



22<sup>nd</sup> July, 2024

BSE Limited  
Corporate Relationship Department  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai 400 001.  
**Scrip Code: 532538**

The Manager  
Listing Department  
The National Stock Exchange of India Limited  
"Exchange Plaza", Bandra-Kurla Complex,  
Bandra (East), Mumbai 400 051.  
**Scrip Code: ULTRACEMCO**

**Sub:** Business Responsibility and Sustainability Report for the financial year ended 31<sup>st</sup> March, 2024

**Ref.:** a. Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations")  
b. ISIN: INE481G01011

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Dear Sirs,

In terms of Regulation 34(2)(f) of the Listing Regulations, attached is the Business Responsibility and Sustainability Report which forms part of the Company's Integrated and Sustainability Report for the financial year ended 31<sup>st</sup> March, 2024.

The Report is also available on the Company's website at:

- <https://www.ultratechcement.com/investors/financials>

This is for your information and records please.

Thanking You,

Yours faithfully,

Sanjeeb Kumar Chatterjee  
Company Secretary and Compliance Officer

Cc:  
Luxembourg Stock Exchange  
BP 165 / L – 2011 Luxembourg  
Scrip Code:  
US90403E1038 and US90403E2028

Singapore Exchange  
11 North Buona Vista Drive, #06-07  
The Metropolis Tower 2, Singapore 138589  
ISIN Code:  
US90403YAA73 and USY9048BAA18



**UltraTech Cement Limited**

## Business Responsibility & Sustainability Report

### SECTION A: GENERAL DISCLOSURES

#### I. DETAILS

1. Corporate Identity Number (CIN) of the Listed Entity	L26940MH2000PLC128420
2. Name of the Listed Entity	UltraTech Cement Limited
3. Year of incorporation	24 <sup>th</sup> August, 2000
4. Registered office address	B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
5. Corporate address	B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
6. E-mail	<a href="mailto:brr.utcl@adityabirla.com">brr.utcl@adityabirla.com</a>
7. Telephone	+91 22 6691 7800 / 2926 7800
8. Website	<a href="http://www.ultratechcement.com">www.ultratechcement.com</a>
9. Financial year for which reporting is being done	1 <sup>st</sup> April, 2023 to 31 <sup>st</sup> March, 2024
10. Name of the Stock Exchange(s) where shares are listed	- BSE Limited - National Stock Exchange of India Limited
11. Paid-up Capital	₹ 2,88,69,20,050
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sanjeeb Kumar Chatterjee Company Secretary B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093 Tel.: 022-66917800 Email: <a href="mailto:brr.utcl@adityabirla.com">brr.utcl@adityabirla.com</a>
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a consolidated basis, except for Principle 6 where disclosures are made only for cement manufacturing plants and bulk terminals.
14. Name of assurance provider	BDO India LLP
15. Type of assurance obtained	Reasonable Assurance of BRSR Core Indicators

#### II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing of Clinker, Cement and RMC	~98

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cement and Clinker	2394	~90

### III. OPERATIONS

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

Location	Number of plants	Number of offices	Total		
National	24	Integrated Cement Units;	1	Registered Office;	454
	29	Grinding Units;	1	Central Marketing Office;	
	1	White Cement Unit;	8	Zonal Marketing Offices.	
	3	Wall Care Putty;			
	7	Bulk Terminals;			
	307	Ready Mix Concrete Units;			
	73	Building Product Division Units.			
International	1	Clinkerisation Unit;	-		6
	4	Grinding Units;			
	1	Bulk Terminal.			

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

##### a. Number of locations

Locations	Number
National (No. of States)	28 States and 6 Union Territories
International (No. of Countries)	4 Countries

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

- 0.5%

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

- Individual Home Builders; Dealers; Real Estate Developers; Infrastructure Companies; Institutional Buyers

### IV. EMPLOYEES

#### 20. Details as at the end of Financial Year 2023-24:

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

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	17,917	16,757	94	1,160	6
2.	Other than Permanent (E)	6,304	5,927	94	377	6
3.	<b>Total employees (D + E)</b>	24,221	22,684	94	1,537	6
<b>WORKERS</b>						
4.	Permanent (F)	5,753	5,740	99	13	0.22
5.	Other than Permanent (G)	53,130	51,969	98	1,161	2
6.	<b>Total workers (F + G)</b>	58,883	57,709	98	1,174	2

b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	32	31	97	1	3
2.	Other than Permanent (E)	3	3	100	0	0
3.	<b>Total differently abled employees (D + E)</b>	35	34	97	1	3
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	27	27	100	0	0
5.	Other than permanent (G)	3	3	100	0	0
6.	<b>Total differently abled workers (F + G)</b>	30	30	100	0	0

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30
Key Management Personnel*	3	-	-

\*Includes 2 Executive Directors and Company Secretary

22. Turnover rate for permanent employees and workers: (Disclose trends for the past 3 years)

	FY 2023-24			FY 2022-23			FY 2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	10.10	14.05	10.68	9.85	15.39	10.52	9.31	15.82	9.75
<b>Permanent Workers</b>	5.37	-	5.20	5.09	-	4.96	7.05	-	6.80

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Grasim Industries Limited	Holding	57.27	S. No. 1:
2	Bhagwati Limestone Private Limited	Subsidiary	100.00	Grasim Industries Limited
3	Gotan Lime Stone Khanij Udyog Private Limited	Subsidiary	100.00	follows its separate business
4	Harish Cement Limited	Subsidiary	100.00	responsibility initiatives.
5	UltraTech Cement Lanka (Pvt.) Limited	Subsidiary	100.00	S. Nos. 2 to 8:
6	UltraTech Cement Middle East Investments	Subsidiary	100.00	The Company's business
7	UltraTech Nathdwara Cement Limited*	Subsidiary	100.00	responsibility initiatives
8	Letein Valley Cement Limited#	Subsidiary	100.00	apply to its subsidiaries.
9	Aditya Birla Renewable Energy Limited	Associate	26.00	
10	Aditya Birla Renewables SPV1 Limited	Associate	26.00	
11	ABREL (Odisha) SPV Limited	Associate	26.00	
12	ABREL Green Energy Limited	Associate	26.00	
13	ABREL (MP) Renewables Limited	Associate	26.00	
14	ABREL (RJ) Projects Limited	Associate	26.00	
15	Bhaskarpara Coal Company Limited	Associate	47.37	
16	Madanpur (North) Coal Company Private Limited	Joint Venture	11.17	

\* Amalgamated with the Company w.e.f. 20<sup>th</sup> April, 2024

# W.e.f. 16<sup>th</sup> January, 2024.

## VI. CSR DETAILS

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes  
(ii) Turnover (in ₹) : 69,809.53 crores  
(iii) Net worth (in ₹) : 60,282.42 crores

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2023-2024			FY 2022-2023		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities		-	-	-	-	-	-
Investors (other than shareholders)	Yes. The Company has a grievance redressal mechanism in place, details whereof are available at <a href="https://www.ultratechcement.com/corporate/investors/corporate-governance">https://www.ultratechcement.com/corporate/investors/corporate-governance</a>	-	-	-	-	-	-
Shareholders		108	2	-	98	6	-
Employees and workers		1,146	109	-	1,495	8	-
Customers		1,632	49	-	931	22	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

