EVOLVE TODAY
SECURE
THE TOMORROW

13th Corporate Sustainability Report 2016-17

Shree Cement
Shree Cement Limited (SCL) has evolved from rough times and knows how to turn odds into its favor. On the brink of uncertain future, gloomed with climate change & global warming, SCL has been a front runner with its aggressive and agile strategies. It has garnered opportunities while implementing advanced & efficient technologies to secure future. The operational activities at SCL have continued to be an evolutionary trajectory from the triple bottom line perspective – Environment (control of dust emissions, waste heat recovery systems, air cooled condensers etc.), Social (employability training etc.) and Economic (one time dividend, creation of jobs etc.). SCL has prepared its sustainability report as per GRI Standards released on 19th October 2016.
Shree Cement Limited (SCL) has evolved from rough times and knows how to turn odds into its favor. On the brink of uncertain future, gloomed with climate change & global warming, SCL has been a front runner with its aggressive and agile strategies. It has garnered opportunities while implementing advanced & efficient technologies to secure future. The operational activities at SCL have continued to be an evolutionary trajectory from the triple bottom line perspective – Environment (control of dust emissions, waste heat recovery systems, air cooled condensers etc.), Social (employability training etc.) and Economic (one time dividend, creation of jobs etc.). SCL has prepared its sustainability report as per GRI Standards released on 19 October 2016.

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Shree Philosophy</td>
<td>05</td>
</tr>
<tr>
<td>Message from the Management</td>
<td>06</td>
</tr>
<tr>
<td>Aligning with the Sustainable Development Goals</td>
<td>14</td>
</tr>
<tr>
<td>Shree Cement at a Glance</td>
<td>20</td>
</tr>
<tr>
<td>Report Profile</td>
<td>22</td>
</tr>
<tr>
<td>Manufacturing Units</td>
<td>25</td>
</tr>
<tr>
<td>Awards and Recognitions</td>
<td>26</td>
</tr>
<tr>
<td>Targets and Performance</td>
<td>29</td>
</tr>
<tr>
<td>Corporate Governance</td>
<td>30</td>
</tr>
<tr>
<td>Risk Management</td>
<td>37</td>
</tr>
<tr>
<td>Stakeholder Engagement</td>
<td>39</td>
</tr>
<tr>
<td>Materiality Assessment</td>
<td>42</td>
</tr>
<tr>
<td>Economic Performance</td>
<td>44</td>
</tr>
<tr>
<td>Environmental Performance</td>
<td>50</td>
</tr>
<tr>
<td>Efficient Resource Management</td>
<td>54</td>
</tr>
<tr>
<td>Energy Management</td>
<td>56</td>
</tr>
<tr>
<td>Water Management</td>
<td>60</td>
</tr>
<tr>
<td>Managing Impact on Biodiversity</td>
<td>62</td>
</tr>
<tr>
<td>Emissions Management</td>
<td>64</td>
</tr>
<tr>
<td>Waste Management</td>
<td>68</td>
</tr>
<tr>
<td>Compliance</td>
<td>70</td>
</tr>
<tr>
<td>Employee Well-being</td>
<td>72</td>
</tr>
<tr>
<td>Worker Health and Safety</td>
<td>84</td>
</tr>
<tr>
<td>Responsible Supply Chain</td>
<td>91</td>
</tr>
<tr>
<td>Local Community Development</td>
<td>94</td>
</tr>
<tr>
<td>Annexures</td>
<td>109</td>
</tr>
<tr>
<td>GRI Standards Content Index</td>
<td>111</td>
</tr>
<tr>
<td>IFC Performance Indicators 2016-17</td>
<td>117</td>
</tr>
<tr>
<td>CSI Key Performance Indicators</td>
<td>118</td>
</tr>
<tr>
<td>Assurance Statement</td>
<td>120</td>
</tr>
<tr>
<td>SCL Policies</td>
<td>123</td>
</tr>
<tr>
<td>Feedback</td>
<td>129</td>
</tr>
</tbody>
</table>
HIGHLIGHTS OF OUR EVOLUTIONARY JOURNEY FOR 2016-17

