



**THE RAMCO CEMENTS LIMITED**

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Corporate Identity Number: L26941TN1957PLC003566

22 December 2021

National Stock Exchange of India Limited Exchange Plaza Bandra-Kurla Complex Bandra (E), Mumbai – 400 051.	Scrip Code: RAMCOCEM
BSE Limited Floor 25, "P.J.Towers" Dalal Street Mumbai – 400 001.	Scrip Code: 500260

Dear Sirs,

Sub:Sustainability Report 2020-21

We are pleased to attach the Sustainability Report of our Company for the year 2020-21. The report highlights our Environmental, Social, Governance and Economic performance. The report outlines our sustainability strategy, priorities, goals and targets and our commitment to embed sustainability into our core business operations.

Kindly take the same on record.

Thanking you,

Yours faithfully,

For **THE RAMCO CEMENTS LIMITED,**

**K.SELVANAYAGAM**  
**SECRETARY**

Encl: as above

**SUSTAINABILITY REPORT**  
2020-21



# Delivering value through conscious manufacturing





## GUIDED BY HIS VALUES



**Shri. P.A.C. Ramasamy Raja**  
Founder  
1894-1962

## BUILT BY HIS VISION



**“Gurubakthamani”  
Shri. P. R. Ramasubrahmaneya Rajha**  
Sridharmarakshakar - Former Chairman  
1935-2017

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# Leadership Message

01.



**P R Venketrama Raja**  
Chairman and Managing Director

## 1.1

### Message from the Chairman and Managing Director

Sustainability at Ramco Cements is enshrined in our founding philosophy, “*We should believe that when the organization grows the society and community around that should also grow*”. Our success lies in ensuring our stakeholders are consistently satisfied in their engagement with us, for it is that which powers each of us at Ramco

Cements to stretch our potential to scale newer heights.

Ramco Cements’ engagement with diverse stakeholder groups is underlined by a common thread - our belief in creating value and building capacity, where relevant, to enhance livelihoods and improve quality of life. We place strong emphasis on the

holistic well-being of Ramco Cements employees, which is reflected variously in the sustained development of an integrated township in our integrated units, to the Health and Safety initiatives at our plants, and in career oriented continuous learning and development opportunities within the organization.

We also place great importance on the development of communities around Ramco Cements manufacturing units. The legacy of our Founder calls upon us to go beyond positive action and espouse positive intent to create maximum impact in order to make a true difference. Today, several families have access to quality education, healthcare, as well as safe water and sanitation, all of which come together to enable them to improve lives for present and future generations.

Ramco Cements’ commitment to creating value is also demonstrated in an unwavering focus on resource efficiency and minimizing our environmental footprint. Alternative materials comprise 22% of the materials that goes into manufacturing blended cements and renewable energy. Our cement production processes employ the dry process kiln which has generated significant efficiencies in water and energy usage over the years. Digital technology too has been leveraged to track and measure resource efficiencies, driving us to continually research innovative methods of achieving enhanced outcomes.

The environment that sustains our business is no less a stakeholder than the people we engage with. Ramco Cements has long believed in contributing to the replenishment of natural habitats and to conserving biodiversity. The restoration of the Pandalgudi Mines is a key initiative

towards reviving the area’s natural biodiversity. In partnership with Auroville Botanical Gardens, we are working to create a recreational eco-park at the site of exhausted limestone quarries, with the intent to spread awareness and appreciation of the need to preserve the natural environment as well as to promote local flora and fauna.

Additionally, we have implemented initiatives in agroforestry in partnership with farmer communities with the multi-pronged view to propagating conservation farming, improving soil health, encouraging carbon sequestration and improving farmers’ livelihood opportunities. Ramco Cements has also undertaken large scale greening initiatives within and outside our plant premises.

While Sustainability is inherent in Ramco Cements’ way of doing business, we recognize that it must be embedded in every aspect of the organization’s functioning for us to sustain meaningful growth. Our team of Sustainability leaders drives the Company’s Sustainability program which is aligned with the organization’s business objectives. Communicating our Sustainability thinking and objectives to our stakeholders is a key aspect of embedding Sustainability in the conduct of business and we continue to work towards enhancing our capabilities in this respect.

I wish to acknowledge and thank every one of our stakeholders, who are the cornerstone of Ramco Cements’ growth and development. Our commitment to Sustainability will no doubt continue to see the Company grow with purpose and create value for all our stakeholders.



**A V Dharmakrishnan**  
CEO

## 1.2

# Message from the CEO

### Dear Stakeholders,

The last year, 2020 -21 has been an exceptionally challenging and has impacted the lives of people in distant places as well as closer home. In light of the novel and unexpected challenges that COVID - 19 has thrown to the world and businesses, Ramco Cements stepped up to help sustain financial as well as physical and emotional health for stakeholders within and outside the Company. We ensured that no Ramco Cements jobs were lost and that permanent and temporary personnel received due compensation. Inter - state workers were enabled to return home during the national lock down as we worked with the State Government to make necessary travel arrangements for them.

On the health care front, we partnered with State Administrations to create COVID - 19 isolation centres in Kadukur and Thamaraiikulam in Tamil Nadu and near the Company's plant in Haridaspur in Odisha. We donated electrical accessories, steel cots, bedding/ pillows and communication material to isolation centres set up by the State Government in Ariyalur and Virudhunagar districts. These efforts were accompanied on the ground by measures such as disinfecting communities, providing essential provision kits and deploying channels of communication to support our own employees, their families, and people in our surrounding communities to deal with the upheaval experienced.

We demonstrate an emphasis on helping improve the quality of people's lives in unique initiatives. Ramco Cements employees are enabled to own their own homes and educate their children with the help of loans provided by the organization. Our supply chain partners are supported to invest in new trucks or replace old ones, with a view to aligning with our focus on increasing fuel efficiency and reducing emissions into the environment.

For the communities that we operate within, Ramco Cements has undertaken several initiatives, aimed at enhancing quality of life. Today, through The Ramco Cements Limited Educational & Charitable Trust, we touch the lives of 5,977 youth and 274 teachers across 7 schools with education and skills training. The Ramco Social Service League encourages our employees to make voluntary monetary contributions, which, along with a matching sum from the Company, is directed towards community development activities around our factories and mines.

We believe deeply that the development of people and our organization is inextricably linked to the health and well-being of the environment. Being acutely conscious of the scarcity of water, we lay great stress on recycling waste water and achieving Zero Discharge manufacturing units. Being located in the vicinity of water bodies, we have de-silted several lakes and ponds and established water harvesting systems. These efforts have not only raised the level of the water table but have also enabled communities near our manufacturing units to access safe water for their everyday needs.

With respect to energy efficiency, we have, over several years and continuous R&D found alternatives to reducing our dependence on fossil fuels such as coal and diesel. We adopted wind energy in 1993 and through Ramco Wind farms Limited, we access this renewable energy to produce 5 MTPA of cement at our units. Waste Heat Recovery mechanisms too are very much part of Ramco Cements' manufacturing processes. Industrial waste products too, play a significant role in our processes and have enabled us to produce

and market a responsible product, namely, blended cement.

Other initiatives to reduce our environmental impact are also being worked upon, especially in ensuring sustainable procurement practices and helping our supply partners build capacity to align with Ramco Cements' sustainability objectives.

Customer needs are varied and dynamic and move in step with multiple market developments and trends. Recognizing that understanding the requirements of our diverse customer base and product customization are key to fulfilling their needs, Ramco Cements has adopted the approach of Right Product, Right Application. Today our range of Blended/Special Cements, Ordinary Portland Cements and Dry Mix Products address a multitude of construction needs, ranging from heavy infrastructure to individual homes. These are ably supplemented by Ramco MACE, which provides technical services, including mobile technical assistance to masons, architects, contractors and engineers across different construction stages. MACE team has organized and conducted a number of programs for various customer segments to help them in making durable concrete structures. Even during the pandemic, we have conducted number of online programs by engaging industry expert.

The past year has demonstrated the need for Sustainable growth of the Company and our stakeholders more than ever before. In FY 2020 -21 we put in place a Sustainability strategy to guide our Company's trajectory in the immediate and longer-term future. It is with great pleasure that we present Ramco Cements' maiden Sustainability Report, which highlights our Sustainability philosophy and initiatives.

I would like to thank each and every one of our stakeholders for being part of our Sustainability journey. We look forward to the challenges and excitement of a future in which we enhance the positive impact of our work and innovate to reduce our environmental footprint.



# Organizational Profile

02.

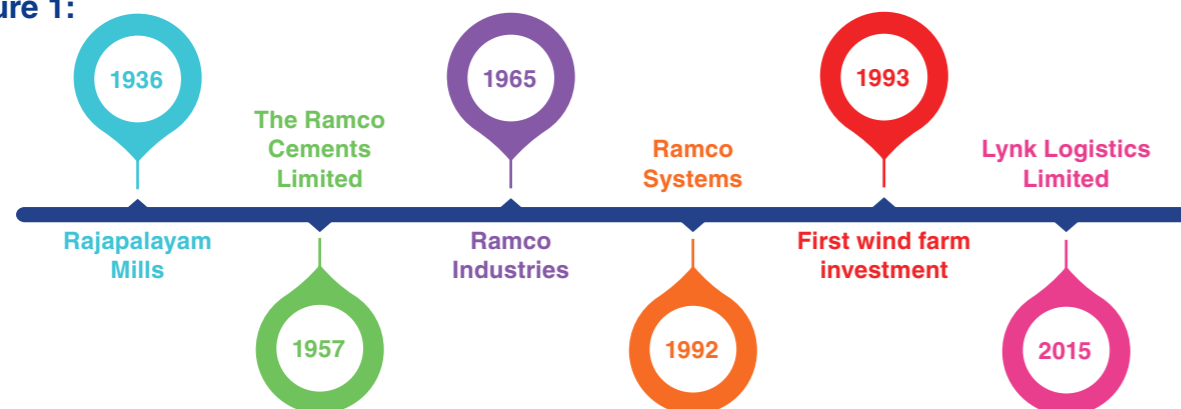
The Ramco Cements Limited (Ramco Cements) was established in 1957, the product of its founder, Shri P A C Ramasamy Raja's spirit of enterprise and commitment to nation development. In 1962, the reins of this fledgeling organization were handed over to his son, Shri P R Ramasubrahmanya Rajha. Under the latter's able leadership, Ramco Cements grew to become a force to reckon with in the Indian cement industry. Headquartered in Chennai, the company is among the leading cement companies and is a well known and respected brand in South India.

The Ramco Cements ethos is deeply rooted in the values of binding relationships and unflinching commitment to integrity and foresight. We envision being a complete cement solutions company, powered by our values as well as a strategy orientation, innovation, technological excellence and

a relentless passion to excel. We continuously bolster our core capabilities to ensure sustainable progress and unleash greater value for our stakeholders.

Our product portfolio is the outcome of a continuous focus on understanding the dynamic needs of the market and Research & Development (R&D) efforts. We believe in offering our customers the Right Product for Right Application. Our portfolio comprises differentiated product lines consisting of Cements, Dry Mix Products, Ready Mix Concrete and Support Services for industrial, corporate and individual customers. The complete portfolio of products offered by Ramco Cements is available at <http://www.RamcoCements.in/products.aspx> and <http://www.RamcoCements.in/RamcoCementsProductsVideo.aspx>

Figure 1:



Cements	Dry Mix Products	Ready Mix Concrete	MACE Support
<ul style="list-style-type: none"> <li>Premium range of Blended / Special cements</li> <li>Range of Ordinary Portland Cements (OPC)</li> <li>Ranges are differentiated for varied construction applications</li> </ul>	<ul style="list-style-type: none"> <li>Premixed plasters, putty and tile adhesives for a range of wall and flooring applications</li> </ul>	<ul style="list-style-type: none"> <li>For structural concrete applications</li> <li>Customized for specific needs</li> </ul>	<ul style="list-style-type: none"> <li>Customer support for Masons, Architects, Contractors and Engineers (MACE)</li> <li>Includes mobile technical assistance</li> </ul>

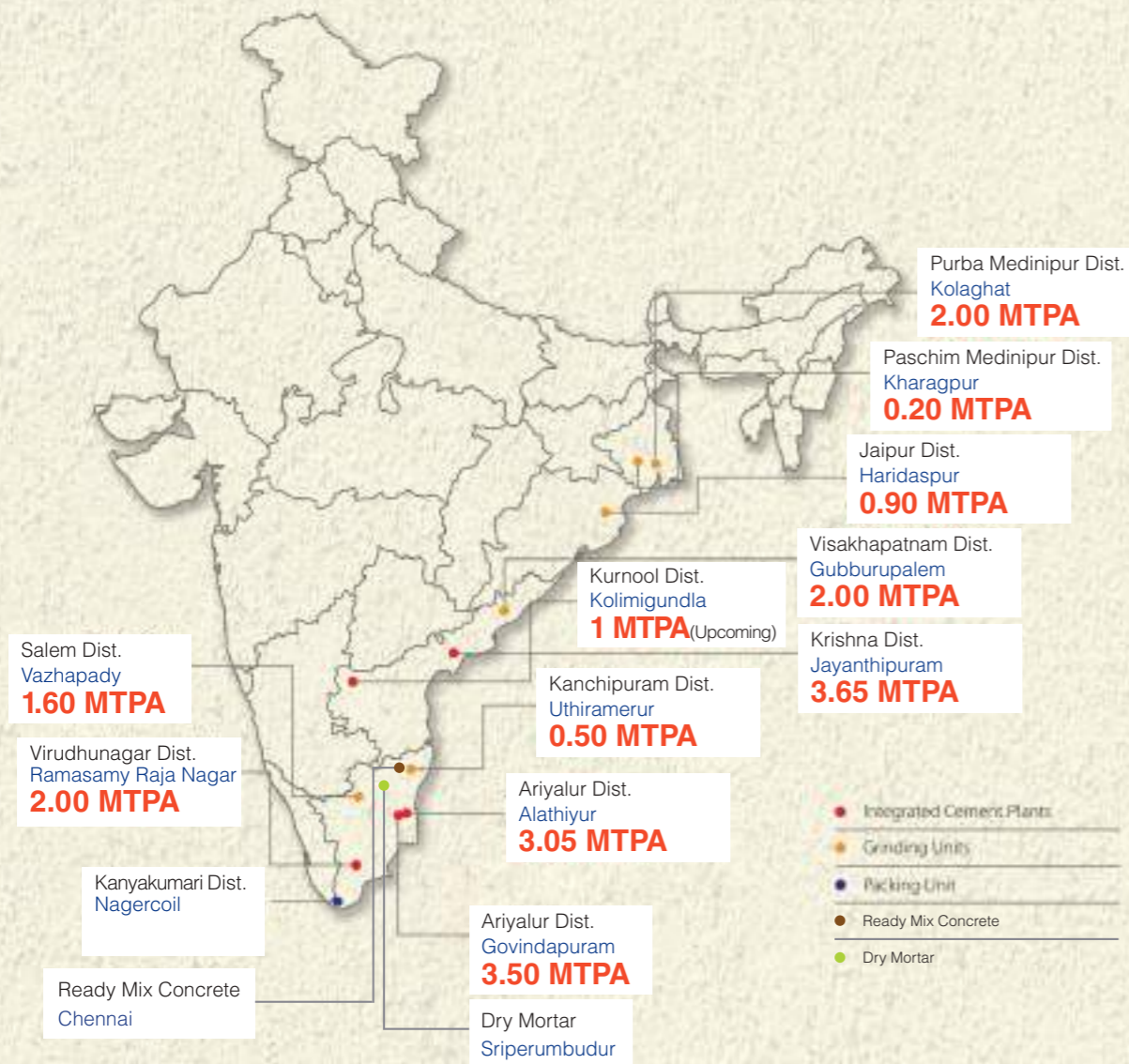


Ramco Cements is one of the earliest adopters of wind energy in the country and has been generating wind based renewable energy since 1993. Our wind farms (including subsidiaries) across 7 locations in Tamil Nadu and Karnataka comprise a total installed capacity of 165.785 MW, which is equivalent to production of 5 Million tons per annum of cement.

We have a strong market presence in South India and a growing presence in the East. Internationally, we also serve the Sri Lanka market with our product offerings. The Ramco Cements Research & Development Centre is located in Chennai.



## Our Manufacturing Facilities



**THE RAMCO CEMENTS LIMITED**

With respect to manufacturing, we are present across Tamil Nadu, Andhra Pradesh, Odisha and West Bengal with 14 state of the art facilities.

- 4 Integrated Cement Plants totalling 12.20 MTPA Capacity
- 1 Integrated Cement Plant (upcoming)
- 6 Grinding Plants of 7.20 MTPA capacity
- 1 Packing Plant
- 1 Dry Mortar Plant
- 1 Ready Mix Concrete Plant





# Awards and Accolades

03.

**EHS Best Water Management Company Award 2019**



**Occupational Health & Safety Award by Apex India Foundation**



**Best Community Development Award for Covid at National Award for excellence for CSR & Sustainability**



**Best Covid 19 solution for workforce management by Economic Times**



**Innovation in CSR Practices 2018**



**Greentech Enviro Award-2019**



**Greentech Environment award 2020 for Alathiyur unit for outstanding achievement in green belt development**



**FIMI Award for Pudupalayam North Limestone Mine (2016)**



**CII EHS Awards 2019**



**Environmental Excellence award for Alathiyur plant by NCCBM for 2017-18 & 2018-19**



**Best Innovative Project Award for RR nagar unit for Transportation of Waste Heat Recovery Steam to CPP Turbine by CII**



**ZEE Business - Best Overall Excellence in CSR for Ariyalur plant**







# Memberships and Associations

04.

As a key national player in the cement sector, we have forged collaborations with several industry bodies. We believe these partnerships enable us to jointly influence policy decisions and formulate plans for sustained growth and health of the industry in tandem

with addressing critical issues of the climate crisis, environment conservation and the development of fellow Indians. Ramco Cements is a member of the following key organizations:



**Bureau of Energy Efficiency**



**Cement Manufacturers Association**



**Confederation of Indian Industry**



**National Council for Cement and Building Materials**



**Federation of Indian Chamber of Commerce and Industry**



**Indian Wind Power Association**



**The Madras Chamber of Commerce**



# Response to COVID-19

05.

As COVID – 19 raged through India in FY 2020 – 21, we at Ramco Cements reiterated our commitment to the well-being of our stakeholders, both internal as well as external.

Leveraging the reach of **Ramconnect**, our intranet portal, we disseminated information, including a manual, on preventive actions as well as measures to manage COVID – 19 to all within Ramco Cements and to a large number of our external stakeholders. Monthly “Stay Healthy” webinars were conducted for employees to reiterate the messages of preventive healthcare as well as maintain positive mental health. We were supported by Anna Chandy Associates, leading mental health experts in Bangalore, to counsel our employees and their families. **Ramco Bhandham**, our in-house magazine also carried COVID special bulletins on safety measures.

Periodic health checks have been organized for Ramco Cements employees and contract personnel at our Occupational Health Centres (OHCs) at manufacturing units and offices, through which 1,000 personnel were screened for COVID – 19. Isolation centres with a total of 121 beds were also set up across our plants, in collaboration with respective state governments, to manage those who needed this facility. Counselling was provided to our personnel and their families, for which 57 days were spent and 1,435 persons were counselled. Additionally, in partnership with renowned hospitals, we carried out RT - PCR testing for 450 employees located in vulnerable areas of Chennai. Those affected by

the COVID – 19 were also enabled to avail of the Company’s Special Leave policy.

Remote working, hitherto unfamiliar to many, gained tremendous currency as a safety measure during the pandemic. Ramco Cements employees were enabled to work from home (WFH) as we provided laptops and internet connections for business to continue as seamlessly as possible. To minimize disruptions in employees’ technical learning and skill upgradation, we conducted over 100 technical webinars online.

With respect to enhancing financial benefits, employees’ medical insurance benefits were enhanced as we provided for multiple health insurance measures such as Group Term Insurance, COVID – Kavach, additional State Insurance premiums that allow claims under medical reimbursement benefit. Employees were also enabled to withdraw funds from the Employee Provident Fund scheme to address their financial requirements.

Through the challenging times posed by the pandemic, Ramco Cements did not lose sight of the well-being of contract and inter - state migrant workers. We paid salaries for 34,886 workdays to our contract personnel to ensure they had access to funds. The Company undertook to regularly sanitize their accommodation, provided groceries to those who needed them and worked with the State Government to help those from others states to return home.



# About the Report

06.

This report highlights our Environmental, Social, Governance and Economic performance for the period April 1st, 2020 to March 31st, 2021. The report outlines our sustainability strategy, priorities, goals and targets and our commitment to embed sustainability into our core business operations. We have developed it in accordance with the 'core' criteria of the Global Reporting Initiative (GRI)

Standards. The GRI Content Index is provided at the end of the report.

### Reporting Boundary

This is our first year of publishing a sustainability report. The scope of the report includes 4 integrated units and 4 grinding units owned by Ramco Cements.

