker can record his grievance online in the HRMS self service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online.
Other than Permanent Workers	
Permanent Employees	Yes. Any aggrieved employee can record his grievance online in the HRMS self service / in writing to the Unit Personnel Head /Functional Head / Corporate Functional Head in the format prescribed online.
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (B / A)	Total employees / workers in respective category	No. of employees / workers in respective category, who are part of association(s) or Union	% (D / C)
	(A)	(B)		(C)	(D)	
Total Permanent Employees	2,554	-	-	2,345	-	-
- Male	2,510	-	-	2,318	-	-
- Female	44	-	-	27	-	-
Total Permanent Workers	953	353	37	981	361	37
- Male	953	353	37	981	361	37
- Female	-	-	-	-	-	-

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

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and Safety measures		On Skill upgradation		Total (D)	On Health and Safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	2,510	411	16.37	934	37.21	2,318	646	27.87	675	29.12
Female	44	-	-	14	31.82	27	-	-	14	51.85
<b>Total</b>	<b>2,554</b>	<b>411</b>	<b>16.09</b>	<b>948</b>	<b>37.12</b>	<b>2,345</b>	<b>646</b>	<b>27.55</b>	<b>689</b>	<b>29.38</b>
<b>Workers</b>										
Male	953	247	25.92	528	55.40	981	371	37.82	318	32.42
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>953</b>	<b>247</b>	<b>25.92</b>	<b>528</b>	<b>55.40</b>	<b>981</b>	<b>371</b>	<b>37.82</b>	<b>318</b>	<b>32.42</b>

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2,510	2,510	100	2,318	2,318	100
Female	44	44	100	27	27	100
<b>Total</b>	<b>2,554</b>	<b>2,554</b>	<b>100</b>	<b>2,345</b>	<b>2,345</b>	<b>100</b>
<b>Workers</b>						
Male	953	953	100	981	981	100
Female	-	-	-	-	-	-
<b>Total</b>	<b>953</b>	<b>953</b>	<b>100</b>	<b>981</b>	<b>981</b>	<b>100</b>

## 10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?	Yes. All locations have implemented and are certified for Occupational Health & Safety Management System. The management system covers all employees, workers and interested party's health and safety at each certified location. The system includes everything from planning to developing strategies and procedures, as well as monitoring and analysing data and improving it continually.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	<ol style="list-style-type: none"> <li>1. <b>Periodical Safety Audit,</b></li> <li>2. <b>Hazard Identification of Various Routine and Non Routine Activities</b> <ol style="list-style-type: none"> <li>i) Classifying work activities</li> <li>ii) Identifying hazards and describing hazardous events</li> <li>iii) Identify risk controls</li> <li>iv) Determine risk</li> </ol> </li> <li>3. <b>Risk Assessment for Identified Hazard</b> <ol style="list-style-type: none"> <li>i) Estimation of the potential severity of consequence</li> <li>ii) Estimating the likelihood (degree of certainty/uncertainty)</li> <li>iii) Categorisation of Risks levels (Intolerable, Substantial and Moderate risk levels are unacceptable risk and Trivial and tolerable levels are acceptable risks)</li> </ol> </li> <li>4. <b>Actions &amp; Time Scale</b> <ol style="list-style-type: none"> <li>i) Based on the Risk Level, risk reduction/control measures implemented within defined timelines</li> <li>ii) Ensure controls are maintained</li> </ol> </li> </ol>

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)	Yes. We have a safety helpdesk system and it is accessible by any person in the factory through which all unsafe conditions or unsafe acts can be entered and the points are routed to the concerned person for completion of the point and we have a safety committee members site inspection process. Periodical inspection takes place and unsafe acts and unsafe conditions when observed in the inspection are getting rectified.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes - Available in all units to all category of employees (Through Group Medical Insurance, ESI and OHC medical facility)