Top 100
Best Places to Work
Top 5 in the manufacturing and production sector

Tribute paid to the National Fire Fighters on 14th April 2016

SA8000 compliant suppliers

Over 35% of total suppliers are based locally

80,722 hours of training provided to employees

Presence of health and safety committees across all sites

Vendor CoC (code of conduct) in place at a group level

Schedule VII, of the Companies Act 2013 compliant CSR activities

85 score received out of 100 in the trust index survey

1310 number of training programmes

900+ safety inspections conducted

10+ countries, where SCL’s suppliers are based

₹192.9 million CSR spent during FY 2016-17

5,801.39 revenue million from operations for 2016-17

29.3 MTPA cement production capacity

9.04% increase in the median remuneration of employees

Dividend of ₹140 per share was provided to shareholders for FY 2016-17

94,965.2 million revenue from operations for 2016-17

Top 100 Best Places to Work
Top 5 in the manufacturing and production sector

- Experiential learning with over 80,000 hours of training
- 1310 training programmes
- 85 score out of 100 in the trust index survey
- 900+ safety inspections
- 10+ countries for SCL’s suppliers
- ₹192.9 million spent on CSR
- ₹5,801.39 million revenue from operations
- 9.04% increase in median remuneration

- 94,965.2 million revenue from operations
- 29.3 MTPA cement production capacity
- 100% Health & Safety coverage
- 5,801.39 revenue million from operations for 2016-17

- Schedule VII, of the Companies Act 2013 compliant CSR activities
- ₹9.52 million incurred on training

- OHSAS 18001 certification in all locations
- 123 number of critical suppliers identified
- 31.47% of total spent on promoting education
- 38.79% of total CSR spent on rural development projects

- Experimenting with new ideas to improve continuously
- Striving to take risk for adding value to the business
- Believing in each other with mutual respect
- Promoting honest and open communication
- Building an environment of freedom with responsibility

- Passion for Efficiency Care
- Trust and Support
- Creativity and Innovation Simplify
- Dynamism

- Ensuring optimum outcome in everything we do at work
- Achieve our targets consistently with minimal costs
- Being compassionate towards our communities and our environment
- Working together as one family.

- Connect personally with each other
- Demonstrating humane touch in the way we work
- Prioritizing opportunities and challenges to enable swift decision making
- Being flexible in our approach to find effective business solutions

- Extracting the essence and keeping communication simple
THE SHREE PHILOSOPHY

“Let noble thoughts come to us from all over the world”.

At SCL, we believe in imbibing and extending these noble thoughts across all our functions.

We call it The Shree Philosophy, which makes us an organization that is

- Quality and Energy Conscious, Customer Responsive
- Socially Responsive, Investor Rewarding
- Employee and Environment Friendly, Sustainable Organisation

OUR VALUES, OUR OPERATING STRENGTHS

<table>
<thead>
<tr>
<th>Passion for Efficiency</th>
<th>Care</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ensuring optimum outcome in everything we do at work</td>
<td>Being compassionate towards our communities and our environment</td>
</tr>
<tr>
<td>Achieve our targets consistently with minimal costs</td>
<td>Working together as one family. Connect personally with each other</td>
</tr>
<tr>
<td>Trust and Support</td>
<td>Demonstrating humane touch in the way we work</td>
</tr>
<tr>
<td>Believing in each other with mutual respect</td>
<td>Dynamism</td>
</tr>
<tr>
<td>Promoting honest and open communication</td>
<td>Prioritizing opportunities and challenges to enable swift decision making</td>
</tr>
<tr>
<td>Building an environment of freedom with responsibility</td>
<td>Being flexible in our approach to find effective business solutions</td>
</tr>
<tr>
<td>Creativity and Innovation</td>
<td>Simplify</td>
</tr>
<tr>
<td>Experimenting with new ideas to improve continuously</td>
<td>Extracting the essence and keeping communication simple</td>
</tr>
<tr>
<td>Striving to take risk for adding value to the business</td>
<td></td>
</tr>
</tbody>
</table>
MESSAGE FROM THE MANAGEMENT
At SCL, we believe in evolving with times. We always are in line with the Nation’s and Government’s priorities. With the Government emphasis on structuring the nation’s infrastructure viz highways, rural roads, smart cities, Swachh Bharat Abhiyan and most recently high-speed bullet train, we have moved in tandem to become the third largest cement producer in India starting with a modest 0.6 million tons in 1986 to 29.3 million tons in FY 2016-17.

We have a dream of becoming a truly pan India cement producer. Besides our established market presence in North India we are expanding in Eastern India and exploring newer markets.

Our commitment towards being known as a high quality and cost efficient cement manufacturer involves dedicated measures towards continual improvement in the manufacturing process, health and safety of our employees, conservation of natural resources, use of energy efficient technologies & techniques and constant innovation.

Power and fuel account for a major share in the operational expenditure of cement manufacturing. We believe in investing in R&D and encourage an atmosphere of innovation. Use of technologies like Waste Heat Recovery systems to substitute captive power generation and installation of solar power system showcase our efforts towards diversifying our energy mix.

