



# THE INDIA CEMENTS LIMITED

Corporate Office : Coromandel Towers, 93, Santhome High Road, Karpagam Avenue,  
R.A. Puram, Chennai - 600 028. Phone : 044-2852 1526, 2857 2100  
Fax : 044-2851 7198, Grams : 'INDCEMENT'  
CIN : L26942TN1946PLC000931

SH/SE/

26.08.2023

BSE Limited  
Corporate Relationship Dept.  
First Floor, New Trading Ring  
Rotunda Building  
Phiroze Jeejeebhoy Towers  
Dalal Street, Fort  
**MUMBAI 400 001.**

National Stock Exchange of India Ltd  
Exchange Plaza, 5<sup>th</sup> Floor  
Plot No.C/1, G Block  
Bandra-Kurla Complex  
Bandra (E)  
**MUMBAI 400 051.**

**Scrip Code: 530005**

**Scrip Code: INDIACEM**

Dear Sirs,

**Sub.: Business Responsibility and Sustainability Report for the financial year 2022-23**

In pursuance of Regulation 34(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure requirements) Regulations, 2015, as amended, we enclose the Business Responsibility and Sustainability Report for the financial year 2022-23, forming part of the Annual Report of the Company (Annexure 'F' to the Directors Report) for the financial year 2022-23.

Thanking you,

Yours faithfully,  
for **THE INDIA CEMENTS LIMITED**

**COMPANY SECRETARY**

Encl.: As above





# THE INDIA CEMENTS LIMITED

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT AS ON 31.03.2023

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L26942TN1946PLC000931
2.	Name of the Listed Entity	THE INDIA CEMENTS LIMITED
3.	Year of incorporation	21.02.1946
4.	Registered office address	“Dhun Building”, 827, Anna Salai, Chennai 600 002.
5.	Corporate Office address	“Coromandel Towers, 93, Santhome High Road, Karpagam Avenue, R.A.Puram, Chennai 600 028.
6.	E-mail	investor@indiacements.co.in
7.	Telephone	044-28521526
8.	Website	www.indiacements.co.in
9.	Financial year for which reporting is being done	1 <sup>st</sup> April 2022 – 31 <sup>st</sup> March 2023
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11.	Paid-up Capital	₹ 309.90 crores
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. Rakesh Singh Executive President 044-28572111 Mail ID: rakeshsingh@indiacements.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).	Standalone

#### II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture and sale of Cement	95.67%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Cement/Clinker	26941	>95%



### III. Operations

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

Location	Number of plants	Number of offices	Total
National	10 Cement Plants & 9 RMC Plants	10	29
International	NIL	NIL	NIL

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	Nil

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

NIL

c. A brief on types of customers: Primarily there are 3 types of customers:

1. End Consumers who construct home and the same is categorized as Trade business.
2. Infrastructure Companies with projects like Roads, Dams, Airports, Real Estate etc., which are categorized as Non-Trade or Projects or Institutional business.
3. OEM like Hollow Block Manufacturers, paver tile makers, concrete pipe manufacturers etc.

### 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)	1368	1341	98%	27	2%
2.	Other than Permanent (E)	-	-	-	-	-
3.	<b>Total employees (D + E)</b>	1368	1341	98%	27	2%
<b>WORKERS</b>						
4.	Permanent (F)	487	484	99%	3	1%
5.	Other than Permanent (G) *	830	830	100%	-	-
6.	<b>Total workers (F + G)</b>	1317	1314	99.77%	3	0.23%

\* Excluding Mines, security, loading & others

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)	3	2	66.67%	1	33.33%
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	<b>Total differently abled employees (D + E)</b>	3	2	66.67%	1	33.33%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	<b>Total differently abled workers (F + G)</b>	Nil	Nil	Nil	Nil	Nil

19. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	14	4	28.57%
Key Management Personnel	4	1	25.00%

20. Turnover rate for permanent employees and workers:

(Trend for the past 3 years)