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

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

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Health & safety	Risk	The Company places great importance on Health and Safety. It endeavors to make the work place safe for all employees, thereby enhancing their well being and productivity.	UltraTech follows 'Zero harm culture'. Some initiatives are: - 'Pratibimb' (Cluster head conducting walk through inspections across Units); Contractor connects initiatives, viz. 'Hamein apki parva hain'. Investigation, Digitalisation, Corrective and Preventive actions.	Negative

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Circularity/ Sustainable Material Innovation	Opportunity	Circularity helps the Company to save on natural resources. Using alternative fuels, help the Company in lowering the clinker factor and alternative fuels help reduce the use of fossil fuels and reduce GHG emission.		Positive
3	Sustainable Products	Opportunity	Products that are low on resource utilisation and help customers achieve their sustainability goals will help in achieving sustainability in the Company's value chain.		Positive
4	Energy Management & Efficiency	Opportunity	Enhancing the energy efficiency and reducing its consumption provides an opportunity to reduce CO <sub>2</sub> emissions		Positive
5	GHG Emissions (Carbon Intensive Sector; Carbon Tax)	Risk	In cement manufacturing limestone is major material and fuel is required for heating. CO <sub>2</sub> is released from calcination of limestone and combustion of fuel, which lead to global warming. GHG emission may impact business continuity and cause business disruption.	To mitigate the risk, the Company has set voluntary targets to reduce emissions by 27% and 69% for scope 1 and scope 2, respectively, by 2032 from 2017 as the base year, which SBTi validates. The Company focuses on an enhanced circular economy, 100% energy transition, a new product portfolio, and exploring and piloting the CCU technologies through the GCCA consortium to find economical and technical viable options to achieve net Zero by 2050.	Negative

S. No.	Material Issue Identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Sustainable Supply Chain (Local sourcing)	Opportunity	Scope 3 reduction and implementation of sustainable mining practices.		Positive
7	Customer Centricity	Opportunity	Customer focus is paramount for the Company. Meeting the demands of the customers and engaging with them help the Company maintain goodwill and enhance brand value.		Positive
8	Technology Transformation	Opportunity	Greater brand value and customer preference for the Company's products.		Positive

### SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVEGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

- P1 Business should conduct and govern themselves with Ethics, Transparency and Accountability
- P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3 Businesses should promote the wellbeing of all employees
- P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised
- P5 Businesses should respect and promote human rights
- P6 Business should respect, protect, and make efforts to restore the environment
- P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8 Businesses should support inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	Policies can be found on <a href="https://www.ultratechcement.com/corporate/investors/-/corporate-governance">https://www.ultratechcement.com/corporate/investors/-/corporate-governance</a>								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company expects its value chain partners to adhere to the Company's enlisted policies in all their dealings with the Company.
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000; ISO 14000; OHSAS 18000; ISO 45000; ISO 50000; SA 8000; UNGC Guidelines; GRI Standards; BIS Standards; ILO Principles; WBCSD; IGBC GreenPro
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	For commitments, goals and targets relating to Environment and Social, please refer to Targets and Achievements section of the Integrated and Sustainability Report FY 2023-24
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	

**Governance, leadership and oversight**

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure):	Please refer to the message of the Managing Director forming part of this Integrated and Sustainability Report.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<b>Mr. K.C.Jhanwar</b> DIN: 01743559 Designation: Managing Director Telephone: 022 66917800 email: <a href="mailto:brr.utcl@adityabirla.com">brr.utcl@adityabirla.com</a>
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Risk Management and Sustainability Committee. The Committee comprises of: - Mrs. Sukanya Kripalu, Independent Director - Mr. K. C. Jhanwar, Managing Director - Mr. Atul Daga, Whole-time Director and Chief Financial Officer For further details, please refer to the Report on Corporate Governance forming part of the Integrated and Sustainability Report

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9

Performance against above policies and follow up action	Committees of the Board	Annually																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committees of the Board	Quarterly																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	<b>P 1</b>	<b>P 2</b>	<b>P 3</b>	<b>P 4</b>	<b>P 5</b>	<b>P 6</b>	<b>P 7</b>	<b>P 8</b>	<b>P 9</b>
	Yes, assured by an independent agency (Ernst and Young Associates LLP).								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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

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

**Essential Indicators:**

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	1	All	100
Key Managerial Personnel ("KMPs")	2	All	100
Employees other than BoD and KMPs	5	All	84
Workers	1	All	100

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	Not Applicable

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

Yes. The policy is available on the Company's weblink - <https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/anti-money-laundering-and-anti-bribery-and-corruption-policy-old.pdf>. It is applicable to all employees and sets out steps employees must take to avoid being implicated for money laundering and to prevent the Company's involvement in any activity relating to bribery, facilitation payments, or corruption, even where the involvement may be un-intentional.

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

Case Details	FY 2023-24	FY 2022-23
Directors		
KMPs		
Employees	Nil	Nil
Workers		

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

	FY 2023-24		FY 2022-23	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

Not Applicable

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods / services procured) in the following format:

Case Details	FY 2023-24	FY 2022-23
Number of days of accounts payables	53.41	50.01

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2023-24	FY 2022-23
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	2.12%	4.13%
	b. Number of trading houses where purchases are made from	268	224
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	92%	94%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	58%	59%
	b. Number of dealers / distributors to whom sales are made	34,971	33,890
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	2.72%	2.64%

Parameter	Metrics	FY 2023-24	FY 2022-23
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.28%	0.23%
	b. Sales (Sales to related parties / Total Sales)	0.03%	0.03%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.23%	0.17%
	d. Investments (Investments in related parties / Total Investments made)	11.75%	12.01%

Leadership Indicators:

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value) of business done with such partners) under the awareness programmes
~1,64,746	Good construction practices, site demonstration on efficient usage of cement and other building products, benefits of the Company's GreenPro certified cement and products, plant visits showcasing the Quality Assurance/Quality Control measures, sustainability initiatives taken during cement manufacturing, etc. Various aspects of Green Home construction like GreenPro certified products, home plans for better light and ventilations, Green practices like Rainwater Harvesting, etc.	40-42

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

Yes, the Company has a code of conduct for the Board and Senior Management pursuant to the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations").

Further, the Board Members and KMPs confirm, at the beginning of every financial year and as and when there is any change in such interest, that there was no material, financial and commercial transactions with the Company, where they have interest that may have any potential conflict.

The Directors do not participate in agenda items at the Board/ Committee meetings in which they are interested or deemed to be interested.

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

Essential Indicators:

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

	FY 2023-24	FY 2022-23	Details of improvements in environmental and social impacts
R&D	39.37	23	Green concrete, low water requirement concrete, improvement in energy efficiency, and others.
Capex	2.44	12	Energy efficiency, waste heat recovery, renewable energy, air emission control, alternative fuel handling systems, rainwater harvesting, STP installments and enhanced safety systems.

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

b. If yes, what percentage of inputs were sourced sustainably? 42%

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

The products manufactured by the Company do not contain plastics, e-waste, and hazardous waste. The plastic packaging used by the Company is recovered as per Guidelines of Central Pollution Control Board and Ministry of Environment, Forest and Climate Change, in line with Company's Extended Producer Responsibility (EPR) plan.