11. Details of safety related incidents (Permanent Employees / Workers):

Safety Incident / Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) [(No. of lost time injuries in FY *10,00,000) / Total hours worked by all staff in same FY]	Employees	-	-
	Workers	-	-
Total recordable work-related injuries (Total number of employees / Workers affected by work-related injuries or ill health)	Employees	-	-
	Workers	5	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

Ramco Cements ensures Occupational Health and Safety of all its employees by:

- Exhibiting highest standards of corporate behaviour towards its employees, consumers and the society in which the company operates.
- Developing, introducing and maintaining systems across the Company to meet the Company's standards, as well as statutory requirements for ensuring Safety and Health of the employees and protection of Environment.
- Providing Engineering control over the control and eradication of hazards from the system.
- Using advance technology to ensure safety and health.
- Celebrating Safety Week and conducting various competition to worker participation and consultation for a safe working environment.
- Implementation of IS/ISO 45001 for high level Safety Structure.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

## 14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	<ol style="list-style-type: none"> <li>M/s Chola MS Risk Services conducts external safety audit once in four years.</li> <li>All the lifting tools, pressure vessels are certified by the competent authorities every year.</li> </ol>
Working Conditions	Internal safety Audit is being conducted on monthly basis in each department and further it is reviewed in the monthly safety committee meeting.

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

Nil.

## LEADERSHIP INDICATORS

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

(A) **Employees** - Yes (Employees' Deposit Linked Insurance, Group Personal Accident policy, Group Term Policy and ESI for Applicable Employees)

(B) **Workers** - Yes (Employees' Deposit Linked Insurance, Group Personal Accident policy, Group Term Policy, ESI for applicable worker)

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

Ensured statutory compliances through Internal audit, verification process and reimbursement basis.

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

Particulars	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-23	FY 2021-22	FY 2022-23	FY 2021-22
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

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

Yes - Financial Management (investment planning, returns planning), retirement planning, Saving scheme related awareness Program.

## 5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation during the vendor induction process and while signing MOU / Work Order Agreement.
Discrimination at workplace	
Child Labour	
Forced Labour / Involuntary Labour	
Wages	
Others – please specify	



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

No corrective actions were required to be taken, as no significant risk / concern was reported on health, safety and /or working conditions in value chain partners.

Road safety awareness programs, Fixed line systems, Portable ladders and platform for accessing to height of the truck and Safety promotional activities like best safe driver award is being given to drivers.

Provided life line support for removing tarpaulin at Fly ash unloading, Gypsum unloading and clinker unloading sections.

**Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**ESSENTIAL INDICATORS**

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

Any individual and group of people, etc. who are impacted due to business operations and projects of the Company are the stakeholders. Any of such individual and group of people that adds value for business and have greater impact on the business are the key stakeholders for the Company. The key stakeholders inter alia include Employees, Shareholders/Investors, Distributors, Customers, Channel Partners, Research Analyst, Vendors, Suppliers, Regulators and Government Agencies.

The process for identification of such key stakeholders is of Qualitative nature. It is conducted in consultation with and feedback from different departments along with Senior Management and Board.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annual / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Mail Advertisements in Newspapers, Press Releases, Virtual and In-person Meetings and Website	Quarterly, Half-yearly, Annually and as and when needed	Announcing the financials results to the investors, Dividend, Annual Reports, General Meetings, educating and encouraging the shareholders to exercise their voting rights in shareholders' meetings, explaining the procedures for claiming the shares before they get transferred to IEPF and subsequently the procedures for claiming back the dividends and shares, so transferred to IEPF.
Customers	No	Multiple Channel - physical and digital	Frequent and on need based	Awareness and product training
Employees	No	Emails, Notices and SOPs and other communication mechanisms	On need basis	Follow up for SOPs and compliances with policies of the Company
Leadership	No	Emails, Notices and SOPs and other communication mechanisms	Daily	Follow up for SOPs and compliances with policies of the Company
Local Communities	No	Interaction with the leaders of local community, elected panchayat members and officials of district administration	Frequent and on need based	Support socially / by CSR Activities to satisfy needs of society / communities
Suppliers	No	Email/ con-calls, meetings, Video - conferences	Frequent and on need based	Purchase of packaging material, Equipments, Consumables, etc.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes / No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annual / Half yearly / Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Logistics & Mining Contractors	No	E-Mails, Phone Calls and Physical Meetings	Routine	Liaisoning with transport agencies, Purchase of materials, etc