Sl. No	Manufacturing Facility	Location
1	The Ramco Cements Limited, Virudhuganagar	Tamil Nadu
2	The Ramco Cements Limited, Jayanthipuram	Andhra Pradesh
3	The Ramco Cements Limited, Alathiyur	Tamil Nadu
4	The Ramco Cements Limited, Ariyalur	Tamil Nadu

Sl. No	Manufacturing Facility	Location
5	The Ramco Cements Limited, Salem	Tamil Nadu
6	The Ramco Cements Limited, Chengalpattu	Tamil Nadu
7	The Ramco Cements Limited, Kolaghat	West Bengal
8	The Ramco Cements Limited, Vizag	Andhra Pradesh

### Data Management

The information presented in this report has been drawn from numerous internal sources, in order to ensure accuracy. Our efforts have encompassed an examination of conversion factors and assumptions made as well as periodic reviews and audit trails.

We encourage feedback from all our stakeholders.

For any clarifications/ suggestions, please write to us at: [ravichandran@ramcocements.co.in](mailto:ravichandran@ramcocements.co.in)

### Contact:

**Mr. Ravichandran Chinnayan**

Vice President - Environmental, Social and Governance

Email: [ravichandran@ramcocements.co.in](mailto:ravichandran@ramcocements.co.in)



# Stakeholder Engagement and Materiality Assessment

07.

Ramco Cements focuses on issues that are most material to its stakeholders. We believe in aligning our operations with the priorities of our stakeholders. In developing this report, we have taken into consideration topics that were identified as most material to generating sustainable value for our business, as well as all our stakeholders, both internal and external. Material issues are those that have a direct or indirect impact on an organization's ability to create, preserve or erode economic, environmental & social value for itself, its stakeholders and society at large.

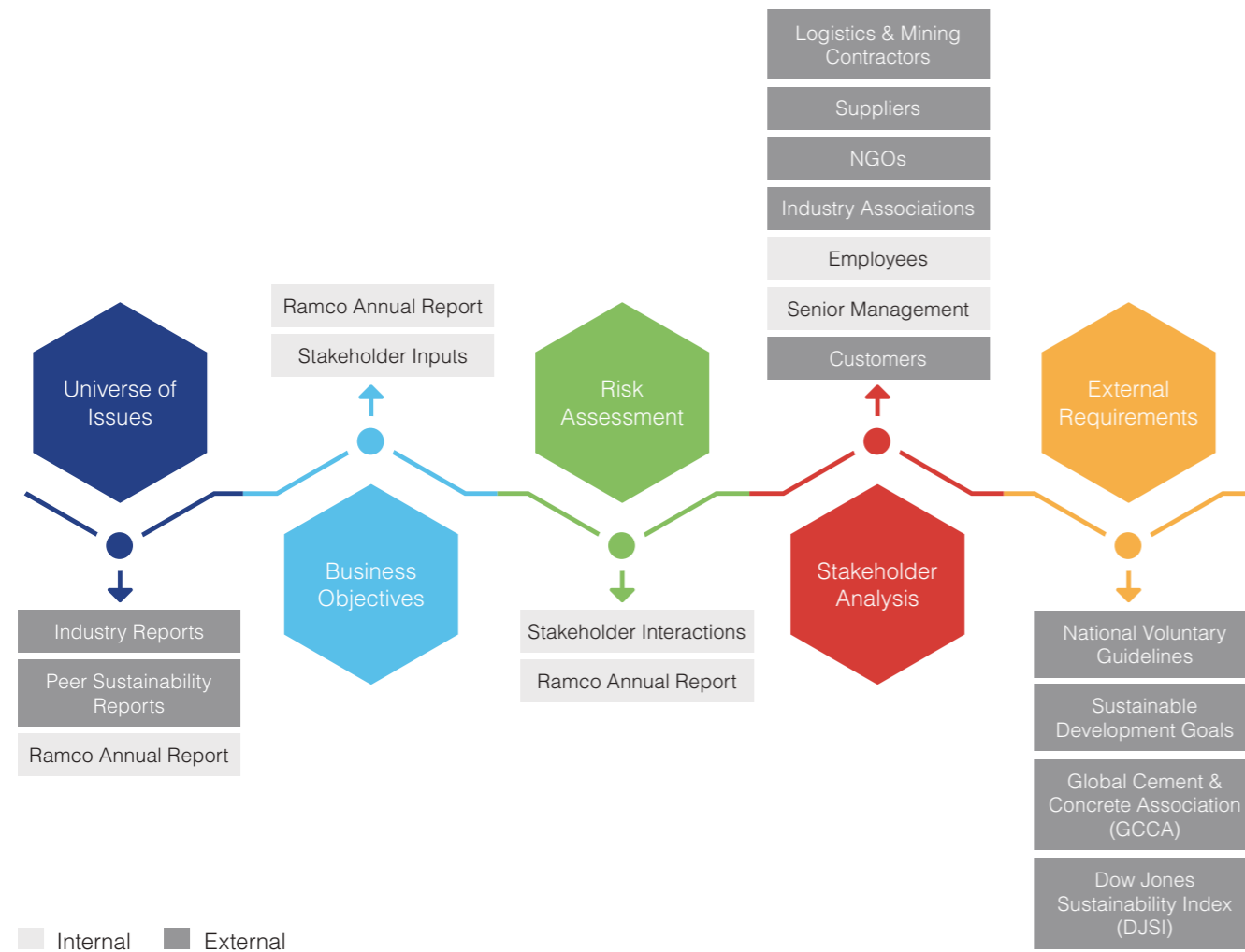
The most material topics were identified through robust 5 step methodology as described below. This process involved extensive telephonic discussions as well as a large-scale employee survey, across 3,192 persons, among the following key stakeholder groups:

- **Internal:** Senior Management and Employees of Ramco Cements
- **External:** Logistics/ Mining Partners, Suppliers, NGOs/ Local Community, Customers, Industry Associations

Figure 2: Stakeholder identified at Ramco Cements



**Figure 3: Materiality Analysis**



**Step 1: Universe of Issues**

The first step in materiality assessment is to identify all issues that are material to the organization and its stakeholders. For this, we referred to secondary sources including industry reports and sustainability reports of peers. A review of trends in the cement industry and issues under discussion helped us to identify topics and also validate broader industry trends that were material to the industry and of relevance to us.

**Steps 2 & 3: Business Objectives and Risk Assessment**

These issues were mapped against Ramco's business risks and objectives. Post this, the identified list of issues were assessed with respect to their ability to contribute to the defined strategic business objectives and risks. The contribution of each issue with respect to the business objective and risk assessment have

been aggregated to frame **'Importance of each material issue to Ramco Cements.'**

**Business Objectives:** Our 4 key business objectives include:

- Strengthening penetration in various market segments with innovative and diverse spectrum of products
- Focus on customer centricity and satisfaction to ensure long term value creation
- Responsible and Sustainable business practices
- Focus on establishing health and safety culture across value chain

**Risk Assessment:** In assessing risks for the business, we drew out those that pose a high degree of risk to Ramco Cements and require mitigation action on priority. The risks identified can broadly be categorised as:



**Step 4: Stakeholder Analysis**

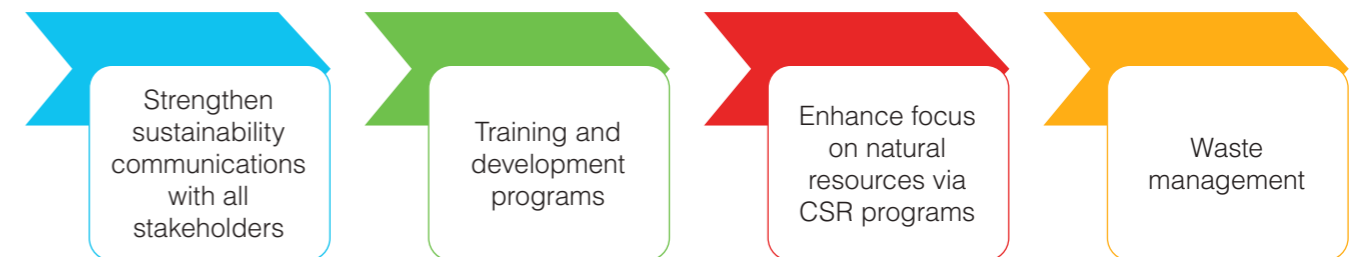
We carried our extensive engagement with the stakeholders to understand the topics and concerns of importance to them. A large-scale survey was conducted with Ramco Cements' employees to learn about their perceptions and opinions.

In light of the work conditions surrounding COVID – 19, most of our engagements took place telephonically and on a one-to-one basis. The feedback from all

stakeholder groups was considered in arriving at material issues and in the materiality analysis. The type of stakeholders included in the materiality analysis is depicted below.

Stakeholders' views have not only contributed to the materiality analysis, they have also provided valuable qualitative insights for the organization. The different insights align with 4 broad themes.

**Figure 4:**



**Strengthen sustainability communications across all stakeholders:**

Feedback showed a need for enhanced efforts to communicate the organization's sustainability initiatives to internal stakeholders (employees) as well as external stakeholders such as investors, business and CSR partners in order to convey expectations as well as to highlight Ramco Cements' evolving sustainability focus.

**Training and Development programs:** External stakeholders, mainly industry associations and

customers called for the organization to enhance its training efforts in Operational Health & Safety and advanced mining technology in order to be seen as operating to global standards.

**Enhance focus on natural resources:** The feedbacks from NGOs showcased a greater need for restoration of biodiversity e.g., afforestation of used mines, and water management by facilitating building water harvesting structure.

**"Broad level target should be defined on sustainability at an organizational level"**

**"Cement industry consumes a lot of natural resources (limestone), thereby sustainability is a key factor"**

**"It is more important to look at the philosophy that will drive sustainability across the organization-making sure our stakeholders are happy with us"**

## Step 5: External Requirements

In order to incorporate the concerns of a broader stakeholder groups comprising investors, and to enhance the assessment of importance to stakeholders, we took into consideration several external requirements including National Voluntary Guidelines (NVGs), United Nations Sustainability Development Goals (UN SDGs), Global Cement

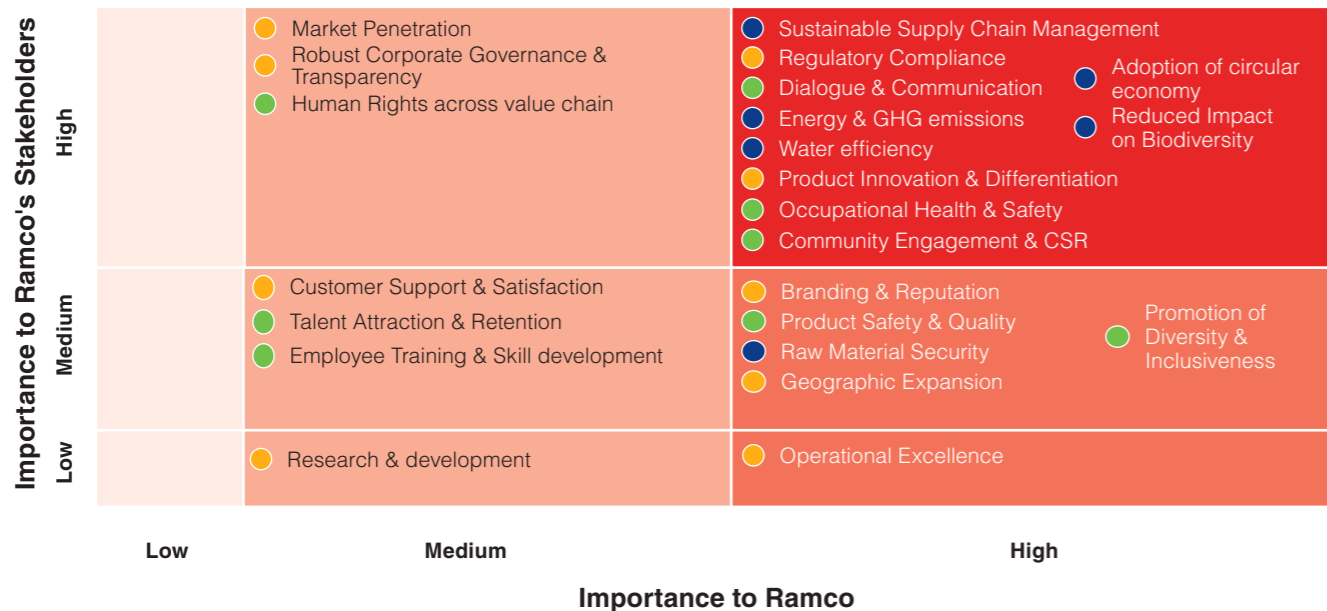
and Concrete Association: (GCCA), Dow Jones Sustainability Indices (DJSI).

Subsequently, the Company's Materiality Matrix was developed, which maps all material issues identified on 2 dimensions: Importance to Ramco Cements and Importance to Stakeholders.

Figure 5: MATERIAL TOPICS



Figure 6: Materiality Matrix



Legend:

- Environment (Blue circle)
- Economic (Yellow circle)
- Social (Green circle)
- Very high priority for action (Dark red square)
- High priority for action (Red square)
- Medium priority for action (Light red square)
- Low priority for action (Lightest red square)

## The material issues of greatest importance identified through this process are as follows:

Pillar	Key material issue	Business risks/ challenges	Our Approach
Resource Efficiency	<b>Sustainable Supply Chain Management</b>	<ul style="list-style-type: none"> <li>Brand reputation</li> <li>Uninterrupted supply of materials</li> </ul>	<ul style="list-style-type: none"> <li>Extend efforts to the vendors/ supplier base to build a robust and sustainable supply chain</li> <li>Evaluate &amp; engage with vendors who align to Ramco's commitment</li> </ul>
	<b>Energy and GHG Emissions</b>	<ul style="list-style-type: none"> <li>Dependency on non-renewable coal-based grid consumption</li> </ul>	<ul style="list-style-type: none"> <li>Energy efficient technologies across facilities to reduce consumption</li> </ul>
	<b>Water Efficiency</b>	<ul style="list-style-type: none"> <li>Ground water depletion</li> <li>Dynamic regulatory landscape</li> <li>Operations in water stressed areas</li> </ul>	<ul style="list-style-type: none"> <li>Strategic plan to become water neutral; Water offset programs</li> <li>In our TPP, replaced Water Cooled Condenser (WCC) with Air Cooled Condenser system (ACC)</li> <li>Water saving initiatives taken up such as waterless urinals, aerators in wash rooms etc.</li> </ul>
	<b>Reduced Impact on Biodiversity</b>	<ul style="list-style-type: none"> <li>Depletion of green cover</li> <li>Brand Reputation</li> </ul>	<ul style="list-style-type: none"> <li>Tree plantation drives &amp; green zone development</li> <li>Rehabilitation of exhausted mines and reclamation of land</li> <li>Capacity building on the importance of biodiversity</li> </ul>
	<b>Adoption of Circular Economy</b>	<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>
Responsible Product	<b>Product Innovation and Differentiation</b>	<ul style="list-style-type: none"> <li>Competitive Edge</li> </ul>	<ul style="list-style-type: none"> <li>Development of new products / solutions; Investment in R&amp;D</li> </ul>
	<b>Regulatory compliance</b>	<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>
People and Communities	<b>Occupational Health and Safety</b>	<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 workplaces for permanent and contract employees</li> <li>Ensure proper use of PPEs, specific trainings on health and safety etc.</li> </ul>
	<b>Dialogue and Communication</b>	<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 consumers</li> <li>Interactive platforms for communication like digital marketing</li> </ul>
	<b>Community Engagement &amp; CSR</b>	<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>



# Sustainability @ Ramco Cements

08.

Climate change, social and economic inequities, water scarcity are some of the key challenges that the world faces today. The Global Risks Report (2021) published by the World Economic Forum (WEF), reveals that for the first time in 10 years, the top three risks the world faces are environmental in nature and have implications for the planet's sustainability. Extreme weather events, climate action failure, human environmental damage have emerged as some of the likeliest risks.

Apart from these environmental risks, urbanization too poses a major risk. By 2050, it is estimated that about 6.8 bn people will reside in urban locations across the globe.<sup>1</sup> In India, The Energy and Resources Institute (TERI) projects that the country will have a total of 7 mega cities by 2030 and the urban population will almost double to 814 mn by mid - century.<sup>2</sup>

These future scenarios are highly significant when viewed through the lens of Sustainable development. According to the United Nations Environment Program (UNEP), cement, which is core to concrete and plays a foundational role in infrastructure development, contributed 10% of global GHG emissions in 2019.<sup>3</sup> Keeping in view the projection that global demand for cement will increase from 4.1 bn tons in 2019 to 5 bn tons in 2050,<sup>4</sup> it is imperative for the cement industry

to balance the dual priorities of reducing carbon footprint while at the same time addressing a rise in demand.

The Global Cement and Concrete Association (GCCA) aims for carbon neutrality in concrete production by 2050. While the cement industry has reduced emissions to the tune of 20% over the last 30 years, the GCCA's commitment demands concerted efforts from industry players worldwide to minimize emissions at every possible touch point in the cement value chain.

The Indian cement industry today is recognized internationally as being among the most energy efficient and sustainable producers of the product. About 3 years ago, the World Business Council for Sustainable Development's Cement Sustainability Initiative released a report for The Low Carbon Roadmap for Indian Cement Industry: Status Review 2018. The findings show that the Indian cement industry achieved a reduction in CO<sub>2</sub>, driven by adoption of alternative materials in cement manufacture, the use of alternative fuels by recovering energy from varied waste streams, and other technology interventions and resource optimization initiatives.<sup>5</sup>

1. <https://gccassociation.org/climate-ambition/>  
 2. <https://www.teriin.org/resilientcities/urbanisation.php#:~:text=India's%20urban%20population%20is%20expected,6.3%20billion%20inhabitants%20by%202050.>  
 3. <https://www.downtoearth.org.in/news/air/co2-emissions-from-building-sector-highest-in-2019-uneep-74674#:~:text=The%20building%20sector%20emitted%20more,Programme%20said%20December%2016%2C%202020.>

4. <https://www.reuters.com/article/us-global-infrastructure-breakingviews-idUSKBN2A13KL>  
 5. <https://www.wbcsd.org/Sector-Projects/Cement-Sustainability-Initiative/News/Indian-cement-industry-on-track-to-meet-2030-carbon-emissions-intensity-reduction-objectives>

Our Sustainability journey began in 1977 when we were the first in South India to introduce the dry process kiln in the manufacture of cement, which delivered greater efficiencies in heat and water usage than the traditional wet process kiln that was employed earlier. In FY 2021, we have framed our Sustainability strategy in line with the global frameworks and mega trends, and have aligned our strategy to Sustainability Development Goals (SDGs) to provide the business with a lens through which it translates global needs and ambitions into business solutions across the value chain.

## Ramco Sustainability Journey

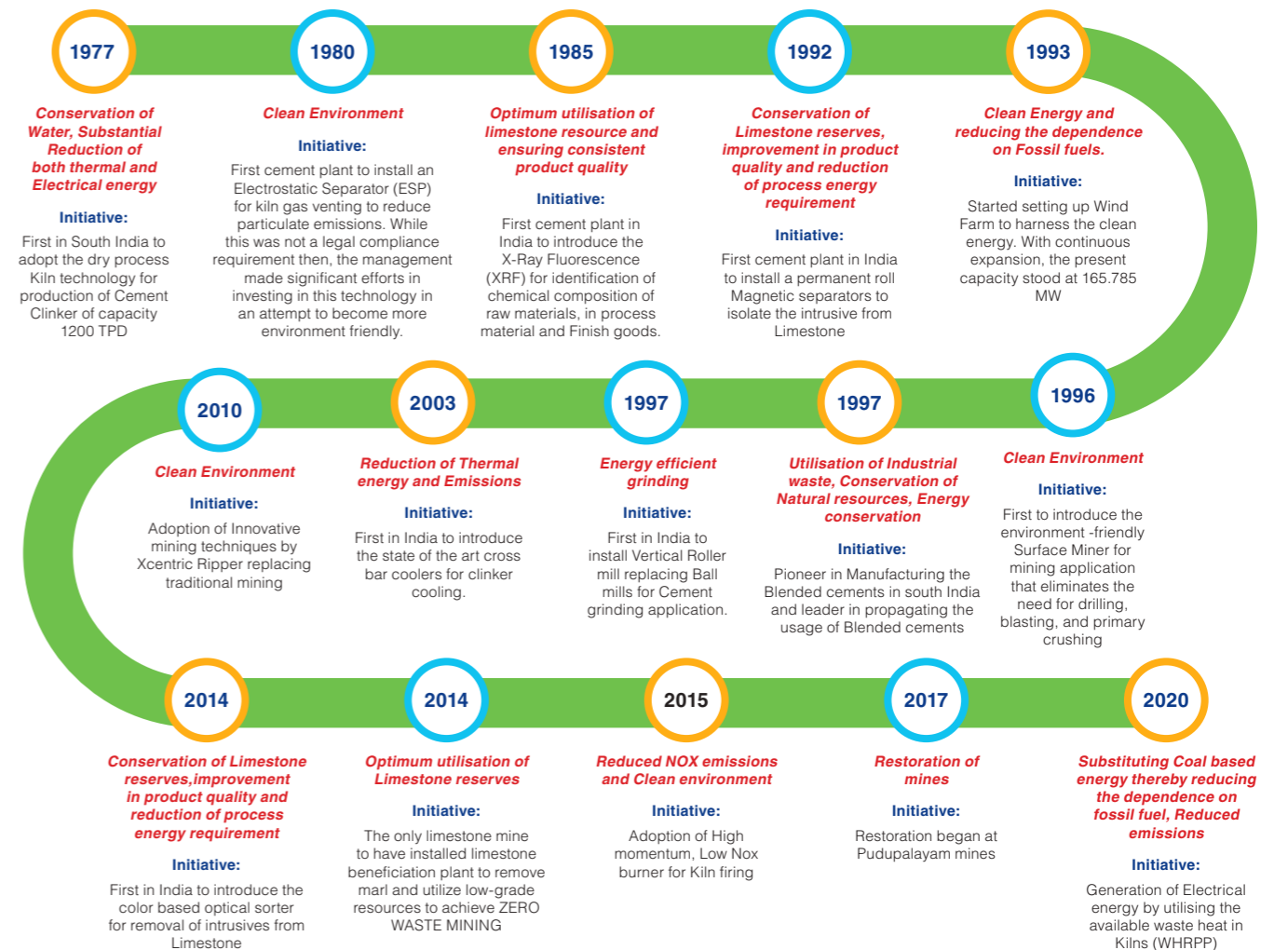
Sustainable Development Goals (SDGs), also known as the Global Goals, are a collection of 17 global goals designed to be a "blueprint to achieve a better and more sustainable future for all". SDGs were adopted by all UN Member States in 2015 as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. SDGs offer organizations a holistic framework to align and deliver long-term sustainable value just not to the business but to the entire ecosystem it operates in.