We also believe in constantly sharing our success with our stakeholders and keeping them updated. Our 13 consecutive sustainability report is another step in our efforts towards sharing our growth and expansion story.

SCL’s journey has been a dynamic one and we believe that continual improvement in everything is the key to our success. We have overcome the various economic and other challenges over the last decade to be among the top three cement producers in India owing to our culture of evolution.

SCL was the first Indian cement company to join the Cement Sustainability Initiative (CSI) of World Business Council for Sustainable Development (WBCSD) and the first global cement company to register its project waste heat recovery system under the Clean Development Mechanism of the United Nations Framework Convention on Climate Change (UNFCCC). I am proud of the fact that Carbon Disclosure Project (CDP) has rated us 2nd highest on carbon-related metrics in the world cement industry.

SCL started Sustainability Reporting at a time when such reporting was not common. We supported and assimilated the local communities around our operational units in ways that included training of farmers in good agricultural practices, educating girls via our initiative titled “Shree Ki Pathshala” and carrying out skill development and vocational training of youth among other initiatives. Our efforts are in sync with government initiatives on Skill Development etc.

SCL has been a recipient of awards like the Bhamashaha Samman for Corporate Social Responsibility by the Government of Rajasthan and national level Excellence in Community Impact by the Society of Human Resource Management this year.

We ensure that reporting our CSR activities also includes our vision towards our responsible business strategy. SCL has been ranked 8th out of 217 companies surveyed for a sustainability leadership survey titled India’s ‘Top companies in sustainability and CSR’. The study is in its 3rd year and is conducted by a partnership between Economic times, Futurescape and IIM Udaipur. We have also been recognized for our reporting by awards this year such as Sustainability Disclosure Leadership Award 2016 by World CSR Congress and Certificate for Asia’s Best Sustainability Report Awards 2016.

I am proud to present before you SCL’s 13th Sustainability Report showcasing our evolution across our three decades long journey to ensure a secure and better tomorrow. This report is in line with the GHG Protocol Standards under the newly released GRI Standards.

B. G. Bangur
Chairman
At SCL, we believe in evolving with times. We always are in line with the Nation’s and Government’s priorities. With the Government emphasis on structuring the nation’s infrastructure viz highways, rural roads, smart cities, Swachh Bharat Abhiyan and most recently high-speed bullet train, we have moved in tandem to become the third largest cement producer in India starting with a modest 0.6 million tons in 1986 to 29.3 million tons in FY 2016-17.

We have a dream of becoming a truly pan India Cement producer. Besides our established market presence in North India we are expanding in Eastern India and exploring newer markets.

Our commitment towards being known as a high quality and cost efficient cement manufacturer involves dedicated measures towards continual improvement in the manufacturing process, health and safety of our employees, conservation of natural resources, use of energy efficient technologies & techniques and constant innovation.

Power and fuel account for a major share in the operational expenditure of cement manufacturing. We believe in investing in R&D and encourage an atmosphere of innovation. Use of technologies like Waste Heat Recovery systems to substitute captive power generation and installation of solar power system showcase our efforts towards diversifying our energy mix.

We also believe in constantly sharing our success with our stakeholders and keeping them updated. Our 13th consecutive sustainability report is another step in our efforts towards sharing our growth and expansion story.

H. M. Bangur
Managing Director

"We have a dream of becoming a truly pan India cement producer"
A great company is recognized when it rewards its stakeholders and constantly improves environment within its sphere of influence.

Our constant persistence to overcome challenges motivates us to outperform ourselves every year. We believe planning is the most important pillar for sustainable future for any organization. From operating a single cement plant with two units in Rajasthan, we now operate three integrated cement plants at Beawar, Ras and Raipur and seven grinding units spread across the North and East of India in the states of Rajasthan, Uttarakhand, Bihar, Haryana and Uttar Pradesh.

We are also now entering the Southern region of the country through our upcoming integrated cement plant in Gulbarga, Karnataka. Plans are also on anvil to expand production capacity of our existing units at Aurangabad, Suratgarh and Raipur. Through this, we intend to increase our production capacity exponentially to 40 million TPA by the year 2020 from the existing 29.3 million TPA. We plan to continue with our strategy of organic growth by building greenfield cement plants.

Our regional expansion increase in production capacity, initiatives in cost cutting, backed by the promise of delivering quality cement through our multiple brands have increased our profitability in the last few years. This year we have recorded sales of INR 94,965.2 million and our operating profit for this year is a healthy INR 28,749.4 million.