**LEADERSHIP INDICATORS**

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

Ramco has formulated several Committees of which Board Members are a part to address stakeholders concerns. These are as follows:

- I. **Audit Committee:** The committee is entrusted with the Business, Economic and Environmental responsibilities of the organization. The Audit Committee supervises the Company’s financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements.
- II. **Nomination and Remuneration Committee:** The committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings. The Committee also recommends the remuneration of Senior Management Personnel of the Company.
- III. **Stakeholders Relationship Committee:** This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group.
- IV. **Risk Management Committee:** The committee is responsible for reviewing and evaluating all business risks identified by the Company’s management, including those pertaining to the environment. Members of this committee oversee the formulation of Risk Management Policy and also provide strategic direction to minimize potential risks. They also oversee the establishment, implementation and monitoring of the organization’s risk management system.
- V. **CSR Committee:** The Committee is entrusted with the social responsibility obligations of the company. This committee is responsible for developing and modifying the organization’s CSR policy, as well as for identifying the CSR programs and related expenditure for the Company to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee, as is keeping the Board updated of the organization’s CSR activities.

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

Yes. The stakeholder consultation is used to support the identification and management of environmental and social topics of importance. The formulation of the Company Policies pertaining to Environment and Social have been a result of continuous interactions with the Government Regulatory Authorities, Distributors, Suppliers and the local community.

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

Company directly or through its manufacturing units promotes education and takes required steps for uplifting of under privileged in the society. Apart from these, Ramco also works in promotion of health care, supply of drinking water, create awareness in fields of Mental health (Atmaprasara), Environment (Ecopro), Rural development, water and sanitation and many such relevant fields. Detailed CSR activities are given in Corporate Social Responsibility Report.

**PRINCIPLE 5: Businesses should respect and promote human rights****ESSENTIAL INDICATORS**

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	2,554	-	-	2,345	47	2
Other than Permanent	302	-	-	300	-	-
<b>Total Employees</b>	<b>2,856</b>	<b>-</b>	<b>-</b>	<b>2,645</b>	<b>47</b>	<b>2</b>
<b>Workers</b>						
Permanent	953	18	2	981	-	-
Other than Permanent	2,664	-	-	2,530	-	-
<b>Total Workers</b>	<b>3,617</b>	<b>18</b>	<b>2</b>	<b>3,511</b>	<b>-</b>	<b>-</b>

2. Details of minimum wages paid to employees and workers:

Category	FY 2022 - 23					FY 2021-22				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	2,554	-	-	2,554	100	2,345	-	-	2,345	100
Male	2,510	-	-	2,510	100	2,318	-	-	2,318	100
Female	44	-	-	44	100	27	-	-	27	100
Other than Permanent	302	-	-	302	100	300	-	-	300	100
Male	255	-	-	255	100	249	-	-	249	100
Female	47	-	-	47	100	51	-	-	51	100
<b>Workers</b>										
Permanent	953	-	-	953	100	981	-	-	981	100
Male	953	-	-	953	100	981	-	-	981	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	2,664	2,542	95	122	5	2,530	2,414	95	116	5
Male	2,588	2,470	95	118	5	2,455	2,342	95	113	5
Female	76	72	95	4	5	75	72	96	3	4

3. Details of remuneration/salary/wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)*	6	10,87,500	1	7,50,000
Key Managerial Personnel*	4	9,64,65,827	-	-
Employees other than BoD and KMP	2,506	8,17,235	44	5,02,062
Workers	953	6,56,873	-	-

\* Includes Managing Director

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

Yes. We have dedicated committees, such as Joint Council Committee, Works Committee, Union of Association, Canteen Committee, Safety Committee and Internal Complaints Committee under PoSH, which act as the focal point on this.