We have identified SDGs towards which we contribute and / or create value. These include SDG 3 - Good Health and Well-being, SDG 4 - Quality Education, SDG 5 - Gender Equality, SDG 6 - Clean Water and Sanitation, SDG 7 - Affordable and Clean Energy, SDG 8 - Decent Work and Economic Growth, SDG 12 – Responsible Consumption and Production, SDG 15 - Life on Land.

### Vision

"We aim to pave a way towards a **resilient planet and happy people** by embracing **excellence and innovation** in a sustainable manner"

## Ramco Sustainability Journey



**Figure 7: SDG Alignment**

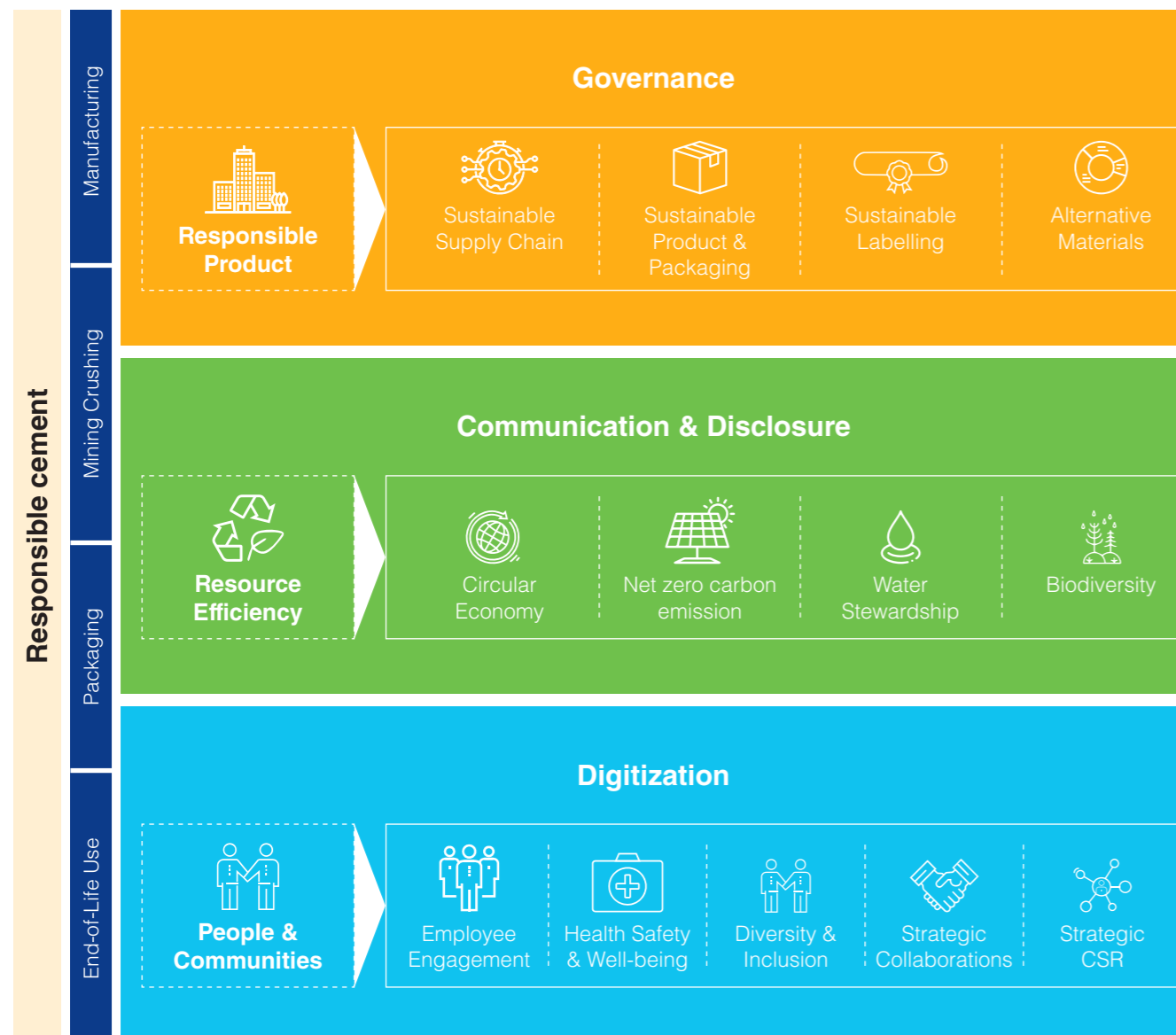


Today, we articulate our Sustainability framework based on 3 key dimensions namely:

- Resource Efficiency
- Responsible Product
- People and Communities

Our overarching Sustainability framework is driven by three strategic pillars which include Governance, Digitization and Communication & Disclosures.

**Figure 8: Sustainability Framework**



**Responsible Product**

The objective of manufacturing products sustainable is driven by the pillar 'Responsible Product'. At Ramco Cements we are committed to the protection and care of the environment and strive to ensure that we minimize our environmental footprint at key touchpoints in our product manufacturing process. Our efforts begin with sustainable procurement practices in which we source materials locally and optimize distance and time travelled by raw materials, to reduce fuel consumption as well as emissions. These efforts are supported by initiatives that

ensure that our transport ecosystem too operates with the aim of minimized environmental impact. This concern extends to other key touchpoints as well. Ramco Cements includes alternatives such as fly ash and slag in the overall mix to produce blended cements. We have also achieved Green Pro Certification of the Super grade cement to validate its sustainable production.

As part of the responsible product initiatives, we have:

1. Sustainable Supply Chain and Alternative raw materials
2. Sustainable Product & Packaging, Sustainable Labelling

<b>GOAL</b>	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
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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.

Program	Year 1	Year 2	Year 3
<b>Sustainable Supply Chain</b>	<ul style="list-style-type: none"> <li>• Development of Sustainable Supply Chain Policy</li> <li>• Categorization of suppliers</li> <li>• Vendor Criticality assessment basis volume, strategic importance, relationship etc</li> <li>• Development of vendor Code of Conduct (VCoC) in line with global standards such as SA8000/ ILO</li> <li>• Development of vendor assessment protocol based on CoC</li> <li>• Workshops for employees and vendors to orient on VCoC</li> <li>• Pilot assessment of critical vendors</li> </ul>	<ul style="list-style-type: none"> <li>• Expand the scope of assessment to all critical suppliers (100%)</li> <li>• Central Online system for supplier assessment &amp; management</li> </ul>	<ul style="list-style-type: none"> <li>• 100% Sustainable Supplier Program &amp; Disclosure to establish supply chain traceability</li> </ul>
<b>Alternative Materials</b>	<ul style="list-style-type: none"> <li>• Explore feasibility to increase the amount of alternative material (fly ash, slag etc) in blended cement</li> </ul>	<ul style="list-style-type: none"> <li>• Pilot production</li> <li>• Scale up the % of alternative materials in blended cements</li> </ul>	

Program	Year 1	Year 2	Year 3
<b>Sustainable Products &amp; Packaging</b>	<ul style="list-style-type: none"> <li>Explore feasibility to carry out Life cycle assessment (LCA) of select products (PPC) to assess the environment footprint throughout its life cycle</li> <li>Conduct baseline assessment of plastic packaging used in the product packaging as per EPR clause of PWM rules.</li> <li>Identify vendor/ PRO based in infrastructure capabilities, market presence etc.</li> <li>Collaborate with the vendors/ PROs to collect back equivalent amount of plastic packaging</li> </ul>	<ul style="list-style-type: none"> <li>Carry out Life cycle assessment (LCA) of all products to assess the environment footprint throughout its life cycle</li> <li>Explore the feasibility of elimination/ replacing of non recyclable packaging material (Plastic)</li> <li>Develop M&amp;E Framework for PROs</li> <li>Carry out quarterly waste traceability assessment to ensure transparent collection &amp; disposal process by identified PROs</li> <li>Explore feasibility to tie up with corporates to manage their plastic waste</li> </ul>	
<b>Sustainable Labelling</b>	<ul style="list-style-type: none"> <li>Explore feasibility for obtaining Green Pro Eco-labels for PPC brands</li> <li>Develop sustainable content of each product on corporate website</li> <li>Showcase green pro certified labelling on product packaging (as applicable)</li> </ul>	<ul style="list-style-type: none"> <li>Action plan to obtain Green pro certified eco-labels for PPC brands (Super grade Green Pro certified)</li> <li>QR code that redirects to sustainability page on website</li> <li>Environmental and social aspects on product labelling</li> </ul>	

### Resource Efficiency

Our early adoption of wind based renewable energy and ongoing water management and restoration initiatives stand testimony to Ramco Cements' commitment to efficient use of resources in our processes. The pillar, Resource Efficiency, encompasses key areas that enable achievement of resource efficient operations while also create a positive impact on the ecosystem. We leverage digital and Artificial Intelligence based technologies to drive the optimization of energy use and to ensure water security and conservation of the resources.

We believe circularity is the only way to promote the goals of sustainable development. At Ramco Cements, we adopt principles of circular economy i.e.,

reduce, reuse and recycle which puts to use waste from not only our own processes but also that of other industries. Our mining processes are designed to ensure minimal damage to the environment while our initiatives in biodiversity restoration have seen us transform an exhausted mine to a recreational eco-park and green areas within and outside our plant premises.

As part of resource efficiency, we are looking at:

1. Road to Net Zero Carbon Emission
2. Water Stewardship
3. Circular Economy
4. Biodiversity

<b>GOAL FY 25</b>	Commitment to transition to Low Carbon Growth by investing in innovative technological solutions
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Activities	Year 1	Year 2	Year 3	Year 4
<b>Net Zero Carbon emissions</b>	<ul style="list-style-type: none"> <li>Explore opportunities to replace coal with biomass in Thermal Power Plant (TPP)</li> <li>Open access (PPA)/Group Captive option in Kolaghat and Vizag Grinding Units</li> <li>Establish Scope 3 emission baseline (Scope 3 accounting)</li> <li>Options for utilizing biofuels in process or utilities to be explored</li> <li>Tie up with NGO/ agricultural communities to take back agro waste that can be utilized as alternate fuels</li> </ul>	<ul style="list-style-type: none"> <li>Energy optimization initiatives as planned in integrated units</li> <li>Reduce scope 3 emissions by 5% (e.g. switch to biodiesel in logistics, route optimization, green logistics policy etc.)</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of Energy efficiency initiatives in TPP and use of advanced automation system in the process (Alathiyur and RR Nagar)</li> <li>Reduce scope 3 emission by 10%</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of Energy efficiency initiatives in TPP and use of advanced automation system in the process ( Ariyalur and Jayantipuram )</li> <li>Reduce scope 3 emission by 15%</li> <li>Alignment to SBTi &amp; TCFD</li> <li>Carbon offsets - installation of solar lanterns, fuel efficient cook stove, LED Street lights etc to communities</li> </ul>



**GOAL FY 25** Aim to minimize the water footprint substantially by investing in adequate infrastructure and increasing recycling/reuse solutions

Activities	Year 1	Year 2	Year 3	Year 4
<b>Water Stewardship</b>	<ul style="list-style-type: none"> <li>Development of Water Stewardship Policy</li> <li>Water audits to be carried out</li> <li>Installation of low water fixtures e.g., aerators in plant premises</li> <li>Signatory to Wash Pledge</li> </ul>	<ul style="list-style-type: none"> <li>Water conservation by usage of water less urinals</li> <li>Carry out water security risk assessment at all integrated units</li> <li>Explore feasibility to carry out integrated water shed management projects outside the boundary</li> </ul>	<ul style="list-style-type: none"> <li>Expand the scope of watershed management programs</li> <li>Carry out water security risk assessment at grinding units</li> </ul>	<ul style="list-style-type: none"> <li>Explore alignment with relevant external standards organizations such as alliance for Water Stewardship (AWS), 2030 Water resources group</li> </ul>

**GOAL FY 25** To Ensure 'Zero Waste to Landfill' across operations

Activities	Year 1	Year 2	Year 3	Year 4
<b>Circular Economy</b>	<ul style="list-style-type: none"> <li>Analyse the waste disposal mechanism for all waste streams</li> <li>Assessment of vendor disposal protocols</li> <li>Assess the traceability for all waste category at vendor location (assessment of waste management at vendors, understanding the process, record keeping and compliance)</li> <li>Traceability assessment across all facilities (Mapping of Traceable waste viz-a-viz total waste)</li> <li>Awareness campaigns on waste reduction</li> </ul>	<ul style="list-style-type: none"> <li>Traceability assessment across all facilities ( Mapping of traceable waste viz-a-viz total waste)</li> <li>Vendor Certification Program on a periodic basis that 100% of Waste is diverted from landfill ( third party certification)</li> </ul>		

**GOAL FY 25** Vision to preserve biodiversity and deliver net positive impact

Activities	Year 1	Year 2	Year 3	Year 4
<b>Biodiversity</b>	<ul style="list-style-type: none"> <li>Tie up with external agencies to development of biodiversity assessment plan to monitor changes in plant and mining sites (1 facility)</li> <li>Create awareness amongst community and employees on biodiversity management</li> </ul>	<ul style="list-style-type: none"> <li>Use of Artificial intelligence to monitor changes in flora and fauna</li> <li>Collaboration with local biodiversity management committees</li> <li>Carry out biodiversity assessment for all integrated manufacturing units</li> <li>Plantation of native species across manufacturing and exhausted mining areas in order to revive the natural ecosystem</li> </ul>		

**People and Communities**

The pillar of People and Communities focuses strongly on our employees in key dimensions. At Ramco Cements we emphasize the workplace safety of our people and work towards zero accidents at all manufacturing units. Our Safety, Health and Environment Policy applies to all our stakeholders including employees, contractors, visitors as well as the communities we operate within, reflecting our belief in the importance of safety and health for sustained growth of the organization.

Employee well-being is another key dimension to which Ramco Cements gives great importance. Ongoing learning and development are emphasized across functions and organizational levels, which is delivered variously in collaboration with renowned

international academic institutions and by our own in-house team of learning and development professionals.

The sustained development of communities surrounding our plants is a fundamental element of our growth philosophy. Our Corporate Social Responsibility (CSR) programs implement and deliver targeted programs in accordance with the organization's CSR Policy.

As part of people and communities, we intend to focus on the following areas:

1. Employee Engagement, Diversity & Inclusiveness
2. Health Safety & Well-being, Strategic Collaborations
3. CSR





**GOAL** Commitment to promote a sustainable, safe and inclusive workplace that nurtures employees

Activities	Year 1	Year 2	Year 3
<b>Employee Engagement</b>	<ul style="list-style-type: none"> <li>Periodic employee engagement through Newsletters, Quiz, Sensitization Workshops etc (theme wise calendarized activities)</li> <li>Investment in extensive training programs on sustainability at all levels e.g. water management, waste to resource, mental &amp; physical well-being etc.</li> <li>Conduct Employee survey on an annual basis to capture their experiences and satisfaction levels</li> </ul>	<ul style="list-style-type: none"> <li>Create a platform for sharing ideas on sustainability</li> <li>Conduct training sessions by external agencies/ industry experts for all employees including contract workers</li> <li>Conduct quarterly/ biannual sustainability meets</li> </ul>	<ul style="list-style-type: none"> <li>Competitions among employees/ departments/ facilities</li> <li>Facilitate interest groups/ clubs among employees</li> <li>Conduct third party employee surveys Eg. Great Place to Work (GPTW)</li> </ul>
<b>Diversity &amp; Inclusiveness</b>	<ul style="list-style-type: none"> <li>D&amp;I Policy development in accordance to global standards</li> <li>Conduct awareness/ training programs on D&amp;I</li> <li>Develop web pages, documents, flyers etc on D&amp;I that are accessible to all</li> </ul>	<ul style="list-style-type: none"> <li>Assign D&amp;I ambassadors</li> <li>Recognize managers &amp; teams for D&amp;I</li> <li>Development of women friendly policies/ committees</li> <li>Action plan for hiring women workforce at plant/ mining sites</li> <li>Half yearly social audits</li> </ul>	



**GOAL** Commitment towards prioritizing zero injuries across operations and ensuring overall health & wellbeing of all stakeholders

Activities	Year 1	Year 2	Year 3
<b>Health Safety &amp; Wellbeing</b>	<ul style="list-style-type: none"> <li>Conduct periodic safety audits by third party agencies</li> <li>Conduct wellness programs for all employees (physical and mental wellness)</li> <li>Develop methodology to compute wellness index with the following components (health status, mental health etc) through quarterly self assessments</li> </ul>	<ul style="list-style-type: none"> <li>Cultural transformation - Behaviour based Safety Programs</li> <li>Transition from excel-based tracking to formal EHS analytics tool</li> <li>Designate 1 day a month focusing on well being</li> <li>Compute Wellness Index across employees</li> <li>Gap assessment as per IGBC LEED certification for all facilities</li> </ul>	<ul style="list-style-type: none"> <li>Establish Dashboard on Safety performance</li> <li>EHS analytics using a digital EHS tool</li> <li>Plan to certify all factories as per IGBC LEED</li> <li>Action plan to improve wellness index scores by connecting with relevant specialist (mental health experts, healthcare specialist etc.)</li> </ul>
<b>Strategic Collaboration</b>	<ul style="list-style-type: none"> <li>Participation across global platforms (GCCA, Ellen MacArthur)</li> </ul>		

**GOAL** Focus on creating shared value for our communities

Activities	Year 1	Year 2	Year 3
<b>Corporate Social Responsibility (CSR)</b>	<ul style="list-style-type: none"> <li>Evaluation &amp; alignment of CSR strategy to current needs, business priority &amp; global requirements</li> <li>Impact evaluation / SROI study for CSR projects</li> <li>Employee volunteering initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Identify implementation partners involved in vocational skilling, water &amp; energy management etc.</li> <li>Conduct trainings/ awareness programs for youth on skill development</li> <li>CSR capacity building for internal team</li> <li>Structured &amp; long term employee volunteering initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Set long term targets for transformation &amp; change through CSR</li> <li>To explore multi stakeholder CSR projects (Adopt a village around each facility for water &amp; energy offsets such as solar lighting, solar lamps, de-siltation etc.)</li> <li>Employee volunteering initiatives through skilled &amp; regular activities focussing on business priorities/ shared value</li> </ul>

Apart from the above, we have also drawn out clear activities to enhance our ESG transparency and disclosure.