With rapid economic growth, we have ensured that we give back to society as well. Sustainability is enshrined in our ethos and we encourage better initiatives every year to improve impact on social development. Our contribution towards CSR initiatives is INR 192.9 million during the reporting period. Towards sustainability, we are taking consistent strides in improving our performance and reducing our carbon footprint with every passing year while expanding our operations. While we focus on walking the sustainable path, we also are on track towards achieving of Sustainable Development Goals (SDGs) adopted by UN member states in 2015 and our contribution is in 16 goals out of the 17 Sustainable Development Goals (SDGs) of the United Nations.

Prashant Bangur
Jt. Managing Director

“Outperform for sustainable future with constant persistence”
ADOPTING AND ASSIMILATING NEW TECHNOLOGY

At SCL, we believe that adaptation is necessary for an organization to keep abreast with changing business and market conditions. However, only those organizations that adapt quickly become sector leaders. In a rapidly changing world, technology upgradation at regular intervals is the need of the hour to reduce adverse environmental impacts and increase positive impacts.

Our strategies and actions reflect our commitment towards ensuring sustainability of our operations. Installation of waste heat recovery systems, improving ESP efficiency & dust collection systems, installation of bag houses, introducing air cooled condensers instead of conventional water coolers, increasing utilization of fly ash in the process of cement manufacturing, replacing obsolete preheaters are some of the measures we have taken to improve our process and energy efficiency over the past few years. We have also installed a 62 kW solar power plant as part of our steady move towards increasing utilization of cleaner forms of energy in our business operations. In this we are in sync with the government’s policy and initiatives in renewable energy.

We are constantly guided by our vision to create prosperity and happiness for every stakeholder, through innovation and sustainable practices.

Our efforts have received national and international recognition from various organizations such as International Benchmarking firm Whitehopleman, UK which has awarded SCL a 5-star rating last year*. Our Ras and Beawar mines have also received a 5-star rating this year from the Indian Bureau of Mines for our implementation of sustainable development framework.

We have installed captive power plants to improve quality of power. The capacity of our power generation is 607 MW. Our waste heat recovery systems are capable of contributing 111 MW to our total captive power generation. We are happy to share that our Beawar and Ras integrated cement plants meet their electricity needs by generating electricity from waste heat.

A culture of innovation would not be possible if it weren’t for encouragement being given to our employees to freely voice their opinions, suggest improvements and highlight concerns. We also reward our employees handsomely for taking initiatives towards improving process. We believe in competing against ourselves and constantly improving on our own past performance.

“**We are constantly guided by our vision to create prosperity and happiness for every stakeholder**”

P. N. Chhangani
President (Works)

---

*Whitehopleman is an international benchmarking firm that reviews cement plants worldwide and gives star ratings based on energy efficiency, safety, product quality, productivity and environmental impact, among other things.*
Customers are one of our most valued stakeholders. SCL ranks among the top three cement producers in India. Consistently providing high quality products to our customers, trust and loyalty to retain our stakeholders are of prime importance to us.

With India as our focus region, our current presence spans across the North and East parts of the country and we are in the process of entering the southern markets as well. BNP Paribas states our market share in northern India to be 21%*.

During the process of expansion, we are choosing our locations carefully. Our clinkerization units are located close to our mines and our grinding units are located close to markets. This enables us to cut down on transportation costs so we can keep our prices low to cater to any change in demand at earliest.

We have created a product basket that offers three different product brands to meet the needs of different segment in the cement market. The product and its pricing are carefully fine-tuned to earn the satisfaction of every customer segment, thereby offering the ‘right products’ at ‘right price’.

The dynamic nature of Indian markets mandates the need to engage a strong R&D practice and promote product innovation. It is important to foresee changes in the market conditions and we constantly revise our strategies, modify product portfolio, improve product quality and customize our supplies in line with the market conditions and this helps us stay ahead of our competition.

We believe excellent quality coupled with appropriate product pricing is a combination that will guarantee our customers to establish continual engagement with us. SCL leaves no stone unturned in ensuring this combination remains our strength always.

Diwakar Payal
President (Marketing)

---

Customers are one of our most valued stakeholders. SCL ranks among the top three cement producers in India. Consistently providing high quality products to our customers, trust and loyalty to retain our stakeholders are of prime importance to us. With India as our focus region, our current presence spans across the North and East parts of the country and we are in the process of entering the southern markets as well. BNP Paribas states our market share in northern India to be 21%*.

During the process of expansion, we are choosing our locations carefully. Our clinkerization units are located close to our mines and our grinding units are located close to markets. This enables us to cut down on transportation costs so we can keep our prices low to cater to any change in demand at earliest.