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

Yes, Extended Producer Responsibility (EPR) is applicable to the Company. The waste collection plan is in line with the EPR plan submitted to concerned authorities.

**Leadership Indicators:**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format:**

NIC Code	Name of product/ service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
2394	Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag Cement, Composite Cement	96.88	Cradle-to-Gate	Yes	<a href="https://api.environdec.com/api/v1/EPDLibrary/Files/f23f7e4e-486b-4dd4-acff-08da599e304a/Data">https://api.environdec.com/api/v1/EPDLibrary/Files/f23f7e4e-486b-4dd4-acff-08da599e304a/Data</a>

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

Name of product/ service	Description of the risk/ concern	Action Taken
Ordinary Portland Cement, Portland Pozzolana Cement, Portland Slag Cement, Portland Composite Cement	<ul style="list-style-type: none"> <li>Abiotic depletion - elements and fossils</li> <li>Global warming potential – high Green House Gases (GHG) emissions</li> </ul>	<ul style="list-style-type: none"> <li>Use of alternative fuels and raw materials, including waste and recycled materials to reduce dependence on natural resources</li> <li>Transition to renewable energy and recovery of waste heat to produce power and reducing dependence on Thermal Power Plants.</li> <li>Low carbon products - Reducing clinker content in cement</li> <li>Investment in R&amp;D for technological advancements to achieve carbon neutrality</li> </ul>

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2023-24	FY 2022-23
Recycled and reused material from alumina and steel industry and other sources	20.85	20.60

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

	FY 2023-24			FY 2022-23		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (Including packaging)*	Nil	Nil	1,26,883	Nil	Nil	1,34,388
E-waste	Not applicable			Not applicable		
Hazardous waste	Not applicable			Not applicable		
Other Waste	Not applicable			Not applicable		

\*Data representative of plastic packaging only.

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

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

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

**Essential Indicators:**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	16,495	16,495	100	16,495	100	-	-	16,495	100	-	-
Female	1,138	1,138	100	1,138	100	1,138	100	-	-	-	-
<b>Total</b>	<b>17,633</b>	<b>17,633</b>	<b>100</b>	<b>17,633</b>	<b>100</b>	<b>1,138</b>	<b>6</b>	<b>16,495</b>	<b>94</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	5,925	5,925	100	5,925	100	-	-	-	-	-	-
Female	377	377	100	377	100	377	100	-	-	-	-
<b>Total</b>	<b>6,302</b>	<b>6,302</b>	<b>100</b>	<b>6,302</b>	<b>100</b>	<b>377</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

#Data specific to India

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

Category	% of workers# covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
<b>Permanent workers</b>											
Male	5,740	5,740	100	5,740	100	-	-	-	-	-	-
Female	13	13	100	13	100	13	100	-	-	-	-
<b>Total</b>	<b>5,753</b>	<b>5,753</b>	<b>100</b>	<b>5,753</b>	<b>100</b>	<b>13</b>	<b>0.23</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers#</b>											
Male	49,127	28,775	59	29,839	61	-	-	-	-	-	-
Female	1,089	486	45	492	45	1,089	100	-	-	-	-
<b>Total</b>	<b>50,216</b>	<b>29,261</b>	<b>58</b>	<b>30,331</b>	<b>60</b>	<b>1,089</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

#Data specific to India

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

	FY 2023-24	FY 2022-23
Cost incurred on well- being measures as a % of total revenue of the company	0.18%	0.18%

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

Benefits <sup>#</sup>	FY 2023-24			FY 2022-23		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	NA	1.85	Yes	NA	4.6	Yes
Others – please specify	Superannuation : 8 NPS : 8	-	Yes	Superannuation : 15 NPS : 5	-	Yes

<sup>#</sup>Data specific to India

## 3. Accessibility of workplaces

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

Yes, we provide equal opportunity to disabled employees. Operations and office premises are accessible to differently abled employees and workers.

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

The Company is committed to being an equal opportunity employer and ensures an inclusive workplace for all its employees. The Company's anti-harassment and anti-discrimination policy highlights that it provides equal opportunity to all, without discriminating on any grounds, be of gender, age, sex, religion, cultural background, health or medical condition, physical ability, appearance, marital status, etc. The policy is uploaded on the Company's website at: [https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/Anti-Harassment%20and%20Discrimination%20Policy\\_2021.pdf](https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/Anti-Harassment%20and%20Discrimination%20Policy_2021.pdf)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	95	89	NA	NA
Female	100	81	100	100
<b>Total</b>	95	89	100	100

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	1) Arranging Toolbox Talk (TBT) across Units. 2) Compulsory shop floor visits by Employee Relations team under Employee Relations Aapke ke Dwar an initiative where concerns relating to working conditions and wellness issues are heard and addressed.
Other than Permanent Workers	3) Monthly meetings with Unions at the Units.
Permanent Employees	Xpedite - Employee Grievance Handling Process – an online tool where employees can raise their grievances, which are heard and addressed.
Other than Permanent Employees	HR@desk - an initiative to listen to employee grievances, wherein the HR team visit various departments to listen to and resolve concerns.

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

Category <sup>#</sup>	FY 2023-24			FY 2022-23		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	5,508	4,722	86	5,852	4,554	78
- Male	5,495	4,710	86	5,839	4,544	78
- Female	13	12	92	13	10	77

<sup>#</sup>Data specific to India

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

Category	FY 2023-24					FY 2022-23				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	16,757	7,945	47	14,045	84	16,010	5,944	37	11,835	74
Female	1,160	430	37	1,044	90	812	201	25	674	83
<b>Total</b>	17,917	8,375	47	15,089	84	16,822	6,145	37	12,509	74
<b>Workers</b>										
Male	5,740	4,363	76	2,280	40	6,085	5,963	98	2,113	35
Female	13	11	85	6	46	13	13	100	12	92
<b>Total</b>	5,753	4,374	76	2,286	40	6,098	5,976	98	2,125	35

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	16,757	16,173	97	15,327	15,327	100
Female	1,160	1,084	93	605	605	100
<b>Total</b>	17,917	17,257	96	15,932	15,932	100
<b>Workers</b>						
Male	5,740	3,969	69	6,085	6,085	100
Female	13	12	92	13	13	100
<b>Total</b>	5,753	3,981	69	6,098	6,098	100

## 10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage of such system?
  - Yes. 95% of the Company's Units are ISO 45001 certified for implemented occupational health and safety management systems covering all elements of Plan-Do-Check-Act (PDCA) cycle.



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

The Company conducts detailed hazard identification and risk assessment (HIRA). Risk score of routine as well as non-routine activity is calculated by multiplying assigned scores of exposure (E), Severity (S) and Probability (P). If the risk score is higher than tolerable limit considering existing control measures, additional control measures are applied based on hierarchy of control (elimination, substitution, engineering control, administrative control, and PPE in descending order). The aim is to ensure the reduction of all work-related risks to ALARP (as low as reasonably practicable). In addition to this, Company uses other tools like HAZOP, Bow-Tie etc. to conduct critical process-safety related hazard identification and risk assessment.

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

Yes. Workers are encouraged to report work-related hazards and unsafe conditions, if any, at various forums. They are also included in teams for conducting Hazard Identification & Risk Assessment and their inputs are considered while applying risk control measures.