GOAL FY 25	Continued inclusive & interactive dialogue with stakeholders			
Activities	Year 1	Year 2	Year 3	Year 4
<b>Internal</b>	<ul style="list-style-type: none"> <li>Sustainability newsletter, flyers</li> <li>Website Content on sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Quarterly Newsletter</li> <li>Quarterly Sustainability Workshops</li> <li>Sustainability Champion Awards (Employee)</li> </ul>		
<b>External</b>	<ul style="list-style-type: none"> <li>Sustainability Report in accordance with GRI Standard (Core)</li> <li>Carbon Disclosure Project (CDP) – Readiness Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Innovation Challenge (Resource Efficiency)</li> <li>Assured Sustainability Report in accordance with GRI Standard (Core/Comprehensive), IIRC Framework (Integrated Reporting),</li> <li>Carbon Disclosure Project (CDP)</li> <li>Task Force on Climate-related Financial Disclosures (TCFD)</li> <li>Participate in key global and national sustainability awards</li> </ul>		

Figure 9: ESG Goals of 2025



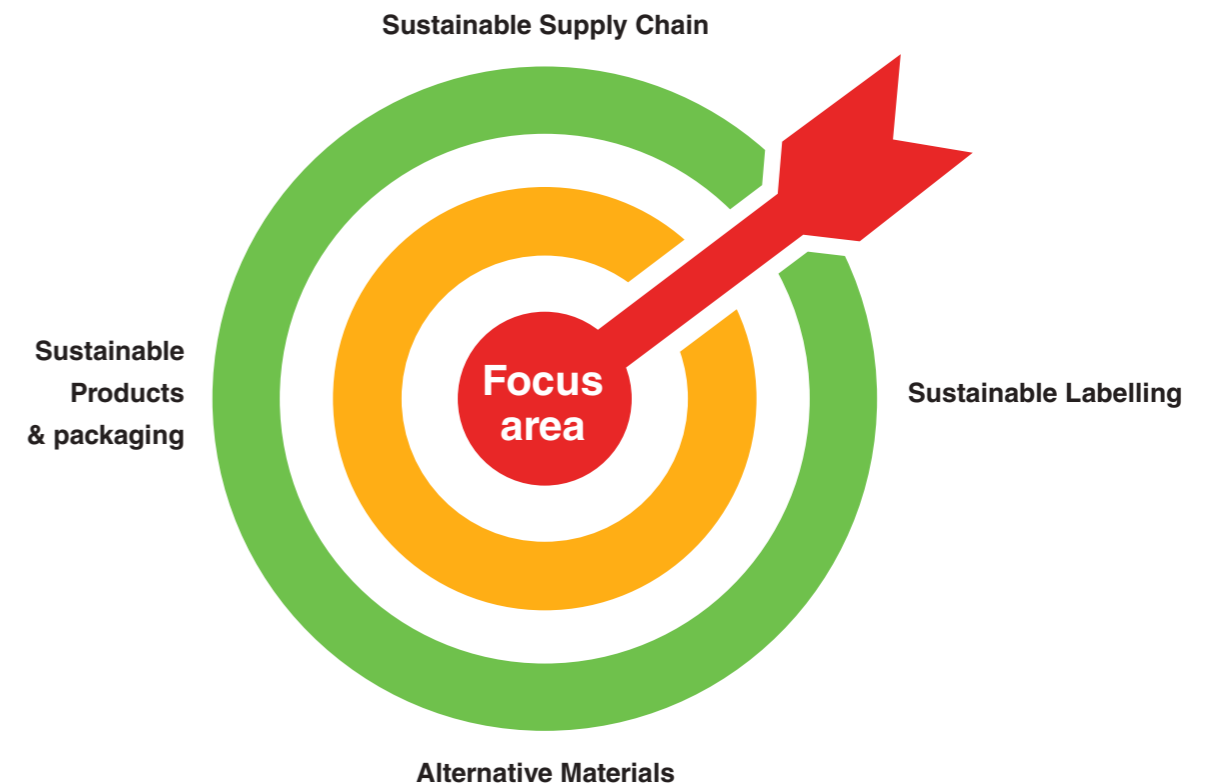
# Responsible Product

09.

With an aspiration of environment stewardship, Ramco Cements adopts an approach of cradle to grave with an intent to reduce the environmental impact while enhancing customer satisfaction. The first pillar of

our strategy '**Responsible Product**' focusses on four broad aspects i.e. Sustainable Supply Chain, Sustainable Product & Packaging, Sustainable Labelling and Alternative Materials.

Figure 10: Focus areas of 'Responsible Products'





## 9.1

# Management Approach

Ramco Cements' Sustainability program aims to deliver strategic direction for the Company's sustainability roadmap, encourage an organization - wide culture of sustainability, and ensure effective stakeholder management along with a collaborative approach. The program is spearheaded by a 3 - tier leadership team, represented by key members across functions and organizational levels.

Cement being considered an essential sector for the country's development, we continued to operate through the pandemic hit FY 2020 – 21, with enhanced operational safety and health measures to ensure the health and safety of all our employees including contract personnel. Despite the challenges of the preceding year, Ramco Cements delivered positive financial results and looks ahead to a revival of the sector and country's economy in FY 2021 - 22.

A sustainable supply chain is fundamental to the effective implementation of our Sustainability program.

Our procurement practices emphasize local sourcing and we are in the process of optimizing logistics and transportation to minimize our carbon and environmental footprint. Ensuring that each stage of our products' life cycle is embedded with sustainable practices, we have innovated with alternatives in the areas of product manufacture as well as packaging material and have received Green Certification as validation of our initiatives.

Being a customer-oriented business, we believe in giving the needs of our customers priority and in establishing long term relationships. We have a dedicated Research & Development Centre (R&D) set up consisting of a team of experts. To be able to offer unique solutions to our customers, we leverage our R&D expertise to create 'Right Product for Right Application'.



## 9.2

# Effective Corporate Governance

The highest standards of business conduct, supported by novel technologies underpin Corporate Governance at Ramco Cements, which serves as the organizational vehicle to create and protect value for all stakeholders. The Company's governance emanates from the Board of Directors and is overseen by 5 Board committees in accordance with approved policies to ensure lawful and ethical business conduct and management of the Company, including ensuring the privacy of data and management of identified risks.

Corporate Governance at Ramco Cements is driven by the highest standards of engagement with stakeholders and adhering to business ethics in all our activities. It is our consistent endeavour to protect and enhance the value created for all stakeholders, namely investors, customers and employees.

Technology plays a crucial role in the Ramco Cements business. Over the decades, we have been early adopters of innovative technology that helps create value for the business, our stakeholders by enabling higher productivity and superior products for our customers. Technology is also a strong support in our compliance with various regulations and is also the platform for the Company's communications and engagement with employees. Importantly, technology enables us to minimize degradation of the environment and address the interests of the communities around us.

Our people are our assets and we at Ramco Cements strongly believe in the inherent abilities of our employees to deliver to the best of their potential. We invest significantly in the training and development of

human resources to enhance and support their ability to grow professionally and contribute to the growth of the Company.

Customers being the bedrock of the Company's sustained growth and progress, we give high priority to addressing their needs and ensuring their satisfaction.

### Governance Structure

Ramco Cements' **Board of Directors** is the highest governance body of the Company and is constituted of the Chairman & Managing Director of the Company and 6 Non-Executive Independent Directors as of March 31, 2021. The Directors are appointed by the shareholders of the Company, based on the recommendation of the Nomination and Remuneration Committee which takes into account considerations of diversity, expertise and experience relating to industry and managerial skills, economic, environmental, and social aspects as well as independence.

As required by the Code of Corporate Governance, at least 50% of the Board of Directors consists of Independent Directors. The Non-Executive Directors have no pecuniary relationships or transactions in relationship to the Company. In keeping with the Precautionary Principles Approach, Ramco Cements is having the Directors and Officers Insurance Policy. It covers Directors and Nominated Officers of the Company, its Associate Companies and Subsidiary Companies.

The composition of the Board reflects significant experience and expertise in diverse areas such as



business, administration, information technology, law, banking and finance, and cement technology.

The Board meets once in three months or as and when required to review and discuss key issues relevant to the organization and its stakeholders. Key concerns are identified at the unit level and communicated by senior executives to the Board for discussion, advice and decisions.

The Board of Directors are members of **5 Board Committees**, each with well-defined responsibilities, that oversee governance at Ramco Cements. The committee members are nominated by the Board of Directors, based on their areas of expertise and experience.

- **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.
- **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.

- **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.
- **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 Ramco Cements' 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.
- **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 Ramco Cements 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.

## Policy Framework

The Board of Directors of the Company has approved various policies including the following to ensure ethical and lawful behaviour and integrity of the organization.

- **Code of Conduct for Directors and Senior Management:** Provides guidelines for the conduct of the leadership team and senior management for the ethical conduct of business, keeping in mind the Company's interests as a whole.
- **Nomination and Remuneration Policy:** The policy provides the framework for remuneration of members of the Board of Directors, Senior Management and other employees of the Company, as recommended by the Nomination and Remuneration Committee.
- **Whistle Blower Policy:** Provides guidelines and procedures for any stakeholder to report the actual or suspected violation of ethical business practices and the Company's code of Conduct. This policy extends to all employees of Ramco Cements as well as its subsidiaries and to those who engage with the Company as consultants and on contractual basis.
- **Safety, Health and Environmental Policy:** We take climate action by striving to minimize our carbon and environmental footprints. Ramco Cements' Safety, Health and Environment Policy emphasizes the environmental impact of its business and operational practices and the products we manufacture and sell.
- **Risk Management Policy:** Enables the Company's leadership to identify and assess market and business risks that the Company faces. This policy also covers Environmental Risk and the process for managing it. The policy covers Ramco Cements and its subsidiary.
- **Policy on Prevention of Sexual Harassment (PoSH) of Women at Workplace:** The policy is framed in accordance with the "The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013". The objective of this policy is to provide women protection against sexual harassment at the workplace and for the prevention and redressal of complaints of sexual harassment and related matters.
- **Corporate Social Responsibility (CSR) Policy:** This policy represents our sustained commitment to the socio - economic development of the community and environmental ecosystem we operate in.

- **Business Responsibility Policy:** This is based on the principles laid down in the National Voluntary Guidelines (NVG) on Social, Environmental and Economic responsibilities of a Business released by the Ministry of Corporate Affairs. It affirms the Company's commitment to follow the Principles laid down in the (NVG).
- **Code of Conduct to Regulate, Monitor and Report Trading by Designated Persons and their Immediate Relatives and Code of Practices and Procedures for Fair Disclosure:** The aim of this policy is to protect the confidential nature of unpublished price sensitive information (UPSI), to prevent misuse of such information and to prevent insider trading of the Company's securities while having access to UPSI.
- **Related Party Transaction Policy:** Carries guidelines to ensure transactions between the Company and its Related Parties are not in conflict with the interests of the Company.

The details of all existing policies may be viewed on <http://www.RamcoCements.in/policies.aspx>

## Data Privacy

The high dependence on information technology for our day-to-day operations poses a high risk to the integrity of systems as well as to security of data, including employees' internal communications. 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.

## Risk Management

Ramco Cements' risk management system identifies potential risks that can impact the Company's business and is designed to formulate a framework for risk mitigation. Regular reviews to address changes in market conditions and the Company's activities are also part of this system. Our Board of Directors has overall responsibility to establish and oversee the risk management framework.

The execution of the risk management plan is periodically reviewed by the Audit Committee and Risk Management Committee who advise the Management team as necessary.



### 9.3

# Sustainability Governance

At Ramco Cements, we have identified a team of sustainability leaders across various functions who drive the Company's sustainability program, aligned with the organization's business objectives. The sustainability governance at Ramco Cements is three-fold in purpose:

- Providing strategic direction for the sustainability roadmap
- Fostering a culture of sustainability
- Effective management with the stakeholders and a collaborative approach

At Ramco Cements, we have a 2-tier sustainability governance structure for effective implementation

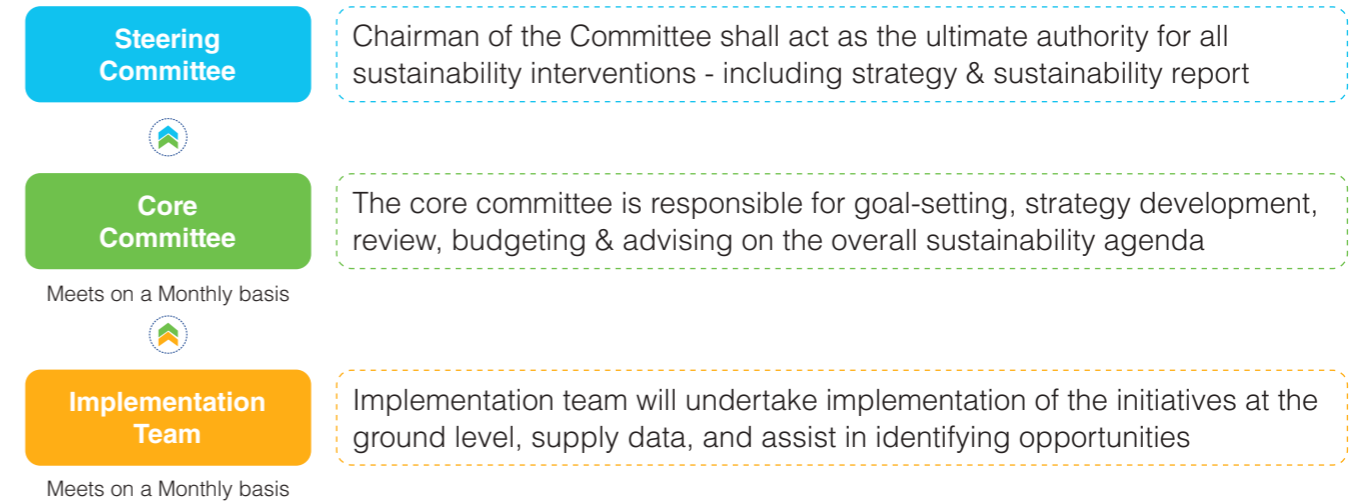
of sustainability program and oversight. The core committee consists of experts from various departments who oversee the implementation of sustainability strategy across the business, manages goal-setting and reporting processes, strengthens relations with external stakeholders, and ensures overall accountability. The Implementation committee comprises of the function level representatives who are responsible for the implementation of initiatives as per their respective function.

The Chairman of the Steering Committee acts as the ultimate authority for the sustainability initiatives to be implemented at Ramco Cements.

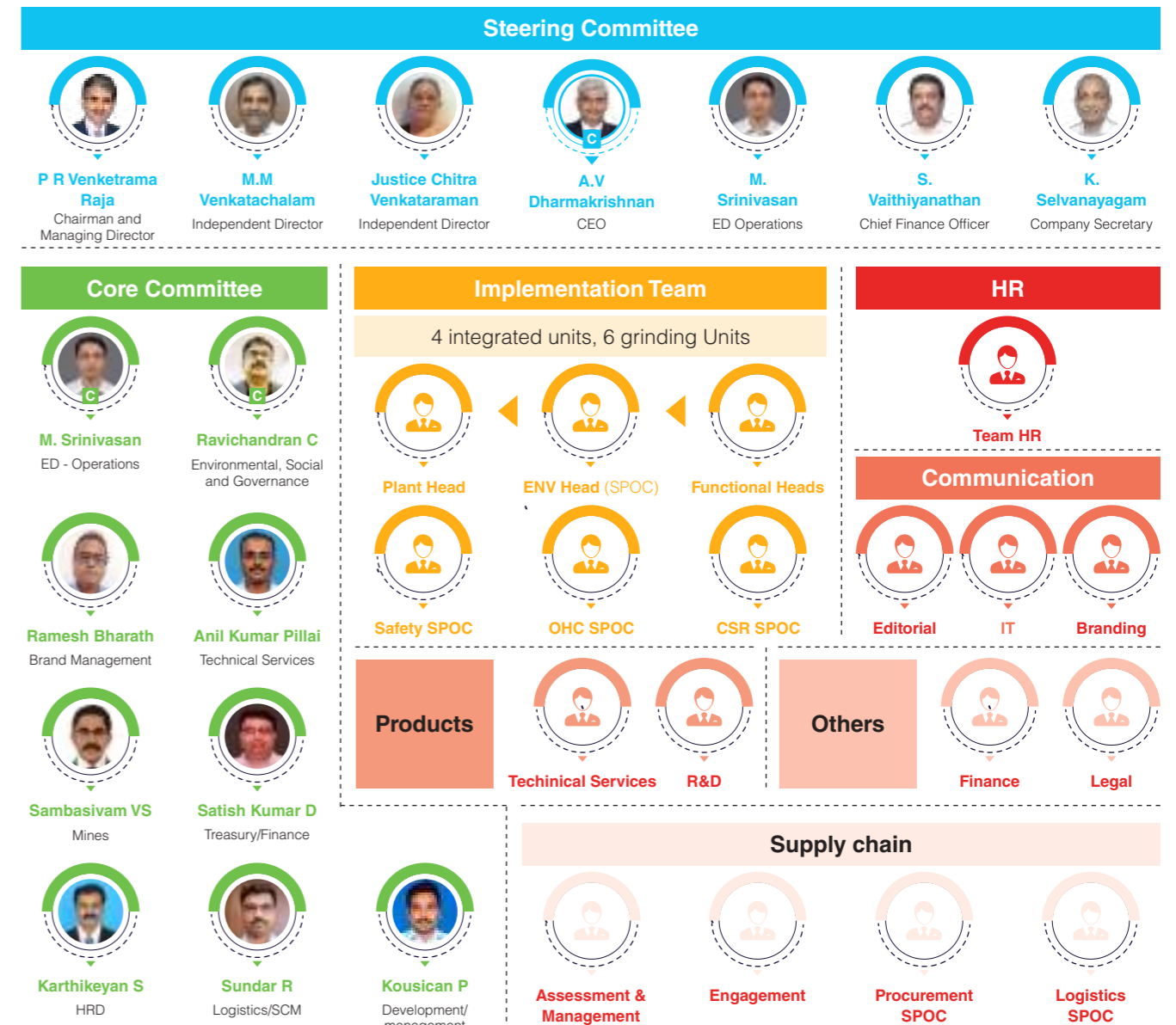
**Figure 11: Overview of Sustainability Governance**



**Figure 12: Two - Tier Governance Structure**



**Figure 13: Detailed Governance Structure**





## 9.4

# Economic Performance

We at Ramco, ensure providing continuous support to our customers in every best way possible by offering the right product for the right application. Our aim is to achieve operational excellence while manufacturing high-quality product portfolio for diverse applications, meeting the expectations of our stakeholders. In line with the same, it turns into our responsibility to disclose monetary execution that is precise, which our stakeholders can depend upon. Thereby, we keep an undeniable degree of straightforwardness with our stakeholders including investors, that exhibit our business execution across fragments and geographies.

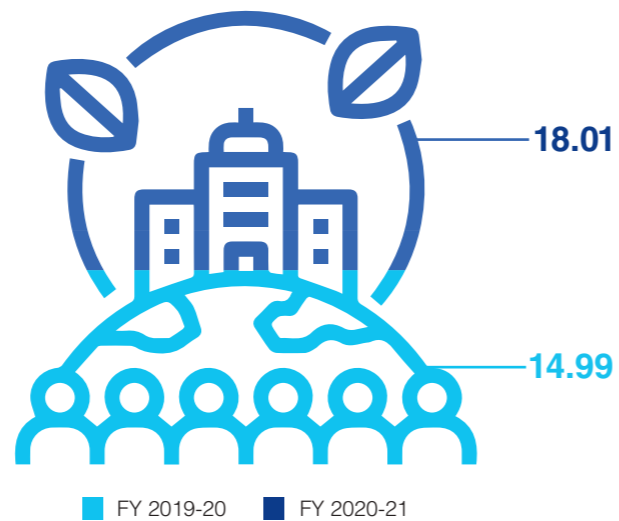
In FY 2021, the company has demonstrated strong performance with the net revenue at INR 5303.08 Crores. The net revenue showed a slight decline compared to INR 5405.64 Crores in FY 2020. This is mainly attributed to the pandemic that has impacted most of the industries we serve. The Company has also generated 21.42 Crore units net of wheeling and banking at wind farms for a monetary value of INR 56.42 Crores. Furthermore, the company spends a significant amount on the benefits of the employees which includes salaries and wages, workmen and staff welfare, provident funds among others.

In addition to this, while the company has spent a significant amount on the CSR initiatives in FY 2021, Ramco has spent Rs. 18.01 crores in FY 2021 which is in excess by INR 2.87 Crores beyond the amount required to be spent. This includes spending on cause/projects such as rural development projects,

promotion of education, healthcare, eradication of hunger, environment sustainability, livelihood Enhancement Projects among others. Apart from this, the Company had spent on other social causes and projects, which do not qualify as CSR expenditure under the classification listed in Schedule VII of the Companies Act 2013.

The table below showcases financial highlights, which provides data for top line growth, operating costs, salaries paid etc. over the last two years.