We have created a product basket that offers three different product brands to meet the needs of different segment in the cement market. The product and its pricing are carefully fine-tuned to earn the satisfaction of every customer segment, thereby offering the 'right products' at 'right price'. The dynamic nature of Indian markets mandates the need to engage a strong R&D practice and promote product innovation. It is important to foresee changes in the market conditions and we constantly revise our strategies, modify product portfolio, improve product quality and customize our supplies in line with the market conditions and this helps us stay ahead of our competition.

We believe excellent quality coupled with appropriate product pricing is a combination that will guarantee our customers to establish continual engagement with us. SCL leaves no stone unturned in ensuring this combination remains our strength always.

Diwakar Payal
President (Marketing)


ALIGNING WITH THE SUSTAINABLE DEVELOPMENT GOALS
ALIGNING WITH THE SUSTAINABLE DEVELOPMENT GOALS

NO POVERTY
- Financial assistance for agricultural equipment
- Financial support to Below Poverty Line families
- INR 192.9 million spent on CSR activities
- Enlighten many houses
- Implemented Shree Khet Baag Yojna for micro irrigation

ZERO HUNGER
- Distribution of high yielding variety seeds
- Increased farm productivity
- Helped in implementation of government schemes
- Increased earning of farmers with initiatives of government schemes

GOOD HEALTH AND WELL-BEING
- Support Aanganbadis
- Reduced infant mortality rate under Mamta Project
- Village health camps
- Sanitation facility programmes
- Regular health check up of all employees and workers

QUALITY EDUCATION
- Shree Shiksha Yojna
- Shree Ki Pathshala
- Computer education through Jan Shikhsha Sansthan, Ajmer Foundation; National Institute of Information Technology Foundation (NIIT)
- Shree Khel Kud Yojna
GENDER EQUALITY
- Shree Shakti Yojna implemented for women empowerment
- Shree Balika Samraddhi Yojna
- Equal opportunity to everyone
- Policy for women protection

CLEAN WATER AND SANITATION
- Mukhyamantri Jalsavalamban Abhiyan
- Implemented Shree Pay Jal Yojna
- Distribution of water purifiers
- Installation of water tanks and water supply to villages

AFFORDABLE AND CLEAN ENERGY
- Installation of waste heat recovery system to generate green power
- Diversified energy mix
- Installation of solar photo voltaic plant

DECENT WORK AND ECONOMIC GROWTH
- Employability training
- Encouragement of micro enterprises
- Boosted local communities
- Following all government rules and regulations for wages
- Setting up of new units
ALIGNING WITH THE SUSTAINABLE DEVELOPMENT GOALS

INDUSTRY, INNOVATION AND INFRASTRUCTURE
- Implemented Shree Gram Vikas Yojna
- Construction of roads
- Repairing of village infrastructures such as gram panchayat, community centres etc.

REDUCED INEQUALITIES
- Empowering women by training on vocational skills
- Self employed with collective efforts
- Provided employment without barrier of religion, sex etc.

SUSTAINABLE CITIES AND COMMUNITIES
- Contribution towards Swachh Bharat Mission
- Shree Chetna Yojna for Aanganbadi Centre
- Implemented Shree Samaj Seva
- Training to truck drivers for safe transportation

RESPONSIBLE CONSUMPTION AND PRODUCTION
- Encouragement of alternate raw material such as fly ash, bed ash etc.
- Production of synthetic gypsum to reduce dependence on natural gypsum
- Energy reduction

Biodiversity development
- Following new emission standards
- Water pits for bio-diversity conservation
- Green-belt development
- Soil conservation programmes

Human rights policy
- Appropriate functioning of whistle blower mechanism
- Employee code of conduct policy

Partnership with CSI
- Stakeholder engagement
- Customer excellence
REDUCED INEQUALITIES
SUSTAINABLE CITIES AND COMMUNITIES
RESPONSIBLE CONSUMPTION AND PRODUCTION

Implemented Shree Gram Vikas Yojna
Construction of roads
Repairing of village infrastructures such as gram panchayat, community centres etc.