Moreover, with an aim to reach out to every person and make them aware that they can act as whistle blowers to save lives, an exclusive safety toll free number has been made available 24x7. This has acted as an effective deterrent against engaging in high-risk activities without taking requisite safety precautions. The concerns voiced are addressed keeping the caller's identity anonymous.

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

Yes. Doctors and other health care service providers are available to cater to the non-occupational medical needs of employees and workers.

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

Safety Incident/Number*	Category	FY 2023-24	FY 2022-23
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.12	0.21
	Workers	0.07	0.07
Total recordable work-related injuries	Employees	11	9
	Workers	44	34
No. of fatalities	Employees	0	0
	Workers	5	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	5	8
	Workers	15	12

\*Including the contract workforce, excluding third-party

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

Safety and health of all working for and on behalf of the Company remains the most important focus area as the Company's core belief is "Life is precious, and we care for it". In addition to reinforcing life-saving rules, the Company adopted innovative solutions aided by advanced technologies for effective management of risks. As a result, 94% of the Units remained free from serious incidents and could maintain as low as 0.07 Lost Time Injury Frequency Rate (LTIFR). To ensure that the organizational objective of "Zero harm" gains momentum, several interventions have been driven that are pivoted on:

- Manage critical risks.
- Extend engagement and care.

A plethora of interventions have been made under each of the above-mentioned focus areas to make workplaces safer. Please refer to the safety section of Management Discussion and Analysis.

To strengthen behavioural safety, following interventions have been initiated / planned:

- Visible Felt Leadership trainings conducted for new leaders. Total 5 sessions conducted covering 172 leaders.
- Safety Incubation Centres (SIC) planned at 13 Units to improve quality of training for workers and front-line executives and ensure reduction of "at risk behaviours" through continuous monitoring at ground, proper analysis and initiating corrective measures.
- Proactive consequence management strengthened to reduce unsafe behaviour.

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

	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	55	2	-	172	19	-
Health & Safety	27	5	-	92	17	-

#### 14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by the Company, 80% by third party
Working Conditions	100% by the Company, 80% by third party

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

- While the Company is focused on implementing and strengthening controls related to Fatal-4 elements, as accidents related to Gas Cylinder Management were witnessed, it has strengthened actions to ensure safety in complete supply chain of Gas Cylinder management right from re-fillers to transport, storage, handling, and usage. Implementation of guidelines is being monitored on periodic basis and training is provided across the Company.
- In addition, the Company has conducted Safety workshop with all Safety Leaders to formulate strategy for achieving Zero Harm. Brainstorming and action planning has been done for bringing effectiveness and quality in key safety initiatives (Walk Through Inspection, Safety Observation) and to proactively identify and mitigate other key risks.
- It has strengthened safety induction process to effectively train new as well as existing employees to improve risk perception.
- Description, photograph / diagram of past serious incidents along with recommended corrective and preventive actions are shared with all Units in the form of red corner notices (RCN) with instruction to communicate to all concerned and implement those to prevent recurrence of similar incidents. In addition, 3D-animated videos in English, Hindi and 8 regional languages on serious incidents are shown at Units to make employees and contractual workers clearly understand about how and why those happened so that they can take requisite precautions to avoid recurrence in future. Multiple posters and signage are displayed across sites.
- Each Unit must report the implementation status of those recommended actions in monthly safety MIS to the Central safety team. Systems are in place for physical verification of implementation of those recommendations by respective cluster safety heads and central safety team during plant visits.

- Board-level incident investigation sub-committee also track implementation status of recommended corrective actions through periodic review. Effectiveness of corrective actions and measures are discussed in the various committee meetings.
- Basis identification of significant risks through incident investigations, walk through inspections, independent third-party safety assessment are conducted at Units. Requisite risk control measures are applied from time to time. Special emphasis has been laid to effectively drive implementation of four fatality prevention elements, viz., work at height safety, conveyor safety, electrical safety and hot material safety. To name a few risk control applications, elimination of serious work at height risk through application of drone, installation of mistake-proof guard with interlock, robust access control and mandatory usage of arc flash suit for electrical safety, putting barriers and mandatory usage of hot material resistant PPE are in place. To ensure adequate competence of employees engaged in critical operations, e-learning modules on Coal mill, Boilers, operations having likelihood of hot material exposure, Management of Change and Electrical arc flash developed and uploaded in LMS platform with institutionalisation of a system that all employees involved in these operations need to mandatorily get themselves qualified through test after going through these courses.
- Workshop conducted with process heads covering process safety checks and their monitoring for AFR, coal handling circuits. Training by third parties and experts also being provided.

**Leadership Indicators:**

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

(A) Employees - (Y) (B) Workers - (Y).

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

The Company conducts regular structured audits for compliance. Also, monthly bills of the contractors are scrutinized through a well-defined check list to detect any non-compliance.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023-24*	FY 2022-23	FY 2023-24*	FY 2022-23
Employees	- 0 Fatality - 5 Lost work case (LWC)	- 0 Fatalities - 8 LWC	LWC - all injured person resumed duty.	LWC - all injured person resumed duty.
Workers	- 5 Fatality - 15 LWC	- 1 Fatalities - 12 LWC	Fatalities - 3 cases: compensation paid and employment provided to legal heirs of respective deceased persons. 2 cases: compensation paid to the family. LWC - all injured person resumed duty.	Fatality - spouse of the deceased person provided employment. LWC - all injured person resumed duty.

\*Including contract workmen and excluding third party

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

As an organisation, the Company eases employees' retirement process by providing retirement planning support. Retiring employees can give their preference of location to settle down post-retirement and the goods transportation for the employees is undertaken in terms of the mobility policy. However, programs to facilitate continued employability is not a part of this support.

**5. Details on assessment of value chain partners**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Around 75% contractors- through Pre-qualification (PQ) score and Contractor field safety audit (CFSA)
Working Conditions	

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

- Contractor Field Safety Audits (CFSA) done across Units to identify and set right unsafe acts and conditions during various activities performed by contractual workforce. The evaluation outcome in terms of severity index (SI) is communicated to the respective contractors by engaging them in periodic contractor safety committee meetings.
- Contractors Connect Initiative (CCI) continued throughout the year with a focus to find out 'What is not going well' on safety front by questioning contractors across different Units. Basis interaction through "Real Wear", a head mounted device used for video-enabled interaction from remote location), Unit Heads and Functional Heads post their unbiased observations and recommendations on the central repository. Concerned auditee Unit takes corrective and preventive action without undue delay. The sense of being cared for by senior management has increased among contractors.
- With an aim to ensure that contractual workforce who are involved in day-to-day jobs easily understand the related safety nuances, job-specific immersive training is imparted before deployment. For this, Virtual Reality (VR)-enabled safety training on 40 modules is imparted that put learners in places and situations they are likely to encounter on the job and experience how their actions affect outcomes, all in a safe environment.
- To inculcate five safe behaviors as the last line of defense among front line employees and workers, behavioral safety training program coined "Panchsheel" launched and driven across Units covering around 24,000 persons. Adherence to safe operating procedure by contract workforce has improved significantly. Pictorial SOPs on high-risk activities are used, which the contract workforce can follow for executing critical activities easily.
- Apart from the above-mentioned interventions, drivers of all incoming and outgoing vehicles at all Units are trained through standard and easily understandable Do's and Don'ts in Hindi and English.