Particulars	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	15%	15%	15%	12%	4%	12%	6%	-	6%
<b>Permanent Workers</b>	3%	-	3%	2%	-	2%	2%	-	2%



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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Industrial Chemicals and Monomers Limited	Subsidiary Company	98.59%	No
2.	ICL Financial Services Limited	Subsidiary Company	100%	No
3.	ICL Securities Limited	Subsidiary Company	100%	No
4.	ICL International Limited	Subsidiary Company	100%	No
5.	Coromandel Electric Company Limited	Subsidiary Company	68.71%	Yes
6.	India Cements Infrastructures Limited	Subsidiary Company	100%	Yes
7.	Coromandel Travels Limited	Subsidiary Company	98.50%	No
8.	Coromandel Minerals Pte. Ltd., Singapore	Subsidiary Company	100%	No
9.	Raasi Minerals Pte. Limited, Singapore	Subsidiary Company	100%	No
10.	PT. Coromandel Minerals Resources, Indonesia	Subsidiary Company	100%	No
11.	PT Adcoal Energindo, Indonesia	Subsidiary Company	100%	No
12.	Raasi Cement Limited	Associate Company	43.45%	No
13.	Coromandel Sugars Limited	Associate Company	34.35%	No
14.	India Cements Capital Limited	Associate Company	47.91%	No
15.	Unique Receivable Management Private Limited	Associate Company	49.20%	No
16.	PT. Mitra Setia Tanah Bumbu (MSTB), Indonesia	Associate Company	49.00%	No

VI. CSR Details:

22. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: **(Yes/No) Yes**

(ii) Turnover - ₹ 5380.81 Crores (FY22-23)

(iii) Net worth - ₹ 3134.65 Crores (FY22-23)

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)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	<i>(If Yes, then provide web-link for grievance redress policy)</i>	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company has in place a Grievance Redressal Policy, Whistle Blower Policy and Equal Opportunity Policy for redressing the grievance of the stakeholders	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)		Nil	Nil	Nil	Nil	Nil	Nil
Shareholders		99	5	Nil	69	5	Nil
Employees and workers		Nil	Nil	Nil	Nil	Nil	Nil
Customers		12	3	Nil	8	2	Nil
Value Chain Partners		Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)		Nil	Nil	Nil	Nil	Nil	Nil

The policies can be accessed at: [https://indiacements.co.in/investors-corner-details.php?inv\\_cat=33](https://indiacements.co.in/investors-corner-details.php?inv_cat=33)

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	LC <sup>3</sup> Cement (Low Carbon Calcined Clay)	Opportunity	Will reduce Carbon foot print	NA	Positive. As this will help in bringing down the cost to some extent.
2.	Supply overhang due to market dynamics	Risk	Lower capacity utilization of the Plants.	New segments of distinct and unique products have been envisaged for improving sales mix.	Negative. Supply overhang may result in low profitability.



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Price of Fuel	Risk	The Company's plants are dependent on fuel for operation. Thus, increase in fuel price affects the costing of end product.	Company is increasing the usage of alternate fuels like plastic wastes, agricultural waste, rice husk, etc.	Negative. Increase in Cost of Production due to rise in fuel prices.
4.	Getting lease for own Limestone Mines.	Risk	Compliance with MMDR Regulations.	The Company is in the process of extending the existing lease period as per MMDR.	Negative. Loss of Production on account of absence of lease will impact profitability.
5.	Circular Economy	Risk	Waste generated during production requires effective disposal.	The Company uses its waste as alternate fuel along with fly ash / bottom ash from other industries	Positive. The Company is able to re-use the waste generated by company and other industries.
6.	Climate Change	Risk	Cement Industry has certain inherent ESG risk.	Company is endeavouring usage of alternate fuels and effective waste disposal methodologies to achieve circular economy and also reduce carbon emission.	Negative. Climate change factors can affect demography and customer base leading to impact on profitability.
7.	Water Usage	Risk	Availability of water for production purpose.	Company has devised rain water harvesting systems across plants and further endeavours to re-use water to optimize water utilization.	Negative. Scarcity of water can affect product which may affect profitability.