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

We have HCM Grievance portal, Works Committee and Joint Council Committee and they meet periodically or as and when the need arises.

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

Particulars	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

a. The identity of the Aggrieved employee, Respondent, Witnesses, Statements and other evidence obtained in the course of inquiry process, recommendations of the committees, action taken by the Employer is considered as confidential and not published or made known to anyone.

b. Reporting relationship between complainant and complaintee is diverted till the enquiry process is completed.

c. Management always pay special attention towards complainant working condition and career growth to ensure that there are no adverse consequences due to the complaint.

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

Statutory and regulatory requirement clause stipulated regarding Human Values, Child Labour, Equal Remuneration and Social Security.

9 Assessments for the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% through statutory compliance
Forced/involuntary labour	100% through statutory compliance
Sexual harassment	100% through Internal complaints committee
Discrimination at workplace	100% through statutory compliance
Wages	100% through statutory compliance
Other than human rights related issues	100% through Grievance redressal mechanism

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

No risk / concern has arisen and there is no necessity for corrective action.

**LEADERSHIP INDICATORS**

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.  
No Grievance / complaints received and there was no necessity for modification of business process.
2. Details of the scope and coverage of any Human rights due-diligence conducted.  
Through Awareness and Robust legal & regulatory requirements compliances at all levels through our Internal HR Audit system & Safety Audit on periodical basis.
3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?  
Yes. As per legal requirements.
4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	
Forced/involuntary labour	
Sexual harassment	100% All the vendors who are having business in our Factory premises are educated on our various policies and statutory obligation.
Discrimination at workplace	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.  
No necessity for corrective action and there is no risk / concerns reported or arisen during the year 2022-23.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment****ESSENTIAL INDICATORS**

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) - TJ	953	610
Total fuel consumption* (B) - TJ	42,346	37,985
<b>Total energy consumption (A+B) (TJ)</b>	<b>43,299</b>	<b>38,595</b>
Revenue Energy Intensity (Total Energy Consumption in TJ / Turnover Rs. in crores)	5.30	6.42

\* Includes the fuel consumed in the thermal power plant and hence the same has not been included in (A) above.

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

No.

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

S. No	DCs ( Units of Ramco)	PAT Cycle
1	Ramasamy Raja Nagar	The unit is mapped under PAT cycle III, and the targets are achieved.
2	Alathiyur	The unit is mapped under PAT cycle II, and the targets are not achieved. Adopted WHR system and exploring other energy conservation measures to achieve the target. Tradeable Net ESCerts of about 5,648 is available from PAT cycle I.

S. No	DCs ( Units of Ramco)	PAT Cycle
3	Ariyalur	The unit is mapped under PAT cycle II, and the targets are not achieved. The remedial measures to achieve the target include increasing the renewable energy share (WE), Utilization of AFR and exploring other energy conservation measures.
4	Jayanthipuram	The unit is mapped under PAT cycle III, and the targets are not achieved. The remedial measures to achieve the target include increasing the renewable energy share (WE), Utilization of AFR and exploring other energy conservation measures.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	16,95,598	14,16,143
(ii) Groundwater	13,61,606	20,36,765
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>30,57,204</b>	<b>34,52,908</b>
Total volume of water consumption (in kilolitres)	30,57,204	34,52,908
Water intensity per rupee of turnover (Water consumed / turnover)	0.0374	0.0574

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

No.

Consumption Meter/ Inspection well readings are recorded and monitored by PWD but the data has not been assured by any external agency.

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

During the cement manufacturing process there is no process effluents. The water utilized in plant and colonies are treated and used for in premise requirements.

- The TPP effluent water is treated in effluent treatment plant. The wastewater from boiler blow down, DM plant regeneration, UF & RO rejects and cooling tower blow down of TPP are being neutralized in neutralization tank. The treated water is utilized for equipment cooling in cement plant.
- The Sewage treatment plant is in operation to treat domestic sewage from township, plant, canteen and offices. The treated water is utilized for green belt development.
- The Automobile garage wash water is being treated separately at Oil & Grease Trap.
- The treated effluent water is used for greenbelt, fugitive emission suppression and in cement plant process activities.
- By adopting all these strategies zero liquid discharge is accomplished in our units.