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

**Essential Indicators:**

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

- Please refer to the Stakeholder Engagement section forming part of this Integrated and Sustainability Report.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channel Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Industry Associations	No	<ul style="list-style-type: none"> <li>Meetings</li> <li>Website</li> <li>Integrated and Sustainability Report</li> </ul>	Annually and as and when required	Information exchange on key sustainability parameters
Shareholders, Lenders & Investors	No	<ul style="list-style-type: none"> <li>General meetings</li> <li>Investor meetings</li> <li>Integrated and Sustainability Report</li> <li>Investor Presentation</li> <li>One-on-One meetings</li> </ul>	Quarterly; Annually and as and when required	The Company engages with all its stakeholders. It helps to enrich business conduct by understanding their priorities and addressing their queries and concerns.
Government and Regulatory Authorities	No	<ul style="list-style-type: none"> <li>Integrated and Sustainability Report and regulatory filings</li> <li>Facility inspections</li> <li>One-on-One meetings</li> </ul>	Annually / Quarterly / Monthly and as and when required	Good governance practice; community engagement; regulatory compliance; environmental initiatives. Assessing upcoming regulations to mitigate regulatory risks.
Employees	No	<ul style="list-style-type: none"> <li>Internal communication platforms</li> <li>Townhalls</li> </ul>	Daily	Employee engagement is an on-going exercise conducted throughout the year. The Company has also set up a formal mechanism for this – the Vibes employee survey, which includes all its employees.
Community	Yes	<ul style="list-style-type: none"> <li>Community visits &amp; meetings</li> <li>Surveys</li> <li>Workshops</li> </ul>	Periodic	Support the stakeholder / identified communities by empowerment and productivity improvement through programmes on education, health and sustainable livelihood.
Customers	Yes	<ul style="list-style-type: none"> <li>Company website</li> <li>Product Campaigns</li> <li>Surveys</li> <li>Grievance Redressal</li> </ul>	Periodic	Evaluating satisfaction level of customers using Net Promoter Score (NPS) methodology. Understanding customer preference, and shift in awareness.
Suppliers and Contractors	Yes	<ul style="list-style-type: none"> <li>Review Meetings</li> <li>Vendor Interactions</li> <li>Performance reports</li> <li>Feedback and grievance forms</li> </ul>	Periodic	Engagement with suppliers and contractors by adhering to the supply chain code of conduct, thereby developing long-term business relationships and mitigating supply chain risks.

### Leadership Indicators:

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

The Company's Mission - To deliver superior value to our stakeholders on the four pillars of:

Sustainability | Innovation | Team Empowerment | Customer Centricity.

As a step in this direction, the Company engages with stakeholders as an ongoing process - be it investors; lenders; analysts; shareholders; employees; customers; suppliers and other channel partners.

This enables the Company to feel the pulse of stakeholders, their expectations, and aspirations. Feedback received during interactions with stakeholders are deliberated by the management team and implemented, where appropriate.

The Board and relevant Committees are briefed about the interactions with the stakeholders and action implemented.

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

Stakeholders form an integral part of the Company's business. Consultations are in the form of investor meetings; employee engagement; vendor / dealer meets; inter-action with host communities; training programs, among others.

The Company is committed to driving sustainability. It is focusing on reducing the carbon emissions by several ways. The decarbonisation framework includes driving efficiency improvements, introducing new technologies for reducing carbon footprint, using alternative energy, recovering waste heat, increasing renewables in the energy mix, introducing green product continuously in the portfolio, adopting circularity, reducing water usage, and improving biodiversity. It also has effective community management and human rights management.

The Company benchmarks its sustainability practices with global players through Global Cement and Concrete Association (GCCA). As the founding member of the GCCA, the Company has played a pivotal role in launching GCCA's India operations and exploring the new technology adoption possibilities.

The Company undertakes its social initiatives under the aegis of The Aditya Birla Centre for Community Initiatives and Rural Development, under the able leadership of Mrs. Rajashree Birla. The key focus areas are education, healthcare, women-empowerment, sustainable livelihood, infrastructure, and social reform.

It follows a bottom-up approach for all social projects. All projects are planned in consultation with the community. The process involves interacting with them and understanding their challenges and issues. We interact with village panchayats and prepare a list of requirements based on in-depth focused discussions. Implementation and monitoring of a project is a mutual responsibility of the community and the team. Regular community stakeholder meetings are held to ensure appropriate implementation process is followed. Once the project achieves a status of self-sustenance, ownership is transferred to the villagers. This transfer of responsibility ensures a culture of empowerment and self-reliance.

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

The Corporate Social Responsibility ("CSR") projects of the Company aim to focus on a social transformation in the life of its disadvantaged, vulnerable and marginalised stakeholders. The Company ensures that the CSR funds are utilised in an optimum manner that uplifts the weaker sections of the society.

The Company works towards overall development of the way of life of the communities around its Units, most of which are in distant rural areas and tribal belts. It reaches out to more than 1.8 million people across 500 villages spanning 16 states.

It works to actively contribute to the social and economic development of communities in which it operates. The details of projects undertaken under CSR activities towards vulnerable / marginalised stakeholder groups are provided in the Social Report section of this Report.

## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators:

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

Category	FY 2023-2024			FY 2022-2023		
	Total (A)	No. of employee / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	17,917	-	-	10,277	210	2
Other than permanent	6,304	-	-	937	-	-
<b>Total Employees</b>	24,221	-	-	11,214	210	2
<b>Workers</b>						
Permanent	5,753	-	-	5,858	-	-
Other permanent	53,130	-	-	38,981	-	-
<b>Total Workers</b>	58,883	-	-	44,839	-	-

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

Category <sup>#</sup>	FY 2023-24					FY 2022-23				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
<b>Permanent</b>	17,633	-	-	17,633	100	16,545	-	-	16,545	100
Male	16,495	-	-	16,495	100	15,747	-	-	15,747	100
Female	1,138	-	-	1,138	100	798	-	-	798	100
<b>Other than Permanent</b>	6,302	-	-	6,302	100	7,985	315	4	7,670	96
Male	5,925	-	-	5,925	100	7,636	310	4	7,326	96
Female	377	-	-	377	100	349	5	1	344	99
<b>Workers</b>										
<b>Permanent</b>	5,508	-	-	5,508	100	5,852	-	-	5,852	100
Male	5,495	-	-	5,495	100	5,839	-	-	5,839	100
Female	13	-	-	13	100	13	-	-	13	100
<b>Other than Permanent</b>	52,878	26,719	51	26,159	49	38,981	19,100	49	19,881	51
Male	51,718	25,810	50	25,908	50	37,929	18,311	48	19,618	52
Female	1,160	909	78	251	22	1,052	789	75	263	25

<sup>#</sup>Data representative of employees enrolled in domestic business only.