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The nine principles as per National Guidelines on Responsible Business Conduct (“NGRBC”) are as follows:

P1	Businesses should conduct and govern themselves with integrity, and 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 to all its stakeholders.
P5	Businesses should respect and promote human rights.
P6	Businesses should respect and make efforts to protect and 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.

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

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a.	Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓
	b.	Has the policy been approved by the Board? (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓
	c.	Web Link of the Policies, if available	<a href="https://indiacements.co.in/investors-corner-details.php?inv_cat=33">https://indiacements.co.in/investors-corner-details.php?inv_cat=33</a>							
2.		Whether the entity has translated the policy into procedures. (Yes / No)	✓	✓	✓	✓	✓	✓	✓	✓
3.		Do the enlisted policies extend to your value chain partners? (Yes/No)	✓	✓	✓	✓	✓	✓	✓	✓
4.		Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles and in conformance to the spirit of international standards like: ISO 14001:2015: Environmental Management System Standard ISO 9001:2015: Quality Management System Standard ISO 45001:2018: Occupational Health and Safety Management System Standard ISO 50001:2018: Energy Management System Standard							





5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company has following goals:</p> <ul style="list-style-type: none"> <li>➤ The Company is planning to use power from Waste Heat Recovery System.</li> <li>➤ Proposal to install solar power near the Company's plant location.</li> <li>➤ Improving Rainwater harvesting around its operating side of plants, mines, etc.</li> <li>➤ The Company endeavours for ensuring zero fatalities/ accidents across all its units.</li> <li>➤ The Company continuously focuses on efforts to improve the clinker to cement ratio.</li> <li>➤ With investments on pipeline the Company continuously ensures that water collected during its mining operation are used for recharging the nearby village ponds after storage in pit.</li> <li>➤ The Company continuously endeavours to reduce its carbon footprint.</li> </ul>
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> <li>➤ The Company is endeavouring necessary measures to achieve the aforesaid goals.</li> </ul>
<b>Governance, leadership and oversight</b>		
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)</p> <p>This is the first year where the Company is mandated to publish BRSR Report. The Company has conducted stakeholder engagement at various levels to enable collation of necessary information for facilitating appropriate sustainability reporting. The Board of Directors of the Company is aware of the ESG related challenges, both at Company level and Sectoral level and engages continuously to deliberate on the material issues including climate change, waste disposal, circular economy, Green House Gas Emission ("GHG"), effective utilization of water etc. Cement manufacturing industry has certain inherent ESG risks for which the Company is endeavouring to adopt better technology, product innovation, CSR projects and optimizing the supply chain for being sustainable. Through its efforts, Company has been able to maintain the emission levels below the statutory stipulated norms and is working towards minimization of the same.</p> <p>The Company always endeavours to maintain equitable development in and around its plant locations. The Company has identified the overall stakeholders in and around its factory locations. The Company has taken lot of initiatives to help in the upliftment of the needy people in and around its locations through various CSR Projects.</p> <p>The Company is also contributing to afforestation programmes for green belt development around its mines to ensure a greener and healthier environment. The Company has undertaken various emission reduction measures including bag filters, waste heat recovery plant, usage of alternate fuels to reduce NOx, recycling of process waste for water requirement, treatment of sewage water, effective waste discharge mechanism, effective effluent discharge and treatment mechanism, etc.</p>	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. N. Srinivasan, Vice Chairman & Managing Director (DIN: 00116726)
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.	<p>Yes</p> <p>Risk Management Committee periodically evaluates business risks including ESG risk.</p>

10.	Details of Review of NGRBCs by the Company:																		
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board / Any other Committee</b>									<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>								
		<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
	Performance against above policies and follow up action	Yes. Review has been undertaken by Risk Management Committee on all Principles									Half Yearly								
	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances																		
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.										<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
											No. The Company is in the process of appointing independent external agency for evaluating the working of all the Policies.								
12.	If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: <b>NA</b>																		
	<b>Questions</b>										<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>	<b>P</b>
	The entity does not consider the Principles material to its business (Yes/No)										Not Applicable								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
	It is planned to be done in the next financial year (Yes/No)																		
	Any other reason (please specify)																		