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

Parameter	UOM	FY 2022-23	FY 2021-22
NOx –Cement Plant	mg/Nm <sup>3</sup>	Min 41	Min 46
		Max 557	Max 550
SOx –Cement Plant	mg/Nm <sup>3</sup>	Min 21	Min 35
		Max 55	Max 57
Particulate matter (PM) – Cement Plant	mg/Nm <sup>3</sup>	Min 19	Min 17
		Max 28	Max 29
NOx -CPP	mg/Nm <sup>3</sup>	Min 77	Min 73
		Max 258	Max 257

Parameter	UOM	FY 2022-23	FY 2021-22
SOx -CPP	mg/Nm <sup>3</sup>	Min 98 Max 241	Min 71 Max 247
Particulate matter (PM) CPP	mg/Nm <sup>3</sup>	Min 24 Max 28	Min 21 Max 29
Persistent organic pollutants (POP)		Not Applicable	Not Applicable
Volatile organic compounds (VOC)		Not Applicable	Not Applicable
Hazardous air pollutants (HAP)		Not Applicable	Not Applicable
Others –Carbon Monoxide		Not Applicable	Not Applicable

Data represent here is group emissions in totality considering all the units.

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

No.

Meter/ Inspection readings are recorded and monitored by respective PCBs but the data has not been assured by any external agency.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2022-23	FY 2021-22
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> )	Metric tonnes of CO <sub>2</sub> equivalent	80,03,750	81,09,723
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> )	Metric tonnes of CO <sub>2</sub> equivalent	7,80,469	1,15,683
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		1.075 x 10 <sup>-4</sup>	1.368 x 10 <sup>-4</sup>

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

No.

7. Does the entity have any project related to reducing Green House Gas emission?

The company has initiated several measures to reduce the GHG emissions. The usage of Fossil fuels is reduced by adopting Waste Heat Recovery system and wheeling of wind energy. Rooftop solar panels are installed that adds to the share in green energy. The green energy share is about 22% of total energy utilization.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	140.43	162.12
E-waste (B)	35.13	15.82
Bio-medical waste (C)	0.19	0.30
Battery waste (D)	21.44	21.66
Other Hazardous waste (E)	62.87	34.66
Other Non-hazardous waste generated (F)	6,385.98	8,856.68
Ash from Captive Power Plant (G)	98,778.00	98,767.17
<b>Total (A + B + C + D + E + F + G)</b>	<b>1,05,424.04</b>	<b>1,07,858.41</b>

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2022-23	FY 2021-22
(i) Recycled	1,05,325.85	1,07,807.63
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,05,325.85</b>	<b>1,07,807.63</b>

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste	FY 2022-23	FY 2021-22
(i) Incineration	0.19	0.30
(ii) Landfilling	-	-
(iii) Authorised disposal facility	98.00	50.48
<b>Total</b>	<b>98.19</b>	<b>50.78</b>

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

No.

Meter/ Inspection readings are recorded and monitored by respective PCBs but the data has not been assured by any external agency.