3. Details of remuneration/salary/wages<sup>#</sup>

#### a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
Board of Directors (BoD)*	5	₹ 1,26,00,000	3	₹ 1,30,00,000
Key Managerial Personnel (KMP)**	3	₹ 9,16,39,015	-	-
Employees other than BoD and KMP	16,491	₹ 9,50,283	1,138	₹ 7,00,000
Workers	5,495	₹ 6,27,867	13	₹ 3,47,542

<sup>#</sup>Data specific to India

\* Excludes 2 Executive Directors

\*\* Includes 2 Executive Directors and Company Secretary

- b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	3.91	3.14

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

- Yes

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

The Company is committed to providing a safe and conducive work environment to its employees and workers. Employees are encouraged to share their concerns with their reporting managers and also reach out to the Human Resource department for the same. The Code of Conduct for Employees and the Whistle Blower Policy allows employees to report any kind of suspected or actual misconduct in the Company in an anonymous manner.

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

Category	FY 2023-24			FY 2022-23		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	11	2	Report finalisation in progress	6	2	Report finalisation in progress
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:**

	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	11	6
Complaints on POSH as a % of female employees / workers*	0.94	0.27
Complaints on POSH upheld	9	3

\*Representative of only permanent female employees and workers.

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

- POSH Committee
- Employee Relations Aapke Dwar
- Tool box talk
- Shop Floor Committee meeting
- Monthly meeting with Union

Provisions of the POSH Act 2013 are rigorously implemented to safeguard the complainants from any adverse consequences in matters of sexual harassment. Some examples are – Interim relief to the complainant, restraining order issuance to the respondent (if needed), emphasis on the status of IC as a quasi-judicial body etc.

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

- Yes

**10. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100
Forced/involuntary labour	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others – please specify	NA

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

- Regular education, awareness and training.

**Leadership Indicators:**

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

- Implementation and Adherence of Human Resource Policy.
- 'Xpedite' – online grievances handling tool for workmen at shopfloor

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

Human Rights due diligence covered all facets of human rights which provides discrimination against caste, prohibiting child labour, extra forceful working hours, among others.

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

- Yes, operations and office premises are accessible to differently abled employees and workers.

**4. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100
Others – please specify	NA

**5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

Implementation and adherence of Human Rights Policy.

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

**Essential Indicators:**

**1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023-24	FY 2022-23
<b>From renewable sources</b>		
Total electricity consumption (A) (TJ)	2,132.78	1,244.90
Total fuel consumption (B) (TJ)	5,725.00	-
Energy consumption through other sources (C) (TJ)	-	-
<b>Total energy consumed from renewable sources (A+B+C) (TJ)</b>	<b>7,857.78</b>	<b>1,244.90</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (TJ)	14,725.04	6,259.02
Total fuel consumption (E) (TJ)	2,97,367.74	2,81,080.00
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F) (TJ)</b>	<b>3,12,092.78</b>	<b>2,87,339.02</b>
<b>Total energy consumed (A+B+C+D+E+F) (TJ)</b>	<b>3,19,950.56</b>	<b>2,88,583.92</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (kJ/ rupee)	451.22	462
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP) (MJ/USD)	10.00	10.30
<b>Energy intensity in terms of physical output (TJ/ tonne of cementitious material)</b>	0.00270	0.00277
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

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

Yes, 40 manufacturing units comprising of integrated units and grinding units have been declared as DCs under various PAT cycles. In the reporting year, 9 grinding units of the Company had completed their cycle and undergone performance verification (M&V). 2 of these 9 units shall purchase the required ESCerts to fulfill their obligation.

Further, energy saving initiatives were identified during energy audits and their progress is monitored quarterly and annually.

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

Parameter	FY 2023-24	FY 2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	50,44,121	61,87,900
(ii) Ground water	56,57,952	50,60,817
(iii) Third party water	4,84,894	3,14,715
(iv) Sea water / desalinated water	11,68,849	10,06,003
(v) Others	1,54,22,980	1,50,53,366
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,77,78,796</b>	<b>2,76,22,801</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,71,03,472</b>	<b>2,62,11,862</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations) (l/ rupee)	0.0382	0.0414
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP) (l/USD)	0.847	0.936
<b>Water intensity in terms of physical output</b> (consumption kl/ tonne of cementitious material)	0.229	0.252

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

In some of the manufacturing locations there is no access to river/surface water. while we have increased the production (brown field expansion) the requirement is met through ground water.

To counter the same, we will be taking water from our exhausted mine pit in due course of time thus lowering our dependence on ground water.

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0

Parameter	FY 2023-24	FY 2022-23
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

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

Yes, mechanism for zero liquid discharge is implemented at 100% cement manufacturing units and bulk terminals.

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

Parameter	Please specify unit	FY 2023-2024	FY 2022-2023
NO <sub>x</sub>	Tonnes	91,993.86	84,169.11
SO <sub>x</sub>	Tonnes	29,333.00	13,145.82
Particulate matter (PM 2.5)	Tonnes	8,126.00	3,227.46
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Increased NO<sub>x</sub> and SO<sub>x</sub> is due to increased production and increased power requirement from TPP which is based on fossil fuel.

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

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 emissions*</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub>	7,12,37,860.00	6,25,30,455.00
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub>	18,84,386.58	16,95,035.71
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	kg CO <sub>2</sub> / rupee	0.103	0.103

Parameter	Unit	FY 2023-24	FY 2022-23
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	kg CO <sub>2</sub> /USD	2.286	2.292
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	kg CO <sub>2</sub> /tonne of cementitious material	618.17	618.00

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

Scope 1 & 2 have increased due to increased production WHICH in line with growth aspirations of UltraTech. Long term mitigation measures are being worked on, which is evident in net zero road map in alignment with GCCA.

\*Reporting criteria derived from GHG Protocol and GCCA's Cement CO<sub>2</sub> and Energy Protocol, Version 3.1.

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

The Company is committed to GCCA's net-zero concrete roadmap by 2050. The Company also has targets to reduce 27% of its Scope 1 emission intensity and 69% of its Scope 2 emission intensity by 2032 from base year 2017, validated by Science Based Targets initiative (SBTi). Under GHG emission reduction initiatives, Company has implemented various projects in areas of energy efficiency, circular economy, low carbon products development, renewable energy and waste heat recovery and is exploring other technological advancements including kiln electrification, carbon capture and storage.

We have signed an agreement with Coolbrook, a Finnish company, to deploy their patented RotoDynamic Heater™ (RDH) for large-scale kiln electrification technology. Using 100% renewable energy, the heat-generating capabilities of RDHTM units were demonstrated in real-time in the lab trial conducted by Coolbrook.

We are also engaging with various start-ups through the GCCA Innovation Challenge program. We have joined several industry consortium to explore and pilot new technologies to accelerate our decarbonisation journey through carbon capture, utilisation and development of alternative supplementary cementing materials (SCMs), as well as alternative calcination technologies and processes.

Our R&D is also focused on developing low-carbon cement and concrete products. Our researchers are exploring new ways to develop green concrete, aimed at reducing our carbon footprint and conserving natural resources by using various SCMs, including C&D wastes.