Figure 14: CSR Spend (INR in Crores)



The table below showcases the value added by business activities, during the last two years

Particulars (INR in Crores)	FY 2019-20 (INR in Crores)	FY 2020-21 (INR in Crores)
<b>Value generated</b>		
Revenue (including GST)	6873.88	6772.68
<b>Value distributed</b>		
Operating costs	3480.54	3010.28
Employee Wages and Benefits	378.74	410.07
Payment to providers of capital	213.27	258.71
Payments to governments	1966.85	1994.9
Community investments	35.99	27.30
<b>Value retained</b>	<b>798.49</b>	<b>1071.42</b>





## 9.5

# Sustainable Supply Chain

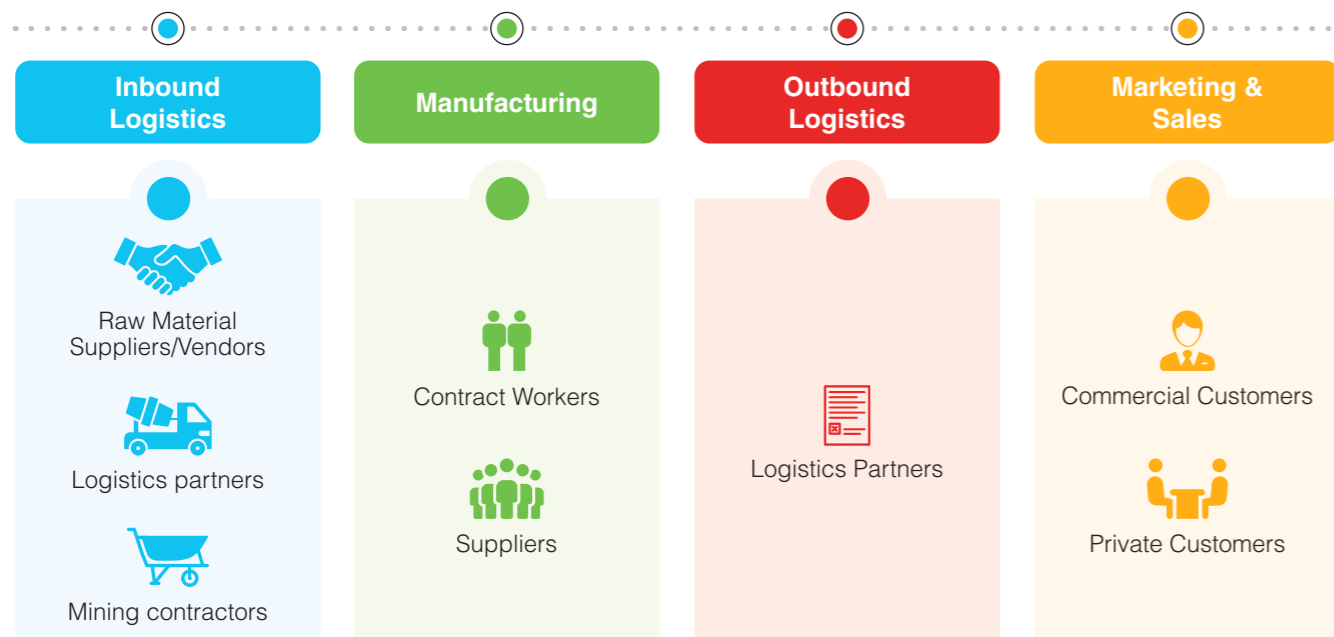


- » Implementation of responsible procurement
- » Investing in resource efficiency options

We at Ramco Cements understand the importance of embedding elements of sustainability at every stage of our value chain. Therefore, we have laid a strong focus on engaging with stakeholders across our value chain such as suppliers, contractors etc. We strive to procure materials and services from companies who

are socially and environmentally responsible and are committed to fair practices. We have a robust supplier onboarding mechanism and we actively implement sustainable procurement practices. Ramco Cements ensures all leading vendors who are onboarded are **ISO 9001, 14001, 45001 & 50001** certified.

Figure 15: Supply chain partners



In the procurement of goods and services, Ramco Cements prioritizes local and small vendors in the vicinity of its manufacturing units. We support them with capacity and capability building by providing training, which in turn supports a sustained long-term relationship. We also ensure that contractors who provide labour services for plant operations employ workmen from locations near Ramco Cements units.

Ramco Cements is in the process of optimizing logistics and transportation with a view to reducing the environmental impact of this activity. Nevertheless, reduced environmental impact of our logistics is inherent in the planning of our infrastructure. The Company's manufacturing units being located close to the limestone mines minimizes the environmental impact of transporting limestone. Our cement grinding units are situated in the vicinity of thermal power plants, thus reducing the distance travelled in reaching fly ash to the units. Additionally, our manufacturing facilities are located near consumer markets and sea ports, thus reducing the environmental impacts of the downstream activities in our supply chain.

While the distance travelled is one dimension of the environmental impact of transportation, the age and condition of the vehicles play an important role in fuel consumption and emissions. We provide financial assistance to transporters to own trucks as

well as to replace old ones with new vehicles, with the agreement that these vehicles will be deployed for Ramco Cements' transportation requirements. This enables us to support the sustainability of the transport ecosystem that our business relies on.

Going forward, we are in the process of formalizing a **Supply Chain Policy** in the coming months. We envisage this policy to inform the development of a **Vendor Code of Conduct**, which will help to systematically assess the extent to which existing and new vendor partners implement sustainability measures in their businesses and the potential they demonstrate to incorporate these to align with Ramco Cements' own sustainability commitments and responsible business practices.

Ramco Cements eschews the employment of children for labour and ensures compliance with regulations in this regard. Since inception, we have never been levied any penalties from regulatory authorities for non-compliance with child labour. The forthcoming Vendor Code of Conduct will seek suppliers' compliance with regulations applicable to our business which would include criteria on operating with requisite licenses, no child labour, non-discriminatory practices, forced labour, working conditions, compliance with pollution control, health and safety and any other measures that minimize environmental impact.

**By 2025, we aim to assess '100% of our vendors' on Vendor Code of Conduct**



## 9.6

# Sustainable Product and Packaging



### » Effective management of post-consumer plastic waste

The Indian cement industry's commitment to enhancing sustainable practices in the cement manufacturing and distribution process, coupled with regulatory requirements influences cement players to seek sustainable packaging solutions.

We, at Ramco, market our products in BOPP, HDPE and PP plastic bags. We understand the impact plastics have on the environment and aim to manage the plastic packaging waste generated by the sale of our products. The Extended Producers Responsibility (EPR) framework (under the Plastic Waste Management Rules, 2016) lays down guidelines for

the responsible management of managing plastic waste generated in the market, with the larger aim of minimizing plastic litter in the environment. We are in the process of planning to collaborate with municipal corporations and our network of dealers to collect back plastic waste after end use and co-process in our kilns resulting in sustainable business operations.

Going forward, we strive to carry out Life cycle assessment (LCA) of select products to assess the environment footprint throughout its life cycle to drive product stewardship.



## 9.7

# Sustainable Certification and Labelling

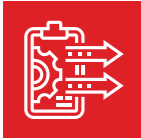
At Ramco Cements, we make continuous efforts to reduce the carbon footprint of our products through different stages of the life cycle. Super Grade, our flagship cement brand, is certified as a **Green Cement** and has received the **GreenPro Award** from CII, for incorporating pro - environment sustainable measures in its production. Ramco Cements was one of the earliest cement companies to have obtained Green Pro Certification awarded in 2016. The product is evaluated on the life cycle approach from raw material extraction to end of life of the product. Going forward, we strive towards marketing the

environmental credentials of our product in order to enhance awareness and ensure accurate information dissemination to customers.

Changing consumer behaviour is perhaps the most challenging task but is a rewarding one. In order to succeed in our journey of sustainability, we believe in engaging with our consumers as they play a crucial role in the entire process. To demonstrate transparency, we strive to communicate our sustainability initiatives effectively to our consumers through our product labelling.







9.8

# Alternative Materials



## » Use of alternative materials in cement manufacturing

As a cement manufacturing company, the primary raw material used in manufacturing is limestone. We are cognizant of the fact that limestone is a gradually depleting natural resource, non-availability of which can affect our business operations. Having said this, our R&D centre in Chennai actively explores the usage of alternative materials in the cement without hampering the product usability, better outcomes and more efficient production processes. Today, alternatives such as fly ash from our thermal power plants, slag from the production of steel and phosphor gypsum from fertilizer production comprise 22% of the materials in blended cements that Ramco Cements markets.

As an initiative of New Product Development, we have carried out a study on the probability of use of alternatives as mineral filler to replace cement in concrete. Ramco Supercrete, a Portland Pozzolona Cement (PPC), is an outcome of one such initiative at our R&D centre. This cement is known for its crack free behaviour in concrete. To ascertain the performance of Ramco Supercrete, several studies have been conducted on its superiority in strength. Additionally, concrete trials were conducted in comparison with many other premium PPC products collected from several sites across market. Our R&D experts continually assess and evaluate the impacts of our products, which contributes to creating a more sustainable business.



# Resource Efficiency

10.

India is the second largest producer of cement in the world and accounts to approximately 7% of the country's total CO2 emission. Indian cement industry is the flag holder of best performing industry across various sectors in terms of energy efficiency, environmental sustainability and to be able to venture into new technology initiatives.

At Ramco, we adopt principles of environmental sustainability which is inherent in our way of doing business. The second pillar of our strategy 'Resource Efficiency' focusses optimizing and improving our operations with an objective to reduce dependency on natural resources. This pillar focusses on four broad aspects i.e. Net Zero Carbon Emissions, Circular Economy, Water Management and Biodiversity.



Figure 16: Four elements of Pillar 'Resource Efficiency'



Net  
**Zero**  
Carbon emission



**Water**  
Management



**Biodiversity**



**Circular**  
Economy



## 10.1

# Management Approach

Our emphasis on sustainable operations, without losing sight of our impact on the environment is part of the Ramco Cements culture. We are pioneers in India's cement industry in several respects of environmental performance, such as implementing energy efficiency measures and using renewable energy. We are guided by our Safety, Health and Environment Policy in our decision making to enhance our environmental performance as we sustainably grow our business.

We place high importance on new technologies and have historically been early adopters of such offerings. Renewable Energy has long been a key component of our energy portfolio and, in keeping with our history of adopting new technologies, we have been leveraging digital and Artificial Intelligence based technologies to optimize our business processes and maximize productivity.

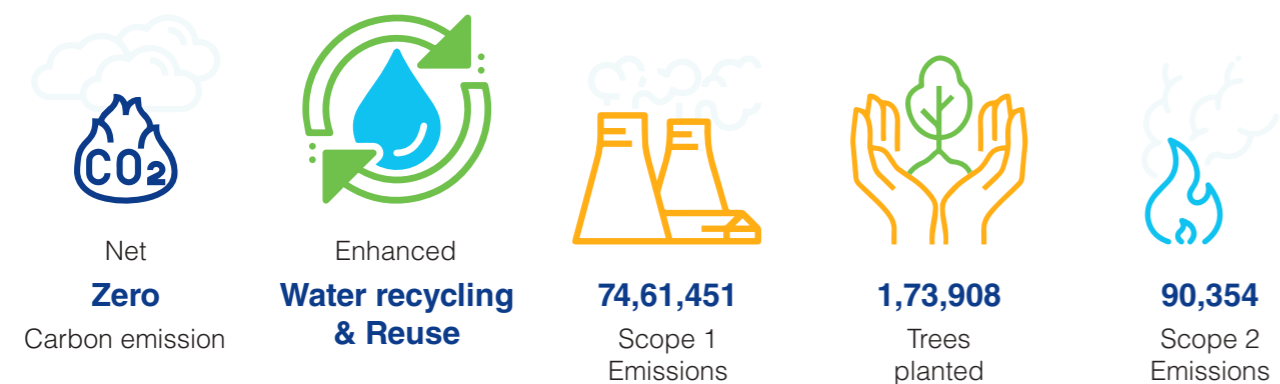
Water conservation is an issue that is close to our heart and we have, over 20 years, taken several

measures to continuously minimize our water footprint. We are working towards developing a robust water accounting system and a long-term approach to ensure water security and enhance water conservation.

Waste management too receives emphasis at Ramco Cements. Adhering to circular economy principles, we re-use waste generated in our plants as well as that generated from other industries in the manufacture of our cements.

Ramco Cements believes in taking an increasingly sustainable approach to managing business and creating value by investing in initiatives that promote biodiversity. Our efforts to propagate nature are taking unique shape as we go about restoring exhausted mines to develop a recreational eco-park. We have also undertaken intensive greening activities both within the premises of our plant and outside it.

Figure 17: Overview of Resource Efficiency



## 10.2

# Net Zero Carbon Emissions



- » Improvement in energy efficiency and reduction in overall energy footprint
- » Investment for renewable energy solutions

Long before India formulated stringent energy emission norms, Ramco Cements had already taken important steps towards reducing the GHG emission in our processes. As far back as 1980, Ramco Cements was the first cement producer in India to install Electrostatic Precipitators (ESP) for kiln gas venting, as an innovative measure to reduce emissions. A major share of our energy consumption is through our captive thermal power plants. All our units have captive thermal power plants aggregating to a capacity of 175 MW. We constantly monitor carbon emissions from our processes which are primarily from fossil fuel-based energy sources i.e., coal. There has been an increased focus on addressing this aspect by delivering best-in-class energy efficient processes. One such initiative

includes the installation of Waste Heat Recovery (WHR) boilers that reduce dependency on coal for fuel, hence reduce GHG emissions.

The Company generates green power from 18 MW WHR, which was commissioned during FY21. We are also in the process of setting up additional 9 MW WHR boilers by end of FY22, with the intention of obtaining total 27 MW of WHR generated power from Jayanthipuram unit. Some other energy efficiency initiatives across our manufacturing facilities include:

1. Installation of variable frequency drive (VFD) for process fans
2. Energy efficiency air cooled condenser fans
3. Installation of VFD for compressors



Vertical roller mills in raw meal circuit improves electrical energy efficiency



AI based process control system for operational consistency and optimization of electrical energy



Cross bar cooler to reduce specific fuel consumption



High efficiency kiln burners

In order to further improve energy productivity, Ramco has been adopting digital solutions. Optima, a digital system has been installed for controlling, establishing and optimizing processes for kilns, calciner, cooler, raw mill and cement mills. This has resulted in reduced fuel consumption, reducing grinding costs and higher outputs.

Going forward, new cement plants will be fitted with state-of-the-art technologies to enhance energy efficiencies while earlier plants will be retrofitted to adopt these technologies to the same end.

**In FY 2021, Energy generation from our Waste heat recovery (WHR) plants is 113675.34 GJ**

At Ramco Cements, we anticipate much scope to replace fossil fuel-based sources with alternative sources of energy. With the intent to reduce carbon emissions from our operations, we also strive towards replacing our coal based thermal power plant with alternative fuels. Our efforts towards implementing energy efficiency measures have led to energy intensity reduction across our operations.

Absolute Energy Consumption (GJ)			
Aspect	FY 2019	FY 2020	FY 2021
Direct	4,01,15,016	4,59,81,023	3,87,21,298
Indirect	4,02,468	4,75,670	4,64,698
<b>Total</b>	<b>4,05,17,484</b>	<b>4,64,56,693</b>	<b>3,91,85,996</b>

We lay strong emphasis on utilizing alternate sources of energy and have replaced diesel with biodiesel as an alternative fuel in earth moving equipment and our owned vehicles.

Currently our carbon footprint accounting constitutes of emissions as a result of our energy consumption across two categories: **Scope 1- Direct Emissions and Scope 2- Indirect Emissions**. As per GHG Protocol, Scope 1 emissions are those that occur from sources owned or controlled by the organization. Scope 2 emissions include emissions that occur from the generation of purchased energy. At Ramco Cements, Scope 1 emissions include direct emissions from fuels such as coal, diesel, furnace oil etc. Emissions due to consumption of conventional grid electricity fall under Scope 2 emissions.

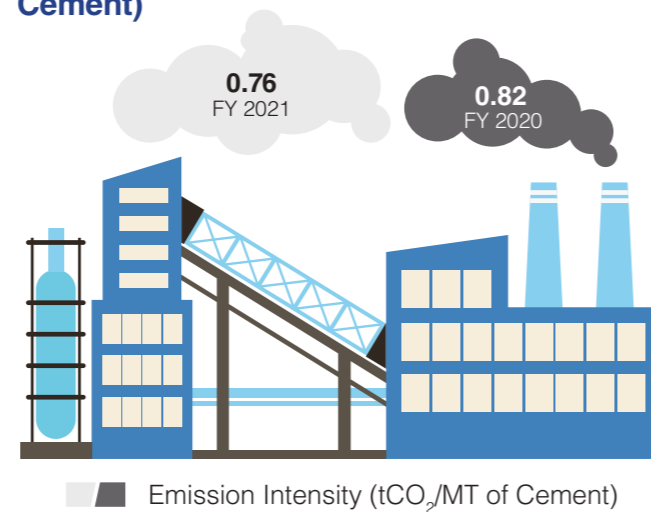
**We aim to reduce our carbon emissions by 15% by 2025, viz-a-viz FY 2020 baseline**

We also strive to strengthen our approach to adopting a low carbon growth strategy by replacing conventional sources of fuel with renewable sources and negating the gap through carbon offset programs.

Absolute Emissions (in tCO <sub>2</sub> e)			
Aspect	FY 2019	FY 2020	FY 2021
Scope 1 Emissions	83,33,772	91,65,306	74,61,451
Scope 2 Emissions	75,880	91,915	90,354
<b>Total</b>	<b>84,09,652</b>	<b>92,57,221</b>	<b>75,51,805</b>

While we realize the importance of monitoring and accounting for Scope 3 emissions, we are in the process of establishing a robust GHG accounting framework across operations. Moving forward, we aim to report Scope 3 emissions and focus on reducing the same by adopting sustainable alternatives across our operations.

**Figure 18: Emission Intensity (tCO<sub>2</sub>e/MT of Cement)**



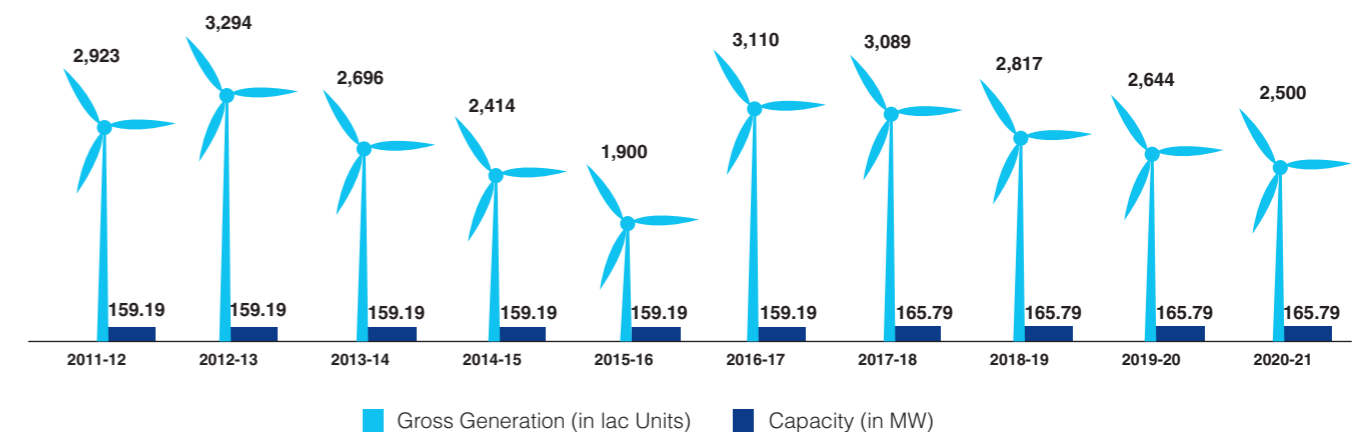
As a responsible organisation, we bear the onus to reduce our carbon footprints across all our plants and enhance operations to optimise our resource consumptions. Ramco Cements has been successfully increasing the green power in our total power mix. Our captive power capacity including subsidiary stands at 359 MW. Our green power mix is more than 50% of the total captive power capacity.

**Figure 19: Share of power (MW)**



Even before de-carbonisation had become as imperative as it is today, we had begun our journey in harnessing green power as early as 1992-93 which has become a critical part of our organisation now. What began as 4 MW, has now reached a capacity of 165.79 MW, including our subsidiary.