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

Type of waste	Disposal practice
Dust collected from cement plant pollution control equipment	The dust collected from the APC equipments are collected and re-utilized in the respective product section.
Bottom Ash from TPP	It is used as admixture in concrete pavements and levelling undulations on surface.
Fly ash generated from TPP	It is reutilized in the grinding process of pozzolana cement.
Sludge collected from Sewage Treatment Plant	It is being used as manure in greenbelt activities, in place of chemical fertilizers. The chemical fertilizers are avoided inside the premises by utilizing the sludge as bio manure.
Township garbage	The organic wastes are segregated and composted in a vermicomposting yard. The compost is utilized for the plantations in premise. Other wastes like wood, paper and plastics are utilized as alternate fuel in the kiln.
Kitchen waste from township	Bio-gas plant is operated in the premises using the kitchen waste that are collected from the township. The LPG is replaced by biogas in the industry canteen.
Mild Steel scrap	All the MS scrap are collected in premise and sent to local scrap processing units.
E-waste	The generated wastes are sent to PCB authorized disposing agencies.
Hazardous waste – Waste oil	The spent oils from the machineries are collected and sent to PCB authorized Recycler.
Hazardous waste – Used hi-chrome grinding media	Worn out Hi-chrome grinding media is reutilized as counter weights and is being disposed to authorized agencies.
Hazardous waste – waste lead acid batteries	The used batteries are replaced with the new batteries in replacement basis from the suppliers.
Plastic waste	The in-premise plastic waste are co-processed in the Kiln.
HDPE waste	They are collected and sent to nearby scrap dealers.
Bio-medical waste	The waste from the Occupational Health center are segregated based on the type of waste and sent to authorized Biomedical waste processor.



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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable, as none of our operations are in Ecologically sensitive areas.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Expansion of Reddipalayam Lime stone Mine from 1.7 to 3.0 MTPA	EIA Notification, 2006), vide number S.O.1533 (E) and its amendments thereof	01-08-2022	Yes. EIA study done by M/s. ABC Techno Labs India private Ltd.	Yes	-
Ottakovil Lime kankar mine of extent 22.81.5 hectare	EIA Notification, 2006), vide number S.O.1533 (E) and its amendments thereof	30-07-2022	Yes. EIA study done by M/s. ABC Techno Labs India private Ltd.	Yes	-
Illuppaiyur Lime kankar mine of extent 18.03 hectare	EIA Notification, 2006), vide number S.O.1533 (E) and its amendments thereof	30-07-2022	Yes. EIA study done by M/s. ABC Techno Labs India private Ltd.	Yes	-
Maravarperungudi Lime kankar mine QL-II of extent 23.29.0 hectare	EIA Notification, 2006), vide number S.O.1533 (E) and its amendments thereof	01-11-2022	Yes. EIA study done by M/s. ABC Techno Labs India private Ltd.	Yes	-
Pandalgudi Limekankar Benefication plant of capacity of 2.0 MTPA	EIA Notification, 2006), vide number S.O.1533 (E) and its amendments thereof	20-12-2022	Yes. EIA study done by M/s. ABC Techno Labs India private Ltd.	Yes	-
Kanakadripalli Limestone mine of extent 435.24 Hectare	EIA Notification, 2006), vide number S.O.1533 (E) and its amendments thereof	15-03-2023	Yes. EIA study done by M/s. BS Envitech private Ltd.	Yes	-
Nayanapalli Limestone mine of extent 735.72 Hectare	EIA Notification, 2006), vide number S.O.1533 (E) and its amendments thereof	15-03-2023	Yes. EIA study done by M/s. BS Envitech private Ltd.	Yes	-

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

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

## LEADERSHIP INDICATORS

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

Parameter	FY 2022-23	FY 2021-22
<b>From renewable sources</b>		
Total electricity consumption (A) (TJ) (Wind Energy + WHRS)	946	105
Total fuel consumption (B) (TJ)	1,672	315
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>2,618</b>	<b>420</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (TJ) (Grid Power + Thermal Power)	3,391	3,079
Total fuel consumption (E) (TJ)	31,332	25,962
Energy consumption through other sources (F) (TJ)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>34,723</b>	<b>29,041</b>

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

No.

2. Provide the following details related to water discharged:

Parameter	FY 2022-23	FY 2021-22
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	Not Applicable	Not Applicable
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

No.

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

None of the manufacturing locations are in the water stressed locations and hence this section is not applicable.

4. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> )	Metric tonnes of CO <sub>2</sub> equivalent	-	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO <sub>2</sub> equivalent/ Rupee turnover	-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO <sub>2</sub> equivalent/ Product turnover	-	-

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

No.