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

Parameter	FY 2023-24	FY 2022-23
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,286	1,198
E-waste (B)	175	232
Bio-medical waste (C)	2	3
Construction and demolition waste (D)	-	-
Battery waste (E)	181	130
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,225	1,032
Other Non-hazardous waste generated (H) (Metal scrap, cable/ wire scrap, rubber waste, refractory, fly ash, bed ash, rejected screening material from mines, STP Sludge and others)	27,07,527	55,151
<b>Total (A + B + C + D + E + F + G + H)</b>	<b>27,10,396</b>	<b>57,746</b>

Parameter	FY 2023-24	FY 2022-23
<b>Waste intensity per rupee of turnover</b> (Total waste generated/ Revenue from operations) (kg/rupee)	0.0038	-
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP) (kg/USD)	0.085	-
<b>Waste intensity in terms of physical output (tonnes/ tonne of cementitious materials)</b>	0.023	-
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

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

Category of waste	FY 2023-24
(i) Recycled	52,564
(ii) Re-used	26,57,830
(iii) Other recovery operations	-
<b>Total</b>	<b>27,10,394</b>

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

Category of waste	FY 2023-24
(i) Incineration	2
(ii) Landfilling	-
(iii) Other disposal operations	-
<b>Total</b>	<b>2</b>

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

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

- The Company encourages circularity across its operations. 98% of the waste generated by the Company (including fly ash, STP sludge and rejected screening material) is reused in its operations and production process. The remaining 1.9% waste is recycled through authorized recyclers in an eco-friendly manner. A miniscule quantity of 2 metric tonnes of bio- medical waste (~0.0001% of total waste generated) is disposed through incineration.
- Hazardous waste generated by the Company constitutes only 0.05% of the total waste. Through rigorous trainings and capacity building, the Company has been able to reduce its hazardous waste generation to minimum quantity possible in industrial operations.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Jafrabad Cement Works Village - Babarkot, Taluka - Jafrabad, Dist. - Amreli, Gujarat - 365 540	Limestone Mines and captive Jetty-CRZ Area	Yes
2	Sewagram Cement Works Village- Vayor, Taluka- Abdasa, Dist.- Kutch, Gujarat - 370 511	Limestone Mines and captive Jetty- CRZ Area	Yes
3	Gujarat Cement Works Village- Kovaya, Taluka- Rajula, Dist.- Amreli, Gujarat - 365 541	Limestone Mines and captive Jetty- CRZ Area	Yes
4	Sidhi Cement Works Village: Beghwar, P.O.: Bharatpur, Tehsil: Rampur Naikin, District: Sidhi, Madhya Pradesh - 486 776	Unit is falling in Forest Area and Wild Life Clearance for Cement Plant, CPP and 7 existing mines have been obtained	Yes
5	Baga Cement Works Village: Baga, P.O.: Kandhar, Tehsil: Arki, District: Solan Himachal Pradesh - 171 102	Unit is falling in Forest Area and Forest clearance has been obtained for Plant and Mines	Yes

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

Sr no	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
1	Nathdwara Cement Works	EIA Notification 2006	26.04.2023	Yes	Yes	<a href="https://parivesh.nic.in">https://parivesh.nic.in</a>
2	Pali Cement Works	EIA Notification 2006	11.08.2023	Yes	Yes	<a href="https://parivesh.nic.in">https://parivesh.nic.in</a>
3	Sikandrabad Cement works	EIA Notification 2006	22.09.2023	Yes	Yes	<a href="https://parivesh.nic.in/">https://parivesh.nic.in/</a>
4	Nawalgarh Cement Works	EIA Notification 2006	02.01.2024	Yes	Yes	<a href="https://parivesh.nic.in">https://parivesh.nic.in</a>

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

Yes, the Company is compliant with all the applicable environmental law/regulations/guidelines in India and across its international operations.

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

Leadership Indicators:

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

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

- Name of the area: Shambhupura (Rajasthan), Tadipatri (Andhra Pradesh), Kovaya (Gujarat), Nathdwara (Rajasthan), Neem Ka Thana (Rajasthan) and Kharia Khangar (Rajasthan).
- Nature of operations: Cement manufacturing.
- Water withdrawal, consumption and discharge in the following format

Parameter	FY 2023-24	FY2022-23
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	1,76,900	3,02,311
(ii) Groundwater	13,43,858	15,38,839
(iii) Third party water	-	-
(iv) Seawater / desalinated water	15,56,989	-
(v) Others (Rainwater)	15,61,556	23,40,581
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>46,39,303</b>	<b>41,81,731</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>33,81,111</b>	<b>39,40,839</b>
Water intensity per rupee of turnover (Water consumed / turnover) (l/rupee)	0.005	0.0307
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) Into Groundwater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) Into Seawater	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
(v) Others	0	0
No treatment	0	0
With treatment – please specify level of treatment	0	0
<b>Total water discharged (in kilolitres)</b>	<b>0</b>	<b>0</b>

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

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023-24	FY2022-23
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	82,50,584.95	42,04,917.64
<b>Total Scope 3 emissions per rupee of turnover</b>	kg CO <sub>2</sub> / rupee	0.011	0.0067

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

We have increased the coverage of Scope 3 disclosures from 5 categories in FY23 to 7 categories in FY24.



**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Impacts:

- Habitat degradation and loss of vegetation cover.
- Noise and associated ground vibration impact the lower vertebrate, mainly the ground dwelling reptiles and small mammals.
- Change in the normal behaviour in the form of restricting the movements, feeding, resting and breeding activities of major faunal groups of the project area.

Prevention and remediation:

Biodiversity impact assessment has been conducted at our sites. Various remedial measures have been suggested by the report which is in the process of implementation through biodiversity management committee formed at sites.

Salient points which are being worked upon are:

- Creating awareness amongst employees and local communities through capacity building sessions, introductory workshops, installing biodiversity information poster in the ecologically sensitive areas etc.
- Habitat management through management of invasive species, conservation of vegetation cover, and off-setting habitat loss.
- Prevention of human-animal conflict, identification of potential mortality sites, installation of reflective signboards, training security staff for situations of animal encounter to ensure safety of fauna.
- Controlled blasting and upgradation to new noise-free technology.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transition to green energy – Utilisation of renewable energy and recovered waste heat to substitute electricity generated through thermal power plants.	-	Avoided Scope 1 GHG emissions renewable energy in FY 7,18,666 tCO <sub>2</sub> Avoided Scope 1 GHG emissions through waste heat recovery in FY 24: 16,04,6416 tCO <sub>2</sub>
2	Low carbon products: production of blended cements by substituting clinker with supplementary cementitious materials like fly ash, slag etc.	-	Avoided Scope 1 GHG emissions through blended cements in FY 1,97,14,158 24:
3	Recycle and reuse of water at all sites	-	Zero liquid discharge

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

The Company has a business continuity and robust disaster management plan thoroughly implemented at each Unit. Disaster management plan, health and safety protocols and adequate communication protocols during extreme weather events ensure safety at sites and minimize the impact on workforce. Annual weather forecasts are considered to mitigate risk of delays in sourcing of fuels due to natural calamities. Insurance coverage is in place to protect against damages to business assets or loss of materials in warehouses or transit due to extreme weather events.

The Company's Units are spread across the country. If a manufacturing Unit faces business disruption or shutdown due to extreme weather events, alternative Units in other locations can serve the respective customer. Widespread logistics network with warehouses across different parts of the country enable flexibility in the Company's operations and ensure business continuity.

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

The Company has vast integrated value chain extending from mines to packed cement bags with interconnected network of mines, suppliers, jetties, manufacturing units, railway yards, warehouses and network of dealers and retailers. Transportation, handling and storage of raw materials, fuels and other additives used in the process impact environment in negative ways. Such material tends to impact environment during cement manufacturing process too.