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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

Essential Indicators					
1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:					
Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes		
Board of Directors	4	Familiarization programme, Presentation on Financial Risk Management System, Presentation on Internal Financial Control System, Update on compliances of various laws and regulations including SEBI regulations, Programmes on accounting / health and welfare / investment and IT related issues, Awareness programme on health and safety, Presentation on NGRBC and BRSR.	98%		
Key Managerial Personnel	4		90%		
Employees other than BoD and KMPs	380		95%		
Workers	203		100%		
2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity’s website):					
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	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil	Nil	Nil	Nil	
Punishment	Nil	Nil	Nil	Nil	

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

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

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

**Yes.** The Company has a Board approved policy on Code of Conduct for Directors and Senior Management and Vigil Mechanism which have significant emphasis on anti-corruption and anti-bribery stand of the Company. The policy can be accessed at: [https://indiacements.co.in/investors-corner-details.php?inv\\_cat=33](https://indiacements.co.in/investors-corner-details.php?inv_cat=33)

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

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

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

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

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



**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.

	<b>Current Financial Year (FY 2022-23)</b>	<b>Previous Financial Year (FY 2021-22)</b>	<b>Details of improvements in environmental and social impacts</b>
R&D	Nil	Nil	The Board through materiality and risk assessment process is continuously evaluating material ESG issues to plan necessary measures to enhance sustainability across products and processes.
Capex	Nil	Nil	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)  
**Yes.** The Company procures significant quantity of limestone from its own leased mines. For Cement manufacturing, gypsum, slag and fly ash are sourced from authorized vendors. Tyre Shredded Scrap are being used as alternate fuel. Further, carbon powder, wood chip, municipal plastic, hazardous waste etc are co-processed for fuel requirement.
- b. If yes, what percentage of inputs were sourced sustainably?  
**Yes.** Assessment of percentage of inputs is under process however substantial inputs required for the product are 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.
- a. Plastic (including packaging) – are co-processed in kilns
- b. E-waste – is disposed through State Pollution Control Board authorized vendors
- c. Hazardous Waste – is co-processed in kilns.
- d. Other Waste – waste oil generated is used for lubrication in crusher feeding and/or sold to SPCB authorized vendors etc. Battery waste is also sold to authorized recyclers. The Company is evaluating feeding system for co-processing of non-hazardous waste.
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.** EPR is applicable and is in line with EPR Plan submitted to PCB.

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

<b>Essential Indicators</b>											
1. a. Details of measures for the well-being of employees:											
Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent employees</b>											
Male	1341	1341	100%	1341	100%	-	-	-	-	-	-
Female	27	27	100%	27	100%	27	100%	-	-	-	-
<b>Total</b>	<b>1368</b>	<b>1368</b>	<b>100%</b>	<b>1368</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</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 (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	484	484	100%	484	100%	-	-	-	-	-	-
Female	3	3	100%	3	100%	3	100%	-	-	-	-
<b>Total</b>	<b>487</b>	<b>487</b>	<b>100%</b>	<b>487</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	830	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>830</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



2. Details of retirement benefits, for Current FY and Previous Financial Year:

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	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**

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.** The Company gives equal opportunity to all the employees at all levels at its Registered Office, Corporate Office, branches and all its plants and RMC units located at various places.