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

No.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated:

Sr. No.	Initiative undertaken	Details of the initiative	Outcome of the initiative
1.	Installation of waste heat recovery system at Kolimigundla unit.	A new generator of 9 MW had been commissioned.	This reduced the utilization of fossil fuel.  Initial step to achieve Net Zero emission.
2.	330 kW capacity of solar panels are installed in Alathiyur unit.	The units generated through the systems is 4.21 Lakh Units.	Reduction in carbon emission by utilizing green energy.

7. Does the entity have a business continuity and disaster management plan?

Yes.

All our units are aided with onsite emergency plan which holds in the disaster management plan. The plan is targeted to contain the incident, minimize casualties and prevent further injuries, migratory measures, quick and streamlined relief and rescue operation without unnecessary delay, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. It is critical also to ensure the site's management system is designed to manage these risks. This can be achieved by:

- Informing the workplace hazards to the workers through awareness training.
- Identifying the areas where there is uncertainty in safety. What if analysis is carried out in appropriate area.
- Implementing controls to eliminate risk, or if elimination is not possible, reducing the risk to as low as is reasonably practicable.
- Monitoring implementation by inspecting & auditing controls to ensure they are working as expected.

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

Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the upcoming years.

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

Value chain partners have not been assessed for environmental Impacts. This process will be initiated in the upcoming years.

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

### ESSENTIAL INDICATORS

1. a. Number of affiliations with trade and industry chambers/ associations.  
13 Nos.
- b. List the top trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Global Cement and Concrete Association	National
2	Bureau of Energy Efficiency	National
3	National Council for Cement and Building Materials	National
4	Confederation of Indian Industry	National
5	Federation of Indian Chamber of Commerce and Industry	National
6	Cement Manufacturers Association	National
7	Indian Wind Power Association	National
8	The Employers' Federation of Southern India	National
9	The Madras Chamber of Commerce & Industry	State
10	Madras Management Association	State
11	South India Cement Manufacturers' Association	National
12	Indian Chamber of Commerce	National
13	Virudhunagar Chamber of Commerce and Industry	State

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

Name of Authority	Brief of the case	Corrective Action Taken
Competition Commission of India	<p>The Builders Association of India has filed a complaint against The Ramco Cements Limited (The Company) &amp; Cement Manufacturers Association (CMA) and other leading cement companies, before the Competition Commission of India (CCI) in the year 2006. Vide its order dated 20-06-2012, a sum of Rs. 258.63 crores were imposed as penalty against The Ramco Cements Limited for contravening the provisions of section 3(1) read with section 3(3) (a) and 3(3)(b) of the Competition Act 2002. Against the said order, the cement companies went for an appeal to the Competition Appellate Tribunal (COMPAT) and the Honourable Appellate Tribunal was pleased to refer the matter before CCI for fresh adjudication. Thereafter, by order dated 31-08-2016, CCI reiterated the substantial portion of its earlier order imposing Rs. 258.63 crores towards alleged cartelisation. Aggrieved by the said order, the Company filed an appeal before COMPAT and obtained an interim order on 28-11-2016, wherein the Company was directed to deposit 10% of the penalty amount in the registry of COMPAT by way of Fixed deposit, within 60 days from the date of the order. Accordingly, the Company has deposited the amount of Rs. 25.86 crores (10% of Rs.258.63 crores) on 30-11-2016.</p> <p>In the year 2017, central government abolished COMPAT and all its powers and functions were vested with NCLAT.</p> <p>Vide order dated 25-07-2018, NCLAT dismissed the Company's appeal along with the appeals of other cement companies. Aggrieved by the NCLAT order, the company preferred an appeal before the Honourable Supreme Court and the Honourable court was pleased to admit the same and directed to continue the interim order passed by NCLAT. Accordingly, the Company re-deposited a sum of Rs. 25.86 crores [ i.e., 10% of the penalty amount of Rs.258.63 crores] and the said deposit is classified under "Bank Balances other than Cash and Cash Equivalents".</p>	The proceedings are ongoing.