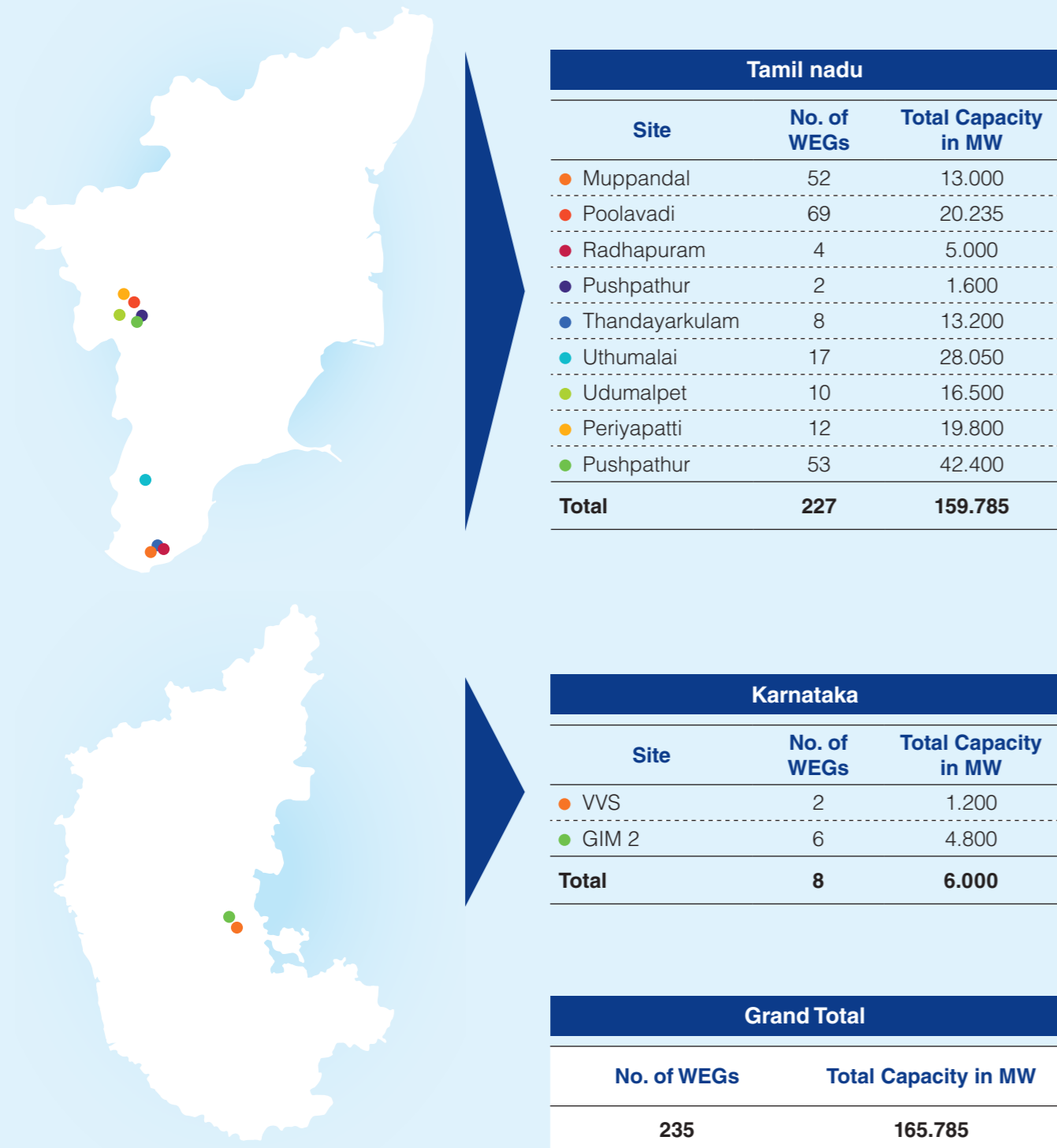
**Figure 20: Pioneering Wind energy generation in the past 10 years**



We also have a total of 39.835 MW of windmill capacity through our subsidiary. We have initiated 39.15 MW of Waste Heat Recovery System (WHRS), of which 18 MW has already been commissioned and the remaining will be live by the next fiscal. This installation enabled us to reduce an equivalent

imported coal consumption amount of 300 tons. We aim to generate more green power, in the years to come. At Ramco we continuously strive for minimising carbon footprints, ensuring resource efficiency, reducing wastes, and protecting biodiversity thus accelerating our efforts towards a greener tomorrow.

Figure 21:



## 10.3

# Water Stewardship



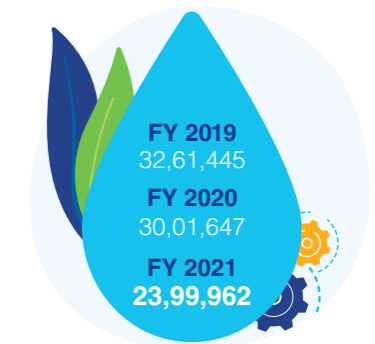
- » Water conservation initiatives
- » Water recycle/reuse

With the majority of our facilities located in water stressed areas, we recognize the necessity to strengthen water security and future planning. At Ramco, we conventionally use groundwater to fulfill our industrial water demand. In view of the depleting ground water table, we strongly emphasize adopting a structured water management approach to evaluate the dynamic water landscape while adhering to the evolving regulatory requirements. Thus, we monitor our water consumption on a daily basis through water flow meters which are being installed in each of the water lines. In addition to this, we also focus on monitoring ground water level on a periodic basis around our plants.

Ramco Cements has been implementing various water conservation initiatives such as rainwater harvesting, recharging groundwater, implementing water efficient technologies, and recycling water through sewage and effluent treatment plants (STP and ETP) at all our units and associated townships. The power plant's treated effluent water is utilized for the cooling equipment of the cement plant. The domestic wastewater from the cement plant and township is treated in a STP and is utilized through drip irrigation and sprinklers for green belt development inside the plant premises. We also convert our used mines to harvest rainwater and

reduce dependency on fresh water withdrawal. Our efforts have contributed to achieving of Zero Liquid Discharge operations at all of our plants. Besides these, we have also initiated multiple steps to recharge groundwater, both within and outside the Ramco Cements premises and are working to enhance our rainwater harvesting capacities.

Figure 22: Water consumption across operations (KL)



## Case Study: Installation of Air-Cooled Condensers

At our Alathiyur plant, we invested Rs 40 crores to replace water cooled condensers with air cooled condensers, in order to use upgraded technologies to reduce our water footprint. As an estimate, this initiative shall reduce raw water consumption by 92% i.e., from 3843 KLD to 353 KLD and effluent Generation reduction i.e., 883 KLD to 97 KLD



## Case Study: Water Conservation - outside Ramco Cements' fence

The villages surrounding our plant and mine in Ariyalur district had tracts of land that were originally water bodies but held insufficient water or had dried and were being used to dump waste. Ramco Cements undertook to create, deepen and strengthen the bunds for 6 ponds in villages

surrounding our plant and 1 around the mine. The project included cleaning feeder channels and providing water for drinking and irrigation purposes to the local communities. In all, the initiative positively impacted 4,100 persons in the local communities.

### Vettan Kullam Lake, Govindapuram



For these water conservation efforts, Ramco Cements received several awards namely, *CII Southern Region EHS Excellence Award, (December 2019)*, *Gold Award for Water Stewardship by Apex India Foundation (August 2019)*, *Best Environmental Sustainability by Economics Times Now for Water Conservation (February 2019)*.

Going forward, we aim to adopt an integrated water management approach which includes installation of water efficient fixtures, and tapping rainwater harvesting potential to the maximum extent possible through community water offsetting programs. These efforts are envisaged to aid us in achieving the status of Water Neutrality, further moving towards water positivity. In addition to this, we aim towards becoming a signatory to the WASH Pledge, ensuring commitment to implementing access to

safe water, sanitation and hygiene at the workplace. We aim to carry out a detailed assessment of current compliance to WASH and address gaps, ensuring best practices are adhered at all manufacturing facilities. By this, we endeavour to achieve 100% compliance to WASH pledge.



## 10.4

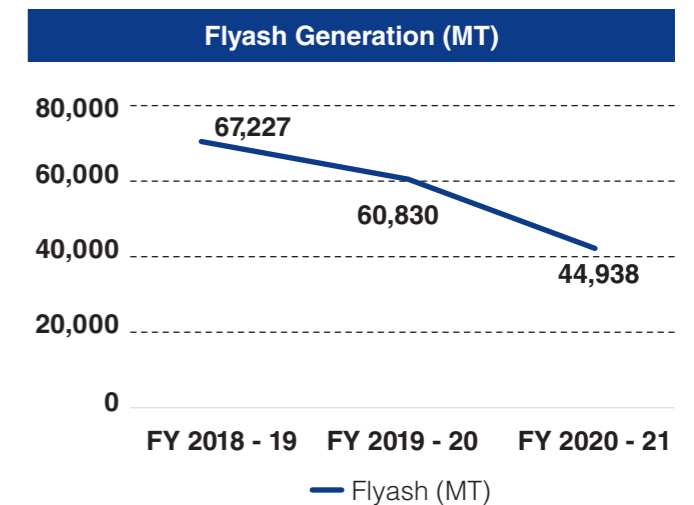
# Circular Economy



- » Waste reduction, recycling and reuse
- » Zero waste to Landfill
- » Responsible handling of waste

Ramco Cements actively promotes the use of wastes generated from our own manufacturing processes and from other industries in the manufacturing of cement. The adoption of circular economy principles in our core business enables lower emissions of greenhouse gases as well as lends to efficiencies in waste management for other industries. Some of our key circular economy initiatives include:

- Fly ash (waste product from thermal power generation) and slag, (industrial waste from the manufacture of steel) are used in the production of blended cements, such as Portland Pozzolana and Portland Slag. In FY 2021, 44,938 MT of fly ash has been generated from our captive power plant and 100% is being utilized in cement manufacturing. Ramco Cements is among the earliest in the country to produce blended cements, thereby reducing the natural resourced required to manufacture cement. Our MACE division was formed to promote the end use adoption of blended cements and we have invested significantly in R&D to study the manufacture of blended cements and their use in varied construction requirements.



- Phosphor gypsum, an industrial waste output from the production of fertilizer is used to replace the use of gypsum.
- Use of other industrial wastes such as textile sludge for co – processing.

At all our facilities, waste generated is collected by our dedicated vehicles and is segregated to the maximum extent possible at source. Hazardous and non - hazardous wastes are effectively managed by disposing them via authorized waste management vendors, while battery waste is disposed through a buy-back agreement with battery vendors.

### Waste Generated (MT)

Non-Hazardous			Hazardous			E Waste			Biomedical Waste		
FY 2019	FY 2020	FY 2021	FY 2019	FY 2020	FY 2021	FY 2019	FY 2020	FY 2021	FY 2019	FY 2020	FY 2021
8,733	9,102	6,338	27	72	49	12	28	9	0.42	0.41	0.22

In order to transition to green energy, we continue to install biogas plant in all our integrated units. Organic waste which includes food waste generated from our township, schools and industrial canteen is converted into biogas resulting in partial replacement of LPG cylinders.

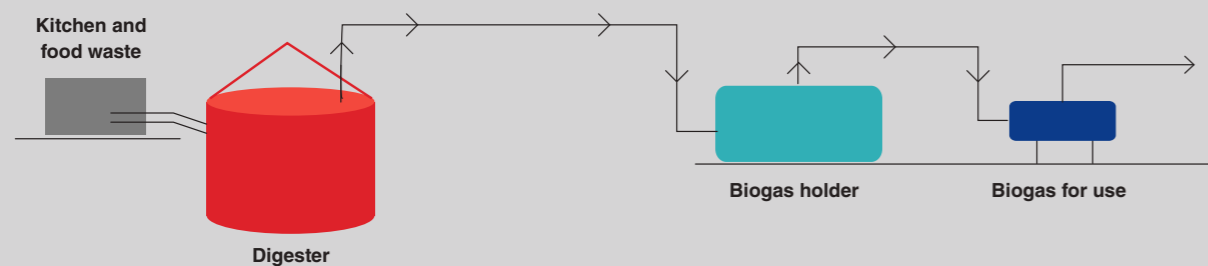
### Waste Generated (MT)

Non-Hazardous			Battery Waste		
FY 2019	FY 2020	FY 2021	FY 2019	FY 2020	FY 2021
1,140	611	844	484	477	308

### Case Study: Waste to Energy (Biogas Plant)

Converting food and kitchen waste to energy is part of Ramco Cements' efforts in solid waste management. At our Govindapuram operations in Ariyalur, we have installed 1 bio gas plant with a total capacity of **300 – 400 kgs**. It uses biodegradable food waste generated at the

township, school, Industrial Training Institute (ITI) Bachelors' Mess, and the Industrial Canteen to convert into methane, which is used as fuel for cooking in our industrial canteen and partially replaces the use of LPG in food preparation.



240 -260 kg of food waste is fed into the 1 biogas plant on alternate days, which produce 25 - 30 m<sup>3</sup> of methane daily which equates to 12 -15 kg of LPG (or approximately 1 cylinder of

domestic cooking gas). As a result of this waste management practice, we have reduced LPG usage by up to **77 cylinders** a year.



### Case Study: Ramco Cements Recycles to manage waste and plastics



Our waste management initiative 'Ramco Cements Recycles', aims to protect our surrounding environment. It is implemented in collaboration with Auroville. A team of Garbology experts provided effective waste management techniques around the 3 R's (reduce, reuse and recycle) as well as segregation at source and safe disposal. We conducted various

Integrated Waste Management programs across our office, factory and school locations, to highlight environmental protection through effective segregation and other waste management methods. Inside our workplaces today, we implement effective waste management techniques and strive towards achieving Paperless and Zero Waste offices.

Further to this, since the last two years, Ramco has shifted from Flex to PVC-Free fabric used for hoardings, bus shelters, bus branding and dealer

boards in Karnataka and Kerala. This is an initiative towards adopting sustainable and eco-friendly solution.



To reduce paper consumption and protect trees, digital technologies have been used to make all Board and Committee meetings paperless.

**By 2025, we aim to achieve 'Zero Waste to Landfill' across our operations**

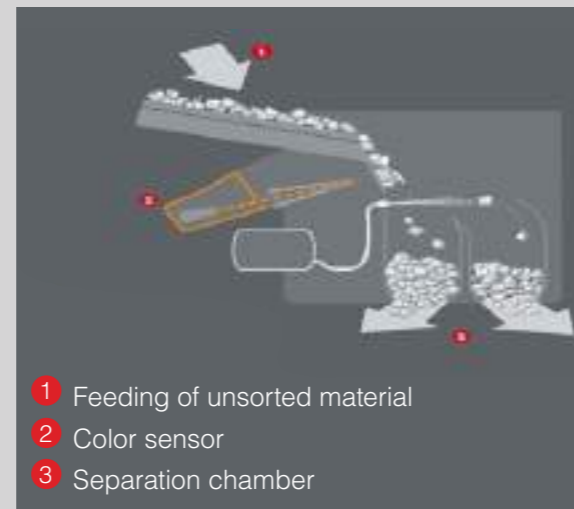
Ramco Cements has adopted environment friendly mining techniques and equipment to minimise blasting near human habitation and is India's first cement company to introduce surface miners to minimize adverse environmental impacts of mining. Zero waste mining is also an area that receives emphasis. We have invested in India's first optical sorter at the Pandalgudi mines that reduces waste as well as offers economic efficiencies in the mining

process. Our Alathiyur plant has benefited from a state-of-the-art lime beneficiation plant that enhances the life of the mine. We are also first in India to introduce Magnetic separator belts to overcome manual intervention in segregating black stones.

Going forward, we aim to establish last mile traceability of all the waste generated within our facilities through periodic audit trails to understand and validate the end of use of our waste.

### Optical Sorter Technology at Pandalgudi Mines

Optical sorter, first of its kind in India, has been installed in Pandalgudi mines having a capacity of 400 MT/hour. This innovative sensor-based technology enables conservation of low-grade limestone by treating/ removing the waste contamination. This technology has enabled replacing the usage of very expensive imported limestone which was approximately 10% of the overall raw material. Due to the installation of this technology, we have been able to replace imported limestone.



10.5

## Biodiversity

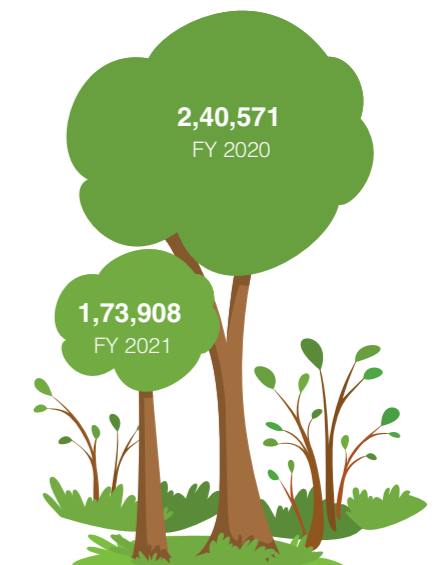


### » Protection of existing biodiversity in and around our facilities and mines

At Ramco Cements we believe that caring for nature is a responsibility shared by governments, communities, individuals and enterprises alike. We aim to transform the way businesses value, manage and invest in nature and highlight the opportunities and benefits of a more sustainable approach. We have initiated greening measures at all our plants and exhausted mining sites which demonstrate our commitment to sustain biodiversity. Today, we are proud that we carry out mining activities in a manner that does not have any significant impact on the biodiversity. In FY 2021, in our journey to protect the ecosystem, we have planted trees across our integrated and grinding units and mining areas in Tamil Nadu, Andhra Pradesh, Odisha and West Bengal.

We ensure that all our exhausted mines are rehabilitated in accordance to quarry rehabilitation plans. Ramco Cements, in collaboration with Auroville Botanical Gardens has undertaken an initiative to restore the Pandalgudi mines and transform the area into a recreational eco-park, with the aim of stabilising soil erosion and encouraging natural biodiversity.

Figure 23: Tree Plantation (Nos)



Year	Trees Planted (Nos)	Ares (Ha)
2019-2020	2,40,571	120.29
2020-2021	1,73,908	86.954

### Nişkr̥tiḥ - Pandalgudi Mines Restoration Project

In July 2018, our attention was drawn to a worked out mine called SM Pit in the Ramasamy Raja Nagar Unit's Pandalgudi mines. We learnt that there was interest in restoring the area for recreation as well as to highlight the importance of natural biodiversity. The

area was abandoned, strewn with rubble and waste, and dominated by a thorny and invasive vegetation locally called Vaelikaathan (Prosopis juliflora), that is damaging to the environment and to livestock of nearby communities.



Yet, hidden under the neglect and desolation, lay extraordinary natural beauty and immense potential to restore the area to its natural glory.



We discovered an array of boulders with thin, twisted seams of white or pink calcite. Although these were not feasible for cement production, they had an exceptional aesthetic quality about them.

On the rocky ledges of the quarry, we noticed perfect perching sites for the Great Indian Horned Owl, with the surrounding rocky landscape serving as the ideal vantage point for it to spot its prey.

The existing water body was a perfect habitat for cormorants, kingfishers as well as egrets. And, concealed among the Prosopis trees, we discovered 3 majestic trees of Acacia planifrons, the landscape between them ready to be enhanced.

Ramco Cements entered an agreement with Auroville Botanical Garden to restore the Pandalgudi mines in order to recreate the ecosystem. The overall purpose

of the project is to strengthen our knowledge in terms of the conceptualization and management of ecological restoration of mining sites. We set out to create a recreational forest that promotes native species of flora and fauna. The unique features that provided the inspiration for the project's conception comprised natural ponds, ancient trees and rocks left over from quarrying, each with a unique character and a story to tell.

Our vision is to create an environment that provides recreation for local residents, education for the surrounding schools as well as promote biodiversity of the local species of flora and fauna. The initiative includes the necessary infrastructure for day trips, such as an environment centre, a picnic area, toilet block and an administration office at the entrance.



The project commenced in November 2018, with clearing the land of the Prosopis trees and shaping piles of waste rocks to form an interesting topography and stable surface for plantations and paths. Subsequently, the ponds, pathways and other aspects were marked out, in time to plant native and other species of vegetation in the monsoon season.



The project has progressed significantly and as of mid - 2021, we have planted over 220,000 trees and shrubs of 140 different native varieties, employing the Japanese Miyawaki and other techniques for the best outcomes.



In addition to the native forest, the project also includes about 6 acres of landscaped gardens, with plants from around the world, many with interesting forms and beautiful flowers. These gardens also contain 3 large ponds, which are connected by a stream and waterfalls.



The eco-park also offers cycle tracks and pathways that extend over 7 km, which will provide recreation opportunities for visitors to explore which in the future.



Currently spanning an area of 200 acres, the project has been extended further and we aim to restore 800 acres of available land to natural forest in the next five years, to provide a meaningful experience to all.





In other areas, we have taken steps to develop areas into green belts in order to improve the local flora and fauna. We have also undertaken extensive greening

of areas within the premises of our plants and in the township, to regenerate natural biodiversity.



Main gate entrance



Road to plant



Inside the Township

### Pudupalayam North Limestone Mines

The mining industry worldwide has adopted several measures to ensure sustainable mining practices, while simultaneously fulfilling demands of both domestic and international markets.

Ramco Cements recognizes that we have a strong responsibility towards the care and sustainability of the ecosystems in which we carry out mining operations. We lay emphasis on ensuring that the biodiversity of the surrounding area is preserved or restored and that communities living around the mines benefit from our business.

Our Pudupalayam North Mines, a captive mine located at Ariyalur district in Tamil Nadu, is an open cast mechanized mine with an operating capacity of 1.5 MTPA of limestone, spread across 26.07.5 Ha. The mine is certified for ISO 9001:2015, ISO 14001:2015 and IS 18001: 2007.

In our efforts towards sustainable mining, we have adopted an eco-friendly method, using Ripper dozer and Xcentric ripper. The latter is similar to a rock breaker, and is environmentally friendly as it produces less noise and vibration when in operation.



Surface Miner



Xcentric Ripper

Among other sustainability initiatives, we have developed a thick green belt by planting 27,500 saplings along the periphery of the mining lease boundary, haul roads, reclaimed area etc. In association with Auroville, Pondicherry, we have also undertaken an afforestation and landscaping project and planted 12,000 saplings using the Miyawaki method. In all we have rehabilitated 4.90.0 Ha of reclaimed land.

For implementing the Sustainable Development Framework, the Pudupalayam North Limestone Mines has been awarded a 5 Star Rating by the Ministry of Mines. The key parameters for which we have been recognized are:

Managing impact with scientific and efficient mining

Addressing social impacts and rehabilitation requirements

Local community engagement and welfare programs

Eco friendly mining and green belt initiatives on rehabilitated dumps

Adoption of international standards

We have been awarded the 5 Star rating in 2016 and 2018, making ours the first in South India and only mine in Tamil Nadu to receive this award twice.



Miyawaki Plantations





# People and Communities

11.