Contribution towards Swachh Bharat Mission
Shree Chetna Yojna for Aanganbadi Centre
Implemented Shree Samaj Seva
Training to truck drivers for safe transportation
Empowering women by training on vocational skills
Self employed with collective efforts
Provided employment without barrier of religion, sex etc.
Encouragement of alternate raw material such as fly ash, bed ash etc.
Production of synthetic gypsum to reduce dependence on natural gypsum
Energy reduction

CLIMATE ACTION
- Biodiversity development
- CO₂ reduction
- Following new emission standards

LIFE BELOW WATER

LIFE ON LAND
- Water pits for bio-diversity conservation
- Green-belt development
- Soil conservation programmes

PEACE, JUSTICE AND STRONG INSTITUTIONS
- Human rights policy
- Appropriate functioning of whistle blower mechanism
- Employee code of conduct policy

PARTNERSHIP FOR THE GOALS
- Partnership with CSI
- Stakeholder engagement
- Customer excellence

Biodiversity development
CO₂ reduction
Following new emission standards

Water pits for bio-diversity conservation
Green-belt development
Soil conservation programmes

Human rights policy
Appropriate functioning of whistle blower mechanism
Employee code of conduct policy

Partnership with CSI
Stakeholder engagement
Customer excellence
SHREE CEMENT OVERVIEW
SCL is a rapidly growing business organisation with its core business operations in cement and power.

### Cement Portfolio

<table>
<thead>
<tr>
<th>Cement Production Capacity</th>
<th>Geographic Reach</th>
<th>Brands</th>
</tr>
</thead>
<tbody>
<tr>
<td>29.3 million tons per annum</td>
<td>Rajasthan, Beawar, Ras, Khushkhera, Suratgarh and Jobner (Jaipur)</td>
<td>Bangur Cement</td>
</tr>
<tr>
<td>Types of products</td>
<td>Uttrakhand, Laksar (Roorkee)</td>
<td>Shree Jung Rodhak Cement</td>
</tr>
<tr>
<td>OPC, PPC, PSC</td>
<td>Bihar, Aurangabad</td>
<td>Rockstrong Cement</td>
</tr>
<tr>
<td></td>
<td>Haryana, Chhattisgarh, Uttar Pradesh</td>
<td></td>
</tr>
</tbody>
</table>

### Power Portfolio

<table>
<thead>
<tr>
<th>Total Power Generation Capacity</th>
<th>Category I Power trading licensee</th>
<th>Notable Recognition</th>
</tr>
</thead>
</table>
## Other Milestones

<table>
<thead>
<tr>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Among the top 3 cement groups in India in terms of production during FY 2016-17</td>
</tr>
<tr>
<td>Market leader in the states of Rajasthan, Delhi, Haryana and Bihar</td>
</tr>
<tr>
<td>Highest 5 star rating – first time to any cement company in the world by Whitehopleman, UK</td>
</tr>
<tr>
<td>Among the top 100 listed companies in India in terms of market capitalisation</td>
</tr>
<tr>
<td>5 star rating for Beawar and Ras limestone mines for sustainable development formulated by Indian Bureau of Mines, Ministry of Mines, Government of India</td>
</tr>
<tr>
<td>Rated second highest on carbon metrics in the world cement industry in CDP’s latest sector report released in June 2016</td>
</tr>
<tr>
<td>Received invitation from Dow Jones Sustainability Index (DJSI) to report under RobecoSAM Corporate Sustainability Assessment 2017</td>
</tr>
</tbody>
</table>

## Membership of Associations

<table>
<thead>
<tr>
<th>Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cement Manufacturers Association (CMA)</td>
</tr>
<tr>
<td>National Council for Cement and Building Materials (NCCBM)</td>
</tr>
<tr>
<td>Confederation of Indian Industry (CII)</td>
</tr>
<tr>
<td>The Energy and Research Institute (TERI)</td>
</tr>
<tr>
<td>Global Reporting Initiative (GRI)</td>
</tr>
<tr>
<td>Cement Sustainability Initiative (CSI) of World Business Council of Sustainable Development (WBCSD)</td>
</tr>
</tbody>
</table>
This is the 13th annual corporate sustainability report which exhibits organizational performance on economic, environmental and social parameters – for the reporting period; 1st April 2016 to 31st March 2017.

This report has been prepared in accordance with the GRI Standards: comprehensive option. Furthermore, other internationally accepted methodologies and guidance such as the International Finance Corporation (IFC), United Nations Global Compact (UNGC), and the World Business Council for Sustainable Development (WBCSD) – Cement Sustainability Initiative (CSI) and National Voluntary Guidelines (NVG) by Ministry of Corporate Affairs (MCA) has been referred for preparation of the report.

The scope of report consists of three integrated plants at Ras, Beawar (including 300 MW Thermal Power Plant - Shree Mega Power) and Raipur, and seven grinding units at Khushkhera, Suratgarh, Jobner in Rajasthan, Roorkee in Uttarakhand, Panipat in Haryana, Aurangabad in Bihar, Bulandshahr in Uttar Pradesh.