Weblink: [https://indiacement.co.in/investors-corner-details.php?inv\\_cat=33](https://indiacement.co.in/investors-corner-details.php?inv_cat=33)

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

**NA.**

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 - Details of Mechanism is as under:
Permanent Workers	Wherever the Company has unionized plant, the employee grievances are addressed through union representative. For Non-unionized plant, the Company follows open door practice. Any employee / workmen can directly approach the HR department or Plant head with their grievances.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>						
- Male	1341	-	0%	1216	-	0%
- Female	27	-	0%	20	-	0%
<b>Total Permanent Workers</b>						
- Male	484	373	77%	667	513	77%
-Female	3	-	0%	9	-	0%

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On 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	1341	622	46.38%	530	39.52%	1216	384	31.57%	371	30.51%
Female	27	6	22.22%	5	18.51%	20	3	15%	3	15%
<b>Total</b>	<b>1368</b>	<b>628</b>	<b>45.91%</b>	<b>535</b>	<b>39.11%</b>	<b>1236</b>	<b>387</b>	<b>31.31%</b>	<b>374</b>	<b>30.26%</b>
<b>Workers</b>										
Male	484	304	62.80%	-	-	667	251	37.63%	-	-
Female	3	3	100%	-	-	9	9	100%	-	-
<b>Total</b>	<b>487</b>	<b>307</b>	<b>62.42%</b>	<b>-</b>	<b>-</b>	<b>676</b>	<b>260</b>	<b>38.46%</b>	<b>-</b>	<b>-</b>





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

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	1341	874	65.17%	1216	715	58.80%
Female	27	27	100%	20	20	100%
<b>Total</b>	1368	901	65.86%	1236	735	59.47%
<b>Workers</b>						
Male	484	-	0%	667	-	0%
Female	3	-	0%	9	-	0%
<b>Total</b>	487	-	0%	676	-	0%

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**.  
If yes, the coverage of such system?  
**Yes. As per statutory and ISO 45001 requirement, all plants are covered.**
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
**Periodical internal, external and inter plant safety audit are in place. The Company has Integrated Management System Certification (IMS).**
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N) - **Yes.**
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?  
**(Yes/ No). Yes**

11. Details of safety related incidents:

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	4	3
	Workers	11	12
No. of fatalities	Employees	Nil	Nil
	Workers	2	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company conducts regular safety drills for the safety and welfare of workers/employees. The Company facilitates engagement of employees and workers in sports activities for healthy work life balance. Regular health camps are conducted. Company ensures proper communication and training to employees and workers on Health and Safety, endeavours zero incident policy and strict compliance of applicable norms

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

Particulars	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	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	100%
Working Conditions	100%

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

Based on assessment, suitable / recommended corrective actions were taken. However, there were no significant risk / concern arising from such assessments.



**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.

The Company has mapped all its internal stakeholders like employees, shareholders, investors and external stakeholders like dealers, suppliers, government and regulatory authorities, transporters, communities, construction professionals. With the objective of maintaining cordial relationship with all its stakeholders, the Company based on the scope of activities and need of the organization, frequently had meetings with these groups for redressing their concerns.

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

<b>Stakeholder Group</b>	<b>Whether identified as Vulnerable &amp; Marginalized Group (Yes/No)</b>	<b>Channels of communication (Email, SMS Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board Website), Other</b>	<b>Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)</b>	<b>Purpose and scope of engagement including key topics and concerns raised during such engagement</b>
Investors / Shareholders	No	Annual Reports, Quarterly results, notices and circulars to shareholders.	Quarterly	To intimate ROI, Financial viability, risk management and to create cordial relationship.
Dealers	No	Vendor Meets	Periodically through Application and periodic visits by our sales team.	To build long term business relationship, improve market share and to redress end user complaints for product/process improvement, if any.
Employees	No	Internal Communication	Need Based Training Programmes	For Training and Grievance Redressal.
Transporters	No	Telephonic	Need Based	To optimize supply chain.
Communities	No	Community Engagement Programmes	Periodical	CSR, Community Engagement, Relationship Building, Welfare.
Suppliers and Contractors	Yes	E-mail Communication	Need Based	For maintaining cordial relationship, to optimize supply chain.
Government / Regulatory Authorities	No	Annual Reports, Compliance Filings	Based on Statutory Requirement.	Statutory compliance and for promoting better policies.