Ramco Cements believes in establishing a collaborative approach to drive sustainability. Understanding the needs and expectations of each of our stakeholders is imperative as we move ahead in our sustainability journey. The third pillar of our

strategy, People & Communities incorporates five broad aspects i.e., Employee Engagement, Employee Health & Well-being, Strategic CSR, Diversity & Inclusion and Strategic Collaborations.

Figure 24: Five Pillars of People & Communities



**Employee Engagement**



**Health, Beauty & Well-being**



**Strategic Collaborations**



**Diversity & Inclusiveness**



**Strategic CSR**



11.1

## Management Approach

We consider our people to be foundational to the success and continued sustainable growth of Ramco Cements. The professional and personal development of our employees is the highest importance. It is our continuous effort to nurture and empower our people to excel. We emphasize learning and development for employees across organizational levels and require all employees to attend 5 days of training a year.

Our view of employee health and well-being is one of holistic wellness, that gives importance to the physical, mental and spiritual dimensions of health. We offer employee friendly benefits that cover medical health for permanent as well as contract personnel and also conduct wellness programs comprising Yoga, work – life balance and personality development. The Ramco Cements integrated township at our Ariyalur plant in Tamil Nadu addresses fundamental needs of our employees and their families and provides support for a good quality life.

Safety First underpins our work and safety culture, which encourages zero accidents. Our Safety, Health and Environment Policy carries our belief in a safe and clean environment for sustainable development and extends to all our stakeholders including employees, contractors, visitors as well as the communities we operate within. We aim to consistently enhance the standards of occupational health and safety at Ramco Cements workplaces through regular awareness and training sessions for permanent as well as contract staff. We have implemented the Standard Safety Management System that provides guidelines to employees to maintain the highest Safety, Health and Environmental standards. Behavioural Based Safety

trainings have also been initiated across the Company and we look forward to disseminating this training to all employees in the coming months.

Along with training employees, we emphasize maintaining high safety standards at all of our plants. Regular audits are conducted to ensure safety standards are constantly implemented and to secure the safety of all at the manufacturing units.

The growth of Ramco Cements would be incomplete without the sustainable progress of the communities that surround us. Improving socio economic circumstances and infrastructure in communities around our manufacturing units is a strong priority for us. We implement targeted initiatives through varied Corporate Social Responsibility (CSR) programs, in accordance with the organization's CSR Policy. In FY 2020 – 21, we directed INR 18.01 Crores towards the following key areas.

- Education
- Community Development
- Disaster Management and Relief
- COVID relief measures
- Healthcare
- Environment
- Rural Welfare and Upliftment



## 11.2

# Occupational Health and Safety



» Focus on safe and secure working environments for all workers



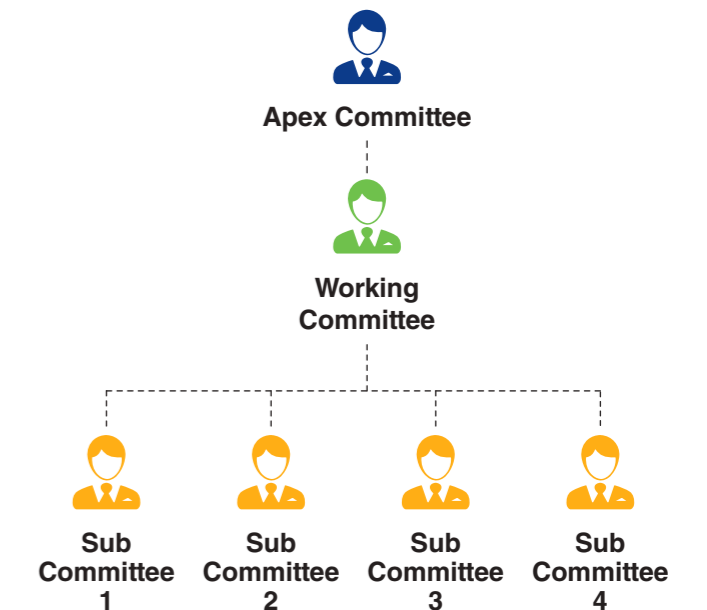
» Focus on creating a safe working environment for our people to thrive

Safety is of utmost importance at Ramco Cements and is the central theme of our work culture. All our manufacturing facilities are ISO 9001, 14001, 50001 and IS 18001 certified. We are committed to maintaining the highest standards of health, safety and environmental management for our employees and contractors. The Organisation's main objective is to continuously establish health and safety culture through awareness, training initiatives and campaigns across Ramco Cements. From following Indian standards of Safety, i.e., IS 18001, we have now adopted the International standards of Safety, i.e., ISO 45001 (OHSMS).

To ensure this, each facility is governed by an Apex Committee that is responsible for framing health and safety guidelines. The Apex Committee consists of the department heads and meets once a month to review the policies, processes and systems and oversee the implementation of these guidelines/policies. Supporting it are the Working Committee who review the past month's incidents and ensure appropriate corrective actions are taken. This committee meets once in a month before start of the Apex Committee meeting. The Working Committee is further supported by Sub Committees whose primary role is to discuss

the hazards that have occurred in their department/sections and suggest control measures and improvements for modification of existing system, if any, to ensure the safe working conditions.

Figure 25: Occupational Health and Safety-Governance Structure



### Case Study: Severity based Safety Observations by Safety Observers

To ensure adherence to safety protocols, Safety Observers look out for and observe violations of safety requirements. These violations are categorized according to severity, using a Severity Index and remedial action is taken accordingly.



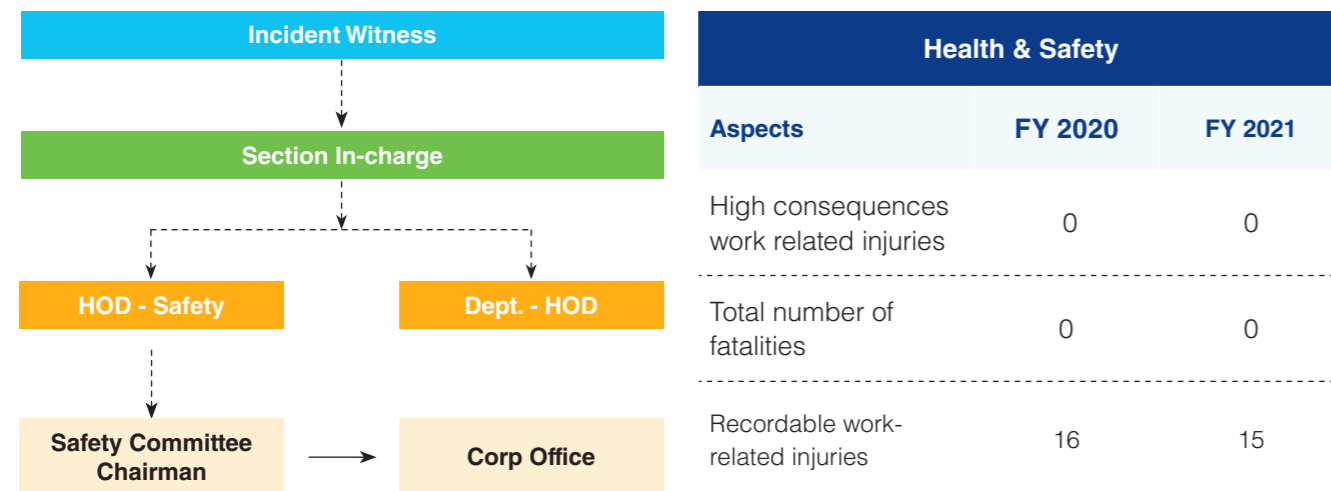
#### Severity Index

Severity 1	Untidy, doesn't meet expectations
Severity 2	Untidy, blocks access, sets a bad example
Severity 3	Rules or Procedure violation
Severity 4	Serious hazard; imminent danger that can cause serious injury
Severity 5	Imminent Danger; stop work and correct immediately; will cause fatality

**We aim to sustain 'Zero Fatalities' across our operations**

We have a robust incident management system in place within the Company. A Root Cause Analysis (RCA) is carried out for each incident, led by the Heads of Departments (HOD). The RCA is further reviewed by the Safety Committee chairman in the monthly Apex Safety Committee meeting.

**Figure 26: Incident Escalation Matrix**



To sustain a culture of safety at the workplace, various initiatives are implemented at our facilities. We carry out monthly campaigns on safety related aspects such as Hazard Identification and Risk Assessment (HIRA) and road safety among others. We also conduct various employee engagement programs such as safety competitions which act as a medium to create awareness among employees and reduce as well as prevent injuries. These programs have demonstrated a positive influence e.g., the near misses reported in 2020 at Ariyalur plant have increased considerably as compared to 2016.

We continuously reinforce the culture of safety through regular training programs. We ensure all new employees and contract workmen undergo the Safety Induction Program at the facility covering all aspects of Safety and emphasising the importance of 'Safety First'. The induction program includes safety practices, fire and emergency response procedures, road safety rules, PPE wearing procedure etc. These essential procedures are displayed digitally as well by the Unit Safety Officer. We also provide pep talks at various sections in the premises on a daily basis. As a part of our training program, we conduct periodic trainings to our drivers on road safety.

### Case Study: Road Safety Measures



To ensure ready access to healthcare, each of our manufacturing units has qualified and experienced medical personnel and requisite healthcare infrastructure to address occupational health and safety issues. Our Occupational Health Centre (OHC) is equipped to provide both in-patient and out-patient services and is also equipped to manage emergencies.

### Case Study: Upgraded Occupation Health Centre

Our OHC located in all townships have been upgraded and is well placed to manage health hazards arising from the nature of the work at our plants. The OHC is headed by a doctor qualified in Hospital Management and employs trained support personnel. The centre is equipped to address issues arising from the nature of the work at our plants e.g., respiratory/ pulmonary and cardiac in nature, as well as maternal health, also has facilities for emergency care, and in - patient and out -patient services.



Lobby



Interior of ambulance



Emergency treatment room



## 11.3

# Employee Engagement



» **Healthcare benefits to employees for enhancing their well-being**



» **Focus on learning and development of employees to enhance productivity**

The growth trajectory of Ramco Cements is driven by our employees, who power the organization at every juncture of its operation. Over the years we have put in place well defined Human Resources (HR) policies which guide the management of our people. We have instituted several initiatives that enable our personnel to access information about the Company and HR policies, as well as understand their roles and responsibilities to fulfil their responsibilities to mutual satisfaction. Some of the initiatives include: carrying out HR audit, HR dashboard, e - campus software, Job Description software, on boarding software to name a few.

### Parity in remuneration

Ramco Cements complies with various regulations like Minimum Wages Act 1948, Equal Remuneration Act 1976, Factories Act 1948 and other relevant legal requirements with respect to remuneration. We comply with these regulations and have not displayed instances of non – compliance as of March 31, 2021.

### Benefits provided to employees

While some of the benefits provided to employees are in compliance with legal requirements, others such as housing, transport and various interest free loans are extended at the Company's own initiative as we believe that employees must feel satisfied and well taken care of to put their best foot forward to help achieve the organization's goals.

Similar to permanent employees, part time/ temporary employees receive subsidized healthcare benefits, meals at the Company's canteens as well as disability insurance coverage which is higher than the statutory requirement.

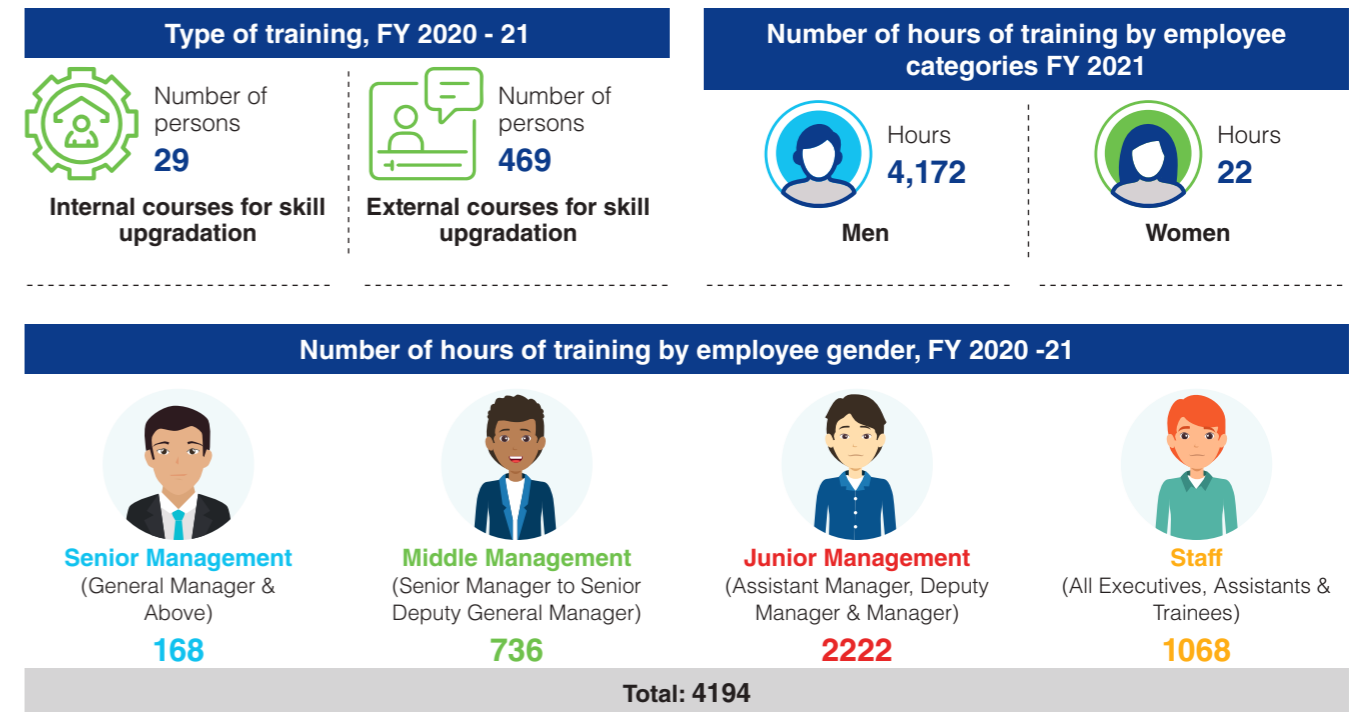
## Benefits provided to employees, FY 2020 - 21

Type of Benefit	Permanent Employees	Temporary / Part-time Employees
Life insurance	Yes	Yes
Healthcare	Yes	Yes
Disability	Yes	Yes
Parental leave (maternity leave or paternity leave)	Yes - Maternity Leave	Yes - Maternity Leave
Marriage leave (additional to normal leaves allotted)	No	No
Bereavement leave (additional to normal leaves allotted)	No	No
Retirement provision	Yes	Yes
Stock ownership	Yes	No
Transportation	Yes	No
Housing	Yes	Yes
Food allowance	Yes	No
Extra paid holidays	Yes	Yes
Interest free Asset Building loan	Yes	No
Interest free Education Loan	Yes	No
Interest free Vehicle Loan	Yes	No
Interest free Marriage Loan	Yes	No
Housing Loan	Yes	No
Credit Society Loan	Yes	No

The importance we give to the continuous learning of employees across functions is reflected in the learning and development program that has been put into place. We have instituted an in-house team of learning and development professionals that delivers training programs based on organizational and employee needs. Leadership development too is emphasized, for which we have partnerships with academic institutions such as Harvard Business

School and the University of Michigan's Ross School of Business to deliver leadership training programs for senior executives across the organization.

We also provide financial assistance for skills upgradation undertaken through external training or educational programs on a case-by-case basis. Shown below are the types of courses, average hours of training received by different categories of employees and by gender.



### We aim to 'integrate ESG trainings' across employee categories

#### Performance and career development reviews

While several organizations were compelled to lay off staff and implement salary cuts in FY 2020 - 21 owing to the COVID -19 pandemic, Ramco Cements ensured that employees and contract workers received their full salaries and that performance appraisals were conducted for 100% of employees to ensure uninterrupted career progression.

#### Employee Communications

Employee communications plays a strong role in ensuring employee well-being. Our Intranet Ramconnect enables sharing and professional communications from the organization as well as among employees. The Ramco Bhandham magazine carries news about significant events in the organization as well as about our own employees and business partners such as dealers and is circulated among our key stakeholders.

#### Freedom of Association and Human Rights

Ramco Cements' Code of Conduct and HR practices encapsulate respect for human rights across all our business engagements. We emphasize respect for fundamental rights, adherence to health and

safety policies, prevention of sexual harassment and disrespectful action based on gender, religion or other attributes of discrimination. In FY 2020 - 21, there were no reported incidents of discrimination at Ramco Cements.

We adhere strictly to ensuring that no children / young workers are employed in the manufacturing processes and services associated with our business. We ensure this aspect is addressed at the time of recruiting personnel or when sourcing from a supplier. Additionally, we have put in place controls via the Human Resources Management (HRM) Child Labour Monitoring (CLM) systems to abolish the employment of child/ young labour. Monthly reviews are also conducted through the statutory compliance portal and periodic HR audits are carried out to monitor and ensure adherence to legal obligations in this regard.

We lay great emphasis on understanding the needs and expectations of our employees and invest in empowering our employees who will be able to drive the organization's sustainability mission and vision. Going forward, we intend to carry out employee satisfaction survey in collaboration with external agencies to capture satisfaction levels of our employees with regard to their experiences and to build performance.



## 11.4

# Diversity & Inclusiveness



### » Diversity in hiring new employees across gender

We recognize the positive impact that equal gender representation can have on the organization. At Ramco Cements, we strive to provide opportunities for women employees with the belief that multiplicity of perspectives lends to innovation and enhances productivity. As on March 31, 2021, Ramco Cements employed a total of 3,374 personnel, including 19 women.

Category	FY 2021		
	Number of Males	Number of Females	Total
Board	6	1	7
<b>Total</b>	<b>6</b>	<b>1</b>	<b>7</b>

Category	FY 2021		
	Number of Males	Number of Females	Total
Officer	1267	12	1279
Staff	1063	7	1070
Staff workmen	142	0	142
Workmen	883	0	883
<b>Total</b>	<b>3355</b>	<b>19</b>	<b>3374</b>

In FY 2020 – 21, we hired 184 new employees across functions and locations including 7 female employees. The tables below depict the number of new hires by age, gender and locations.

### New Hires by age, FY 2020 - 21

Age category (Years)	Number of New Employee Hires
Less than 30	126
30 - 50	54
Above 50	4

### New Hires by gender, FY 2020 - 21



To ensure protection against sexual harassment at the workplace, we have a policy of non - tolerance for any sort of gender - based harassment. Ramco Cements has taken steps to ensure diversity in its employee profile in terms of gender, ethnicity, caste and creed. Our goal is to develop and implement a policy for Diversity and Inclusion that aligns with global standards. In this regard company wide awareness training and easily accessible communication are also included in our future plans.



## 11.5

# Strategic CSR



- » Providing adequate sanitation facilities to community members
- » Providing clean drinking water facilities to communities



- » Focus on providing quality education for underprivileged students



- » Planting local species within the community to increase green cover

**We aim to impact 2,00,000 beneficiaries through our CSR interventions**

Ramco Cements' commitment to the growth of communities it works within is intrinsic to the organization's ethos. In the 1930s, more than 80 years before CSR was legally mandated or an often heard term, Shri P A C Ramasamy Raja made known his view, **"We should believe that when the organisation grows the society and community around that should also grow"**. This philosophy underpins our social commitment and has shaped our CSR vision to contribute to the social and economic development of the communities in which we operate, resulting in building a better and sustainable way of life for society at large.

For us at Ramco Cements, CSR is not just a set of programs. Our view of it also encompasses the important dimension of how we implement different initiatives to achieve the maximum social impact.

Accordingly, stakeholder feedback is a key element of the initiatives we implement. Community members and recipients of our CSR activities provide qualitative feedback which is taken into consideration in shaping new initiatives or fine - tuning existing ones.

Our CSR initiatives are implemented through different channels. The Ramco Social Service League, established in 1989 involves the Company's employees making a voluntary monetary contribution which the company matches. The total proceeds are directed towards activities and need fulfilment for the benefit of communities around our factories and mines.

The Ramco Cements Limited Educational & Charitable Trust, as well as other non-government and government organizations are also our CSR partners.

## Education, Skills Training and Women's Empowerment



Through The Ramco Cements Limited Educational & Charitable Trust, we reach 5,977 students and 274 teachers in 7 schools through various education and skills training initiatives.

Our efforts to support students to receive quality education has taken varied forms. The Trust's Vidya Mandir Matric Higher Secondary School in Alathiyur, enables 1,600 students from nearby communities to receive quality education and provides employment to 65 qualified teachers. A new school, the Ramco Vidyalaya is in the pipeline, which will address the education needs of an additional 1,000 students and employ 50 more teachers.

To encourage students to continue with schooling, each year we support 2,000 government school students with academic material and uniforms. We also extend support to high performing students with

cash prizes and financial aid to strive to continue with education. Career guidance and supplementary support through tuitions are also included in our initiatives. We also provide infrastructure support for government schools in the form of toilet facilities, compound wall, smart boards etc.