**LEADERSHIP INDICATORS****1. Details of public policy positions advocated by the entity**

Ramco Cements frequently engages with government bodies, regulatory agencies, and legislative bodies as part of its commitment to operating within the democratic and constitutional framework. The company recognizes its responsibilities to uphold the principles of democracy and comply with legal regulations and requirements.

Ramco, as a leading cement manufacturer in India, endeavors to collaborate with chambers and associations. The company offers suggestions and proposals to government entities, regulators, legislative bodies, and chambers and associations to progress and enhance the cement industry in India. The company's representatives take part and actively contribute to associations established to improve and represent the cement industry, upon being invited.

Company ensures constancy of its public communications, disclosures with the Code of Conduct and the principles as outlined in the relevant regulatory framework. Instead of conflict on policy and regulatory matters, the company will encourage consensus, cooperation, compliance, persuasion and meaningful discussions. The company strongly believes that policy advocacy should prioritize the expansion and preservation of the public good. Therefore, the company refrains from advocating any policy change that solely benefits itself or a particular group in a partisan manner.

**Principle 8: Businesses Should Promote Inclusive Growth And Equitable Development****ESSENTIAL INDICATORS****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

All the units have a designated CSR team to interact with the community at large and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration & political parties and work towards finding the best solution.

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

Particulars	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/small producers	2.17%	2.38%
Sourced directly from within the district and neighbouring districts	28.30%	25.05%

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

Details of negative social impact identified	Corrective action taken
-	

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Tamil Nadu	Virudhunagar	Rs. 4,56,89,147
2	Andhra Pradesh	Vizag	Rs. 1,28,08,705
3	Tamil Nadu	Ramanathapuram	Rs. 50,40,000

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

No such preferential procurement policy exists as of now.

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

Not Applicable

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

Not Applicable

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

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

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

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

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	More than 30 major projects with a total spend of Rs. 17.29 crores.	4,14,630 beneficiaries	40 % (Women, children, SC/ST, economically backward, differently abled and elderly)

## Principle 9: Businesses Should Engage With And Provide Value To Their Consumers In A Responsible Manner

### ESSENTIAL INDICATORS

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

The Company is educating all construction professionals – Masons, Architects, Contractors, Engineers – through its awareness/promotional programs. All the complaints were resolved during the year and no customer complaints were pending at the end of the year.

The Company carries out consumer surveys / consumer satisfaction trends, through interaction with end users and the information is utilized to improve the business operations/ services.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	This information is presently not monitored. The organization has put in place a plan of action to incorporate these aspects as a part of labelling / product information over short to medium term as a part of corporate sustainability strategy
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	Nil	Not applicable
Forced recalls	Nil	Not applicable

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

Ramco has an internal framework to manage the risks related to cyber security. This will be made a full fledged policy and made available in the subsequent reporting years.

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

In order to minimize the impact of cyber-attacks on our business, Ramco Cements has installed firewalls and threat monitoring systems with immediate response capabilities to mitigate identified threats. We also maintain system for the control and reporting of access to our critical IT system, which is subjected to periodical testing of access controls.

## LEADERSHIP INDICATORS

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

Ramco provides information about the product and services through its Website, News Paper /TV advertisements, Facebook and Instagram. Primary source of the information is our corporate website which can be accessed on <https://www.ramcocements.in>

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

Information regarding usage of product and end use applications are given in the respective Product catalogue, Website of the Company, etc. The information on proper usage of products is provided with live demonstrations to Masons, Architects and Distributors in Knowledge Centre set up.

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

The products and services offered by Ramco Cements does not constitute in the category of essential services and hence this disclosure is not applicable.

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

The required information are given on all the products of the Company as required by the applicable laws. For some products, information over and above the mandated requirement is also provided. Customer satisfaction survey and the feedback is a continuous process as the distributors are in constant touch with the customers to ensure that this is communicated transparently across the value chain.

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

- Number of instances of data breaches along-with impact
- Percentage of data breaches involving personally identifiable information of customers

No instances of data breach in the FY 2022-23.

Note: Previous year's BRSR figures have been restated wherever necessary.