**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 Current Financial Year			FY 2021-22 Previous Financial Year						
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)				
<b>Employees</b>										
Permanent	1368	1368	100%	1236	1236	100%				
Other than permanent										
<b>Total Employees</b>	1368	1368	100%	1236	1236	100%				
<b>Workers</b>										
Permanent	487	487	100%	676	676	100%				
Other than permanent	830	-	-	792	-	-				
<b>Total Workers</b>	1317	487	100%	1468	676	100%				
2. Details of minimum wages paid to employees and workers:										
Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>										
Male	1341	-	-	1341	100%	1216	-	-	1216	100%
Female	27	-	-	27	100%	20	-	-	20	100%
<b>Other than Permanent</b>										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	484	-	-	484	100%	667	-	-	667	100%
Female	3	-	-	3	100%	9	-	-	9	100%
<b>Other than Permanent</b>										
Male	830	531	64%	299	36%	792	589	74%	203	26%
Female	-	-	-	-	-	-	-	-	-	-



3. Details of remuneration/salary/wagest:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors	8	₹ 4,90,000	4	₹ 7,40,000
Key Managerial Personnel*	3	₹ 1,94,78,410	1	₹ 1,65,50,000
Employees other than BoD and KMP	1555	₹ 8,10,629	29	₹ 6,34,768
Workers	543	₹ 5,63,162	4	₹ 5,68,168

\* Includes remuneration to Executive Directors.

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.** The Company has a Board Approved Whistle Blower policy in place. All the stakeholders have the facility to lodge their complaints or grievances with the Company with respective functionary depending on their engagement with Company.

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

The redressal mechanism is provided under relevant policies.

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

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

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

Complaints and grievances lodged, if any, are addressed immediately by the concerned senior officials/ Head of the Departments and are reported to the management, if required. Whistleblower policy helps in protecting complainant's identity.

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

9. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Assessments are covered as per statutory norms for all the plants.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

**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# (Current Financial Year)	FY 2021-22# (Previous Financial Year)
Total electricity consumption (A)	3293664	2973610
Total fuel consumption (B)	24672	22897
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	3318336	2996508
Energy intensity per rupee of turnover ( <b>GJ / ₹ Lakhs</b> ) (Total energy consumption / turnover in rupees)	6.13 per Lakh	6.34 per Lakh

# Unit of Measurement is GigaJoules.

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

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



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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Water withdrawal by source (in kilo litres)</b>		
(i) Surface water	1730633	1866372
(ii) Groundwater	994827	815822
(iii) Third party water	139243	126161
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	2864703	2808355
<b>Total volume of water consumption (in kilo litres)</b>	2864703	2808355
<b>Water intensity per rupee of turnover (Water consumed / turnover) (Ltrs / ₹)</b>	0.05	0.06

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

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation. ZLD is implemented with significant coverage and implementation. The Units are compliant with Zero Liquid Discharge. Recycled water is reused in process such as cooling of equipment and domestic water treated in STP is utilized for dust suppression and green plantation.

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

Parameter	Please specify unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	Tons	8928	8067
SOx	Tons	185	257
Particulate matter (PM)	Tons	344	308
Persistent organic pollutants (POP)	Nil	Nil	Nil
Volatile organic compounds (VOC)	Nil	Nil	Nil
Hazardous air pollutants (HAP)	Nil	Nil	Nil
Others – please specify	Nil	Nil	Nil

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

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

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	4465570	4724083
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	<i>Metric tonnes of CO<sub>2</sub> equivalent</i>	637722	692866
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover (MT of CO<sub>2</sub> / ₹ Lakh)</b>		9.42	11.45

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? If Yes, then provide details.

- The Company is already using power generated from renewable sources at its plants.
- The Company is in the process of installing Solar Power Plant for improving the use of renewable source of energy.
- The Company is also in the process of making modifications to its plants to accommodate use of more Alternate Fuels in the manufacturing process.
- The Company is endeavouring to increase the usage of fly ash in product.