Besides the additional grinding unit at Bulandshahr in the reporting boundary, there are no significant changes from previous reporting period in the scope, aspect boundaries and organization structure.

We are in the stage of establishing second unit at Raipur, setting up integrated cement plant in Gulbarga, Karnataka and expansion in Suratgarh and Aurangabad.

There have been no restatements against data and/or claims disclosed in the previous sustainability report. This sustainability report has been assured by KPMG India, an independent third-party consultant who reviewed our materiality, sustainability disclosures, report sections and methodology of data collection and calculation. Please refer to the assurance statement in the annexure for complete assurance details. GRI 102-48
This is the 13th annual corporate sustainability report which exhibits organizational performance on economic, environmental and social parameters – for the reporting period; 1 April 2016 to 31 March 2017.

This report has been prepared in accordance with the GRI Standards: comprehensive option. Furthermore, other internationally accepted methodologies and guidance such as the International Finance Corporation (IFC), United Nations Global Compact (UNGC), and the World Business Council for Sustainable Development (WBCSD) – Cement Sustainability Initiative (CSI) and National Voluntary Guidelines (NVG) by Ministry of Corporate Affairs (MCA) has been referred for preparation of the report.

The scope of report consists of three integrated plants at Ras, Beawar (including 300 MW Thermal Power Plant - Shree Mega Power) and Raipur, and seven grinding units at Khushkhera, Suratgarh, Jobner in Rajasthan, Roorkee in Uttarakhand, Panipat in Haryana, Aurangabad in Bihar, Bulandshahr in Uttar Pradesh.

Besides the additional grinding unit at Bulandshahr in the reporting boundary, there are no significant changes from previous reporting period in the scope, aspect boundaries and organization structure.

We are in the stage of establishing second unit at Raipur, setting up integrated cement plant in Gulbarga, Karnataka and expansion in Suratgarh and Aurangabad.
AWARDS AND RECOGNITIONS

EY Entrepreneur of the Year award to Mr. H.M. Bangur, MD

Golden Peacock Environment Management Award by Institute of Directors

National award for Cost Management by Institute of Cost Accountants of India

Best Employer 2015 Award by the Employees Association of Rajasthan

State Level Bhamashaha Samman for Corporate Social Responsibility 2016 by Government of Rajasthan
AWARDS AND RECOGNITIONS

EY Entrepreneur of the Year award to Mr. H.M. Bangur, MD

Best Employer 2015 Award by the Employees Association of Rajasthan

State Level Bhamashaha Samman for Corporate Social Responsibility 2016 by Government of Rajasthan

Supply Chain and Logistic Excellence (SCALE) Award 2016 by CII

Overall Excellence in Procurement and Outstanding Procurement Team by CPO forum India by Institute for Supply Management and Conference Asia

Environment Excellence Award 2016 under the category "Excellence in Implementation of New Environmental Norms-Existing TPPs" instituted by "Mission Energy Foundation"

Golden Peacock HR Excellence Award for 2016 by Institute of Directors

Golden Peacock Environment Management Award by Institute of Directors


CSR Excellence Award 2017 by Department of Industries, Government of Rajasthan
PARTNERSHIP FOR THE GOALS

AWARDS AND RECOGNITIONS

5 star awarded to Sheopura Kesarpura Limestone Mines by Indian Bureau of Mines (IBM), Ministry of Mines, Government of India under Star Rating System

Certificate for Asia’s Best Sustainability Report

5 star awarded to Nimbeti Limestone Mines by IBM, Ministry of Mines, Government of India under Star Rating System

*Last year reporting was for 9 months

Certificate for Asia’s Best Sustainability Report

5 star awarded to Nimbeti Limestone Mines by IBM, Ministry of Mines, Government of India under Star Rating System