The Company has continuously followed circularity principles and continues to work towards it. This helps us to be more sustainable in terms of low natural resource utilisation, save on the extraction, environmental impact of transportation on GHG and air pollution. We have able to utilize 33.64 million tonnes of recycled and alternative raw materials in cement production in FY 24 along with 100% fly ash utilisation from own power plants in cement making thus saving environment in a big way.

We are committed to reduce our GHG emissions from our process and we have made significant process as compared to base year of 2017. Our net CO<sub>2</sub> emission intensity has decreased from 632 kg/tonne of cementitious products (in 2017) to 556kg/tonne of cementitious products (12% reduction from base year) this year, which is in line with our target reducing 27% carbon intensity by 2032. This has been possible due large influx of Renewable energy to substitute the fossil fuel-based energy and optimization of our manufacturing process.

Transportation related environmental impact is a major point in our downstream operation. The Company is working to deploy electric trucks for the same which will nullify the environmental impacts in a large way.

The Company has also launched Sustainable supply chain framework and code of conduct for our suppliers in FY 24. This is aided by self-assessment questionnaire (SAQ) which is monitored by third party. Based on the responses in SAQ, corrective and preventive action plan is formulated with the supplier to minimize the impact on environment and biodiversity.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts. - 42%**

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

**Essential Indicators:**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Federation of Indian Chambers of Commerce and Industry	National
2	Confederation of Indian Industry	National
3	Global Cement and Concrete Association	Global
4	Global Cement and Concrete Association, India	National
5	Federation of Indian Mineral Industries	National

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

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

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

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

**PRINCIPLE 8 Businesses should promote inclusive growth and equitable development****Essential Indicators:****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

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

Social Impact Assessment (SIA) is the part of EIA study conducted for obtaining Environmental Clearance for greenfield and brownfield projects. The Company has undertaken 4 SIAs during financial year 2023-24. The Company actively contributes to the social and economic development of the communities in which it operates.

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
1	Kujota, R & R, Kotputli	Rajasthan	Jaipur (Rural)	540	34	6 crores

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

As a part of the CSR Policy, the Company proactively meets the community representatives and marginal stakeholders. The Company has a designated office and team at each Unit. Each need is noted, analysed and a feasible solution is implemented.

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

	FY 2023-2024	FY 2022-2023
Directly sourced from MSMEs/ small producers	11%	13.9
Directly from within India	69%	68

**5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2023-2024	FY 2022-2023
Rural	47.02%	46.95%
Semi-urban	5.93%	5.92%
Urban	8.71%	8.98%
Metropolitan	38.33%	38.15%

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

Details of negative social impact identified	Corrective action taken
	None

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

S No.	State	Aspirational District	Amount spent (in INR)
1	Uttar Pradesh	Sonebhadra	2.6 crores
2	Rajasthan	Siroh	3.10 crores

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

No

**(b) From which marginalised /vulnerable groups do you procure?**

Not Applicable

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

Not Applicable

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

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

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

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

**6. Details of beneficiaries of CSR Projects:**

Sr. No.	CSR Projects	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Education (Sector-1)	1,56,803	More than 80 %
2.	Health (Sector-2)	4,80,980	More than 80 %
3.	Sustainable Livelihood (Sector-3)	1,79,075	More than 90 %
4.	Infrastructure Development (Sector-4)	5,32,327	More than 80%
5.	Social Empowerment (Sector-5)	4,58,729	More than 80%

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

**Essential Indicators:**

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

- The Company is a Customer Centric organisation designed to enrich customers' experience. The Company has a highly experienced technical team that provides on-site support and demonstration through mobile testing vans. There's an effective complaint handling procedure that facilitates prompt logging, investigation, resolution, and closure.
- Customers can register their complaints through various modes viz. dealers, Company team, Company Website, Contact Centre. Upon receipt of the customer complaint, the technical personnel attend and address the complaint within 24 hours. Most of the complaints are closed within 72 hours. It is ensured that all the complaints are closed to the fullest customer satisfaction with a formal complaint closure documentation. In addition to this, all the complaints are registered in Technical Force Automation system from where the complaint status is monitored on monthly basis.
- The Company has a Customer Care Centre which seeks feedback from customers after every transaction (product query, complaint, and services). This Centre is also a means for anyone who wants to connect with the Company. This helps the Company to understand the emotion and pain points of all users which in turn gives insight to deliver what is best for the business.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	
Safe and responsible usage	The Company's products confirm to all applicable statutory parameters.
Recycling and/or safe disposal	

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

	FY 2023-2024		Remarks	FY 2022-2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	All services are value added voluntary services. No essential services					
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	24	15	-	24	15	All legal notices received during the year have been successfully closed. The pending matters are consumer complaints filed before various consumer forums. The matters are being heard by the respective forums as per the due process of law and are at different stages of resolution.

	FY 2023-2024		Remarks	FY 2022-2023		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Other	29	26	All legal notices received during the year have been replied to. The pending matters are consumer complaints filed before various consumer forums. The matters are being heard by the respective forums as per the due process of law and are at different stages of resolution.	-	-	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Nil

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

Yes. The same is available on the Company's website at <https://www.ultratechcement.com/content/dam/ultratechcementwebsite/pdf/policies/cyber-security-and-data-privacy-policy.pdf>

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

- Marketing - All communication has necessary disclaimer as per Advertising Standards Council of India and Bureau of Indian Standards guideline
- Legal - Data Privacy: the Company is compliant with all applicable data protection and privacy laws in India. It has incorporated relevant clauses to ensure protection of data in all standard agreements.
- IT - None

**7. Provide the following information relating to data breaches:**

- Number of instances of data breaches along-with impact - Nil
- Percentage of data breaches involving personally identifiable information of customers - Nil
- Impact, if any, of the data breaches - Not applicable

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

Weblink for information on products and services:

Website : <https://www.ultratechcement.com>

Regular information on products are shared on:

Facebook : <https://www.facebook.com/UltraTechCementLimited>

YouTube : <https://www.youtube.com/c/UltraTechCementLimited>

Twitter : <https://twitter.com/UltraTechCement>

LinkedIn : <https://www.linkedin.com/company/ultratechcement/>

Instagram : <https://www.instagram.com/ultratech.cement>

Mobile Apps for Utec – A total Home Building Solutions Provider available on Android Playstore & iOS.

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

- Promotion of good construction practices and good product usage during meetings.
- Skill building workshops for masons, contractors.
- Product demos on sites.
- Mobile concrete lab testing services for material and concrete testing.
- Conduct regular workshops for individual home builders on product applications, aspects of home construction.
- DIY videos, apps and videos on product applications, good construction practices development available on YouTube, app stores, website etc.

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

Not Applicable.

**4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**

No.

**Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Brand Track Study: The Company carries out a brand health study regularly across urban and rural markets. The study is conducted by globally renowned research agency - Ipsos India Pvt. Ltd., for tracking performance of brands on various metrics across multiple segments (consumers, influencers and channel partners). Three rounds of the brand health study were done in FY24.

The Company also conducts a Customer Loyalty/Net Promoter Score (NPS) study once in 2 years with the institutional customers. The latest round of the NPS study was carried out in FY24 by Dun & Bradstreet Information Services India Pvt. Ltd.