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

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste <b>(A)</b>	31.99	31.94
E-waste <b>(B)</b>	10.02	4.03
Bio-medical waste <b>(C)</b>	40.55	40.98
Construction and demolition waste <b>(D)</b>	-	-
Battery waste <b>(E)</b>	5.38	14.65
Radioactive waste <b>(F)</b>	-	-
Other Hazardous waste. Please specify, if any. <b>(G)</b>	68.64	64.28
Other Non-hazardous waste generated <b>(H)</b> . <i>Please specify, if any.</i> (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	156.58	155.88





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

**Category of waste**

(i) Recycled	Recycling of hazardous / non-hazardous e-waste and battery waste is done through authorized recyclers.
(ii) Re-used	
(iii) Other recovery operations	

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

**Category of waste**

(i) Incineration	Disposal is endeavoured through co-processing of plastic waste, other waste and turning Municipal Solid Waste into Re-fuse Derived Fuel.
(ii) Landfilling	
(iii) Other disposal operations	

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

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

There are no hazardous and toxic chemicals as such in the product or as an effluent. However, the Company uses the hazardous waste from other Industries as Alternate Fuel. Further, the Company has devised suitable waste management practices for disposal of waste.

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

**NA.** None of the plants fall under ecologically sensitive zones.

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

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

**Yes.** The Company is compliant with all the relevant and applicable environmental statutes.

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

<b>Essential Indicators</b>		
1. a. Number of affiliations with trade and industry chambers/ associations: <b>11</b>		
b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to:		
<b>S. No.</b>	<b>Name of the trade and industry chambers/ associations</b>	<b>Reach of trade and industry chambers / associations (State/National)</b>
1.	Cement Manufacturers' Association	National
2.	National Council for Cement and Building Materials	National
3.	The Associated Chambers of Commerce and Industry of India	National
4.	The Confederation of Indian Industry	National
5.	Federation Of Indian Chambers of Commerce & Industry	National
6.	Hindustan Chamber of Commerce	National
7.	Indian National Ship Owners Association	National
8.	South Indian Cement Manufacturers Association	State(s)
9.	Madras Management Association	State
10.	The Madras Chamber of Commerce and Industry	State
2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.		
<b>Name of authority</b>	<b>Brief of the case</b>	<b>Corrective action taken</b>
Nil	Nil	Nil



**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development**

<b>Essential Indicators</b>		
1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. <b>NA</b>		
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format: <b>NA</b>		
3. Describe the mechanisms to receive and redress grievances of the community. Besides the initiatives taken by the CSR Committee, the concerns and grievances, if any, of the community are resolved by the respective plant heads.		
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:		
Particulars	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Directly sourced from MSMEs/ small producers	ICL has operations across various States. The Company endeavours to source all input material locally wherever feasible.	
Sourced directly from within the district and neighbouring districts		

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

<b>Essential Indicators</b>						
1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback. Quality complaints are handled/sorted out by the respective Sales Representatives and depending on the nature of complaint, the same may be referred to the State Head/Chief Marketing Officer/Plant Heads for redressal.						
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:						
<b>Particulars</b>				<b>As a percentage to total turnover</b>		
Environmental and social parameters relevant to the product				Products carry statutorily mandated disclosures.		
Safe and responsible usage						
Recycling and/or safe disposal						
3. Number of consumer complaints in respect of the following:						
Particulars	FY2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil
4. Details of instances of product recalls on account of safety issues: <b>NA</b>						
5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? <b>(Yes/No)</b> If available, provide a web-link of the policy.- <b>Yes</b> Weblink: <a href="https://indiacements.co.in/investors-corner-details.php?inv_cat=33">https://indiacements.co.in/investors-corner-details.php?inv_cat=33</a>						
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.- <b>NA</b>						

On behalf of the Board

N. SRINIVASAN  
Vice Chairman & Managing Director  
(DIN: 00116726)

RUPA GURUNATH  
Wholetime Director  
(DIN: 01711965)

S. BALASUBRAMANIAN ADITYAN  
Director  
(DIN: 00036898)

Place : Chennai  
Date : 7<sup>th</sup> August, 2023