It is well known that for a community to progress, its women must be enabled towards self-sufficiency. Thus, community women are empowered to generate incomes through activities such as tailoring and beautician training.

Apart from schooling initiatives, we also support communities with employability skills training for youth. In partnership with the National Skill Development Council, we support Industrial Training Institutes (ITIs) under the umbrella of the Government of India's Ministry of Skill Development & Entrepreneurship.

## PAC Ramasamy Raja Private ITI, Ariyalur



Ariyalur is one of the most backward districts in the state of Tamil Nadu. Taking cognizance of the low levels of skill and employment prospects among its youth, Ramco Cements set up the PAC Ramasamy Raja Private ITI in 2010 -11, with the aim of equipping young people with relevant technical skills that enable employment and enhance the quality of their lives

Starting out with 21 students and training for only one trade, the ITI today offers training for 4 trades – Electrician, Welder, Fitter and Instrument Mechanic. The institute today has a strength of 144 students comprising men and women and employs 22 staff including non - teaching personnel.

The ITI delivers training using the latest equipment and laboratories to equip trainees with skills tailor made for contemporary industries. It is certified for ISO 29990 – Learning services for non-formal education and training.

Apart from the training at the institute, the Ramco Cements factory situated adjacent to the ITI makes it possible for students to receive hands - on practical exposure and guidance from our managers in order to strengthen their practical experience. Students are also equipped to appear for the State level skill test. Post completion of training, toppers are employed by Ramco Cements and are assigned to our different factories in relevant functions and roles. Others are assisted to find employment in leading corporates in varied industries such as automobile, cement, sugar, biotechnology etc.

As of July 2019, 92% of students have successfully completed training courses at the institute and 85% of them have obtained placements including apprenticeships and self-employment. **PAC Ramasamy Raja Private ITI, Ariyalur** ranks as the 3rd best private ITI in the country under the Government of India's Skills Strengthening for Industrial value Enhancement (STRIVE) project.

We also look forward to introducing new trades to respond to local market needs, improving quality of skill development programs and deepening industry relationships in order to equip our students with relevant skills and exposure to enter the work force and be productive citizens of the country.





## Water and Sanitation

Ramco Cements supports national level initiatives such as the Swachh Bharat Abhiyan and enables community level adoption of sanitation practices through holistic measures.

### Construction of 70 Smart Toilets in Ariyalur District

In partnership with Gramalaya, we supported the construction of smart toilets with bath attached for 70 families in Manakkudian Panchayat of Ariyalur district. This effort extended to providing training at the community as well as at school levels on personal hygiene, menstrual hygiene for women and adolescent girls, and the appropriate use and maintenance of the new facilities.



In a separate initiative we supported the construction and renovation of toilet and drinking water facilities in government schools in villages in the vicinity of our unit. Recognizing the crucial role clean and safe water plays in maintaining health, we have de-silted various lakes and installed RO units to reach safe drinking water to about 15,000 persons 3 villages in our surrounding communities.



## Sports

We also support sports and extracurricular activities for youth in rural schools and communities by supporting school sports events, team sports and competitions in cricket, volleyball and kabaddi. Ramco Cements is also proud to be associated with young world champions who excel in arenas such as debating and chess.



Women athletes too are enabled to participate in competitive sport both at the national and state levels. Ramco Cements has supported Ms Sivagami, a para-athlete to compete nationally and internationally,

- The ISDS team, winners of the World School Debating Championship
- 15-year-old Rameshbabu Pragganandhaa, the fourth youngest to achieve the title of Grandmaster



while closer home we have provided the Ariyalur girls netball team with coaching, sports kits and team jerseys to compete in competitions at the Tamil Nadu state level.

## Health and Special Needs

In the sphere of Healthcare, we run 4 occupational health centres in our integrated cement plants. We also conduct several medical camps to address the primary and secondary health needs of communities in the vicinity of factory premises.

Ramco provides infrastructural support to primary health centres. In the last year, we supported the Government Primary Health Centre at Manakkudian with diagnostic equipment to benefit pregnant women and adolescent girls and also supported the upgrading of the facilities infrastructure.



Healthy eye sight is of critical importance to those who drive long distance. Partnering with Vision Spring Foundation, we have conducted vision screening camps in for truck drivers. In FY 2020 - 21, 556 drivers were screened while 379 received spectacles for different needs.

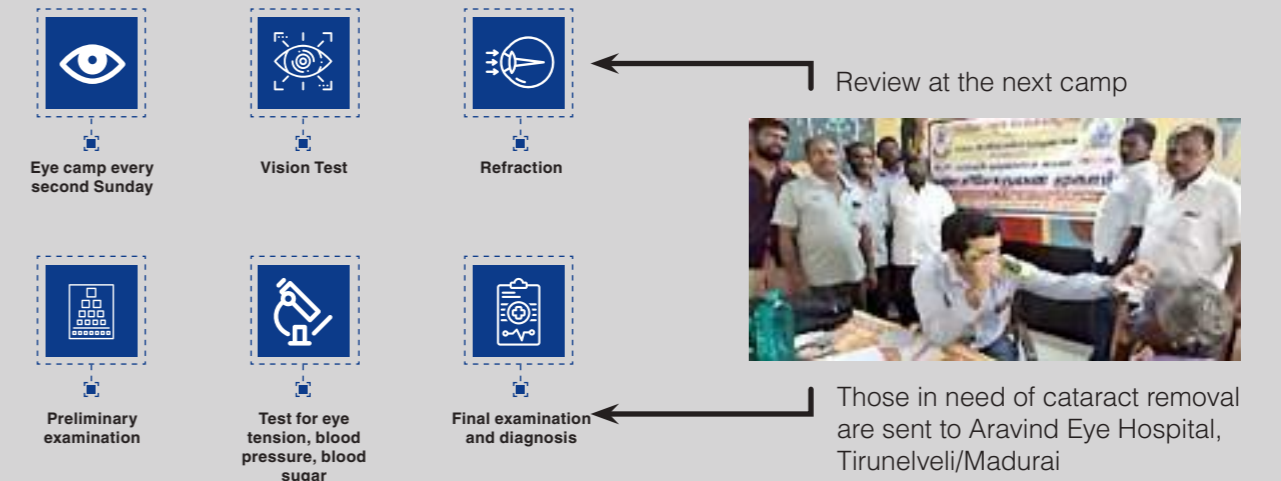
We are also conscious that those with special needs require the help of various devices for an improved quality of life. Accordingly, each year we provide mobility devices such as wheelchairs and walkers as well as other appliances such as hearing aids for those in need.

## Prevention of Avoidable Blindness and Vision Improvement Initiative in Virudhunagar

For more than three decades, Ramco Social Service League (RSSL) has partnered with Aravind Eye Hospital to provide vision correction services to community members in the vicinity of our Virudhunagar plant. The details of the eye camps are communicated through pamphlets and the camps are conducted in the plant premises on the second Sunday of each month. In the light of COVID -19 in FY 2020 -21, the dates for the eye camps were set after we received requisite statutory approvals from governments departments.

Community members are first screened for vision problems as well as lifestyle diseases such as

Diabetes and Hypertension and their problems diagnosed. Professional consultation and necessary medication are provided free of cost on site to those who are diagnosed with general eye problems. Those who require cataracts to be removed are sent to Aravind Eye Hospital in Tirunelveli/Madurai in Ramco Cements transport. We also bear the cost of the surgical procedure, medicines, hospital stay and food for community members. Subsequently, a follow up review is conducted at the next eye camp to ensure that there are no problems and that vision has improved.



From the inception of this activity to date, we have conducted **190** eye camps to prevent avoidable blindness and to improve vision. **33, 528** community members have benefited from these camps, among whom **11,845** have had successful cataract surgeries



## Agri and Livelihood

Our efforts in this sphere include programs for farmers in nearby villages to impart techniques in cattle management practices to ensure better cattle health. We have also implemented agroforestry

initiatives in collaboration with farmer communities. Together with the latter, our Ariyalur unit planted 20,000 trees, covering 35 acres and 17 villages and trained farmers in tree cultivation and conservation

farming. Such initiatives not only support carbon sequestration and prevent soil erosion necessary for climate mitigation, they also provide farmers with an alternate and sustainable source of income as well as provide landless farmers with jobs and incomes.

### Relief Operations

Our contributions to disaster relief and management have transcended the boundaries of our operations. Ramco Cements has been at the forefront of providing relief and comfort during major floods in Chennai, Odisha and Kerala as well as in events such as terrorists' attacks which caused the loss of armed forces personnel. We contribute regularly to the funds of governments for disaster management and relief operations.

### COVID -19 Relief

The outbreak of COVID -19 saw Ramco Cements work alongside Government bodies and Administrations to support affected communities around our plants with essential provisions such as rice, wheat flour, cooking oil, vegetable and drinking water. Our efforts also included disinfection of several villages around our plants. We provided Ariyalur, Pondicherry and Cuddalore Government hospitals and front-line workers and police staff with hygiene and PPE kits and also provided essential equipment worth **INR 4.26 crores** such as thermal scanners, oxygen concentrators to various administrations across Tamil Nadu, Kerala, Andhra Pradesh, Odisha and West Bengal. Essentials such as food items, medicines and other consumables worth **INR 2.26 Crores** were also made available to these states.

Together with state health departments, Ramco Cements established COVID - 19 isolation centres in Kadukur and Thamaraiikulam in Tamil Nadu and near the Company's plant in Haridaspur, Odisha. We donated electrical accessories, steel cots, bedding/ pillows and communication material such as awareness posters and flex boards to isolation centres set up by the Government in Ariyalur and Virudhunagar districts.

In addition, we have contributed **INR 5 crores** to the Chief Minister's Relief Funds of **Tamil Nadu and Andhra Pradesh** to support COVID -19 related relief operations. In FY 2020 - 21, we received a CSR Contribution Appreciation & Recognition Certificate for relief work during COVID-19 from the District Collector of Virudhunagar.

### Support to Government Programs

We play an active role in supporting government led initiatives and have supported programs such as minimizing the use of plastics and providing road infrastructure to rural communities.

### Environment

Ramco Cements has instituted waste management initiatives within the organizations and has extended it to external communities, too. The program on **Garbology and kNOw Plastics** focuses on reducing, reusing and recycling waste as well as segregation at source and safe disposal. We have also collaborated with the Tamil Nadu Government to introduce relevant topics in the school curriculum.

Ramco Cements has planted extensively for green belt development that have helped increase green cover to nearly 43% in villages and the area around our factory and our mines. This initiative is an ongoing and we intend to increase the green cover systematically.

Water being one of the most stressed resources, we have de-silted ponds in neighbouring villages of our integrated units to enhance their water holding capacity. We also supplement their capacity from our mines, to ensure sufficient water requirements for farmers' cattle in the summer months. Additionally, at the request of the District Collector, we have supported in de-silting various water bodies, to support irrigation and livelihood of farmers.

### Strategic Collaborations

At Ramco, we believe in partnering with the various national and global organizations to gather insights and advance the organization's sustainability efforts. It provides us a platform to connect with stakeholders within and across industries to collaborate and bring about systemic change.

With an objective to accelerate innovation in cement sector, we aim to collaborate with global industry wide forums that provides us a platform to interact and engage with network of communities that include innovators, technology disruptor's, young leaders among others. Partnering with such organizations offers insights into a region's markets, policy making and business communities.



# Sustainability Outlook

12.

While we continue our journey towards sustainability, we consistently and rigorously incorporate principles of sustainability and Environmental, Social and Governance (ESG) in all aspects of the business in order to meet national and global aspirations. Creating true alternatives to meet the rising demand for sustainable solutions requires us to alter the way we think about sustainability. Our holistic ESG framework focuses on enabling robust governance, transparency and establishes a conducive environment ensuring no compromise on the organization's ethics and values amidst dynamic externalities including pandemics.

To strengthen the ESG framework further and to enhance our overall sustainability consciousness, we are in the process of rolling out policies with regard to Supply Chain and Sustainability which will be framed in accordance to global standards.

With a focus on creating shared value for our communities, we look forward to positively impacting an increased number of beneficiaries each year. Our CSR strategy will be designed and structured to address the current needs, business priorities and global requirements.

Our thrust on becoming leaders in the industry has led the Company to adopt various initiatives encompassing resource neutrality, digitization, strategic CSR initiatives and collaboration with a network of communities across the value chain. Ramco Cements has articulated sustainable

development ambition 2025, with the aim to provide strategic guidance to the Company's long-term sustainability vision - **To pave a way towards a resilient planet and happy people by embracing excellence and innovation in a sustainable manner.**





13.

# Acronyms

<b>MACE</b>	Masons, Architects, Contractors and Engineers	<b>UPSI</b>	Unpublished Price Sensitive Information
<b>R&amp;D</b>	Research & Development	<b>IT</b>	Information Technology
<b>OPC</b>	Ordinary Portland Cement	<b>AI</b>	Artificial Intelligence
<b>MTPA</b>	Million Tons Per Annum	<b>ISO</b>	International Organization for Standardization
<b>MW</b>	Megawatt	<b>BOPP</b>	Biaxially oriented Polypropylene
<b>OHC</b>	Occupational Health Centres	<b>EPR</b>	Extended Producers Responsibility
<b>WFH</b>	Work from Home	<b>CII</b>	Confederation of Indian Industries
<b>GRI</b>	Global Reporting Initiative	<b>PPC</b>	Portland Pozzolona Cement
<b>GCCA</b>	Global Cement & Concrete Association	<b>ESP</b>	Electrostatic Preceptors
<b>DJSI</b>	Dow Jones Sustainability Index	<b>WHR</b>	Waste Heat Recovery
<b>NVG</b>	National Voluntary Guidelines	<b>VFD</b>	Variable Frequency Drive
<b>UN SDG</b>	United Nations Sustainable Development Goals	<b>STP</b>	Sewage Treatment Plant
<b>GHG</b>	Greenhouse Gas	<b>ETP</b>	Effluent Treatment Plant
<b>PPE</b>	Personal Protective Equipment	<b>KLD</b>	Kilo Litres per Day
<b>ESG</b>	Environmental, Social and Governance	<b>EHS</b>	Employees Health and Safety
<b>CSR</b>	Corporate Social Responsibility	<b>ITI</b>	Industrial Training Institute
<b>WEF</b>	World Economic Forum	<b>LPG</b>	Liquified Petroleum Gas
<b>TERI</b>	The Energy and Resources Institute	<b>Ha.</b>	Hectare
<b>UNEP</b>	United Nations Environment Program	<b>RCA</b>	Root Cause Analysis
<b>tCo<sub>2</sub>e</b>	Tonnes CO <sub>2</sub> equivalent	<b>HoD</b>	Head of Department
<b>LCA</b>	Life Cycle Analysis	<b>HIRA</b>	Hazard Identification and Risk Assessment
<b>WASH</b>	Water, Sanitation and Hygiene	<b>HR</b>	Human Resource
<b>D&amp;I</b>	Diversity & Inclusivity	<b>HRM</b>	Human Resource Management
<b>PoSH</b>	Prevention of Sexual Harassment	<b>CLM</b>	Child Labour Management



14.

# GRI Content Index

GRI Standard Index	Disclosure Title	Status	Page number
<b>GRI 102: General Disclosures</b>			
<b>Organizational profile</b>			
102-1	Name of the organization	Reported	8
102-2	Activities, brands, products and services	Reported	8-10
102-3	Location of headquarters	Reported	8-10
102-4	Location of operations	Reported	8-10
102-5	Ownership and legal form	Reported	8
102-6	Markets served	Reported	8-10
102-7	Scale of the organization	Reported	8-10, 41
102-8	Information on employees and other workers	Reported	71-73
102-9	Supply chain	Reported	25, 42-43
102-10	Significant changes to the organization and its supply chain	Reported	42-43
102-11	Precautionary Principle or approach	Reported	35
102-12	External initiatives	Reported	14

Strategy			
102-14	Statement from senior decision-maker	Reported	4-7
102-15	Key impacts, risks, and opportunities	Reported	20-21
Ethics & Integrity			
102-16	Values, principles, standards, and norms of behaviour	Reported	2, 8
Governance			
102-18	Governance structure	Reported	35-37
102-19	Delegating authority	Reported	35-37
102-20	Executive-level responsibility for economic, environmental and social topics	Reported	35-37
102-21	Consulting stakeholders on economic, environmental, and social topics	Reported	35-37
102-22	Composition of the highest governance body and its committees	Reported	35-37
102-23	Chair of the highest governance body	Reported	35-37
102-24	Nominating and selecting the highest governance body	Reported	35-37
102-26	Role of highest governance body in setting purpose, values, and strategy	Reported	35-37
102-31	Review of economic, environmental, and social topics	Reported	35-37
102-32	Highest governance body's role in sustainability reporting	Reported	35-37
102-33	Communicating critical concerns	Reported	35-37
Stakeholder Engagement			
102-40	List of stakeholder groups	Reported	17-21
102-41	Collective bargaining agreements	Reported	65
102-42	Identifying and selecting stakeholders	Reported	17-21
102-43	Approach to stakeholder engagement	Reported	17-21
102-44	Key topics and concerns raised	Reported	17-21
Reporting Practices			
102-45	Entities included in the consolidated financial statements	Reported	40-41
102-46	Defining report content and topic Boundaries	Reported	16

102-47	List of material topics	Reported	19-20
102-48	Restatements of information	No restatements identified	
102-49	Changes in reporting	No significant changes as this is the first sustainability report FY 2021	
102-50	Reporting period	FY 2021	
102-51	Date of most recent report	First sustainability report published	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the Report	Reported	16
102-54	Claims of reporting in accordance with the GRI Standards	In Accordance - 'Core' Reporting	
102-55	GRI content index	Reported	85-89
102-56	External assurance	Ramco Cements has established robust internal mechanisms and systems to build a conducive culture. Going forward Ramco assures to validate its sustainability efforts by an independent partner to ensure thoroughness and relevance of the sustainability systems and approach	

### GRI 200: Economic Performance

#### Economic Performance

201-1	Direct economic value generated and distributed	Reported	40-41
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#### Procurement Practices

204-1	Proportion of spending on local suppliers	Reported	42-43
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### GRI 300: Environment Performance

#### Energy

302-1	Energy consumption within the organization	Reported	49-52
302-4	Reduction of energy consumption	Reported	49-52

#### Water and Effluents

303-1	Interactions with water as a shared resource	Reported	53-54
303-2	Management of water discharge-related impacts	Reported	53-54
303-5	Water consumption	Reported	53-54

### Biodiversity

304-1	Operational sites owned, leased, managed or adjacent to the protected areas and areas of high biodiversity value outside protected values	Reported	59-63
304-2	Significant impact of activities, products and services on biodiversity	Reported, No significant impacts of activities, products and services on biodiversity in the reporting year	47-52, 59-63

### Emissions

305-1	Direct (Scope 1) GHG emissions	Reported	49-52
305-2	Energy indirect (Scope 2) GHG emissions	Reported	49-52
305-4	GHG emissions intensity	Reported	49-52

### Effluents and Waste

306-3	Waste generated	Reported	28, 54-57
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### Environment Compliance

307-1	Non-compliance with environmental laws and regulations	We do not have any incidents of non-compliance in the reporting year	
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### Supplier Environmental Assessment

308-1	New suppliers screened using EN Criteria	Reported	25, 42-43
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## GRI 400: Social Performance

### Employment

401-1	New employee hires and employee turnover	Reported	74
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Reported	71-73

### Occupational Health and Safety

403-1	Occupational health and safety management System	Reported	67-70
403-2	Hazard identification, risk assessment, and incident investigation	Reported	67-70
403-3	Occupational health services	Reported	67-70

403-4	Worker participation, consultation, and communication on occupational health and safety	Reported	67-70
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403-5	Worker training on occupational health and safety	Reported	67-70
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403-9	Work-related injuries	Reported	67-70
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403-10	Work-related ill health	Reported	67-70
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### Training and education

404-1	Average hours of training per year per employee	Reported	71-73
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404-2	Programs for upgrading employee skills and transition assistance programs	Reported	71-73
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404-3	Percentage of employees receiving regular performance	Reported	71-73
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### Diversity and equal opportunity

405-1	Diversity of governance bodies and employees	Reported	35-36, 74
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### Non-discrimination

406-1	Incidents of discrimination and corrective actions taken	We do not have any incidents of discriminations in the reporting year	
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### Child labour

408-1	Operation and suppliers at significant risks for incidence of child labour	Reported	43, 73
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### Local communities

413-1	Operations with local community engagement, impact assessments and development programs	Reported	25, 34, 54, 59, 61, 63
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413-2	Operations with significant actual and potential negative impacts on local communities	No significant negative impact on local communities	
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### Social Assessment

414-1	New suppliers screened using Social Criteria	Reported	25, 43, 83
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### Socio-economic compliance

419-1	Non-compliance with laws and regulations in the social and economic area	No incidence on non-compliance in the reporting year	
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# THANK YOU!

*YOU SURE HAVE A HEART  
SO YOU MUST HAVE SOME BLOOD TO DONATE*

*LET YOUR BLOOD RUSH IN  
WHEN SOMEONE'S LIFE IS RUNNING OUT*



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