*Last year reporting was for 9 months
## Targets and Performance

<table>
<thead>
<tr>
<th>Material Aspect</th>
<th>Focus Area</th>
<th>Goals 2016-17</th>
<th>Progress 2016-17</th>
<th>Goals 2017-18</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Supply Chain</strong></td>
<td>Vendor audit and assessment</td>
<td>20 more suppliers would be covered under sustainability appraisals i.e. 16.89% of total critical suppliers</td>
<td>Achieved 4 additional suppliers added to critical list of suppliers totaling to 123 suppliers</td>
<td>20 more suppliers would be covered under sustainability appraisals i.e. 16.2% of total critical suppliers</td>
</tr>
<tr>
<td></td>
<td>Sustainability components in all contracts</td>
<td>100% of all contracts</td>
<td>Achieved</td>
<td>100% of all contracts</td>
</tr>
<tr>
<td><strong>Energy and Climate Change</strong></td>
<td>Emissions</td>
<td>To reduce dust emissions by 5%</td>
<td>Dust emissions reduced by 17.8% with respect to last year</td>
<td>To reduce dust emissions by 5%</td>
</tr>
<tr>
<td></td>
<td>Specific GHG emissions per ton of cement</td>
<td>To reduce specific GHG emissions by 2%</td>
<td>41.3% reduction with respect to base year 1990</td>
<td>To reduce specific GHG emissions by 2%</td>
</tr>
<tr>
<td></td>
<td>Specific energy consumptions</td>
<td>To reduce specific electrical energy intensity by 0.5%</td>
<td>Achieved reduction of 2.75% in specific electrical consumption</td>
<td>To reduce specific electrical energy intensity by 0.5%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>To reduce specific thermal energy intensity by 0.2%</td>
<td>Achieved reduction of 2.3% in specific thermal consumption</td>
<td>To reduce specific thermal energy intensity by 0.5%</td>
</tr>
<tr>
<td></td>
<td>Alternate fuel usage</td>
<td>1% of total fuel to be consumed for clinker production</td>
<td>1.2% is achieved</td>
<td>1% of total fuel to be consumed for clinker production</td>
</tr>
<tr>
<td><strong>Water</strong></td>
<td>Specific water withdrawal</td>
<td>To further reduce to 0.5%</td>
<td>8.33% reduction in Specific water withdrawal</td>
<td>To further reduce to 0.5%</td>
</tr>
<tr>
<td></td>
<td>Water recycling</td>
<td>100% use of waste water generated within premises</td>
<td>Achieved. We have zero discharge of waste water</td>
<td>100% use of waste water generated within premises</td>
</tr>
<tr>
<td><strong>Resources</strong></td>
<td>Alternate raw material usage</td>
<td>Increased alternate raw material usage by 1%</td>
<td>Increased usage of alternate raw material by 12.9%*</td>
<td>Increased usage of alternate raw material by 1%</td>
</tr>
<tr>
<td><strong>Employee Training and Development</strong></td>
<td>Training manhours</td>
<td>To achieve 17 man-hours training per employee</td>
<td>Achieved 15.69 man hours per employee</td>
<td>To achieve 16 man-hours training per employee</td>
</tr>
<tr>
<td><strong>Employee Retention</strong></td>
<td>Retention rate</td>
<td>Increase employee retention</td>
<td>Employee retention was 95.3%</td>
<td>Increase employee retention</td>
</tr>
<tr>
<td><strong>Occupational Health and Safety</strong></td>
<td>Fatalities</td>
<td>Ensure zero fatality in all our operations</td>
<td>No fatality in 2016-17</td>
<td>Ensure zero fatality across all units</td>
</tr>
<tr>
<td><strong>Biodiversity</strong></td>
<td>Plantations</td>
<td>Continue to further develop plantation biodiversity across the manufacturing locations by planting 80,000 saplings</td>
<td>Planted 1,88,216 sapling in 2016-17 as compared to 49,655 saplings in 2015-16, which is an increase of 379%</td>
<td>Continue to further plant plantation biodiversity across the manufacturing locations by planting 1,00,000 saplings</td>
</tr>
</tbody>
</table>

*Last year reporting was for 9 months*
CORPORATE GOVERNANCE
CORPORATE GOVERNANCE

At SCL, we have streamlined environmental and social considerations into the long-term business strategy. Vision for sustainable governance begins at the top most level of our organization and is supplemented with a strong internal governance structure and a culture of accountability. The Board has the overall responsibility of guidance and steering through the vision and principle in the conduct and operation of the company and to ensure that they are followed in spirit. To accomplish this purpose, various committees have been constituted by the board which plays a vital role in executing the vision of the board.

“Our Vision"
Lead in creating prosperity and happiness for all stakeholders through innovation and sustainable practices

"Our Guiding Principles"
- Enforce good corporate governance practices
- Encourage integrity of conduct
- Ensure clarity and unambiguity in communication
- Remain accountable to all stakeholders
- Encourage socially responsible behavior

Ethics and Integrity
At SCL, we act with the highest ethical standards and integrity at all times and the same is expected from our business partners. Our Code of Conduct outlines the core principles and philosophy on which the company, board of directors, senior management officials and all other employees, as well the business partners are expected to comply. The day-to-day business operations at SCL are primarily governed by principle of trust which is built on the foundation of ethical practices, transparency, and accountability to both internal and external stakeholders.

Key Coverage Areas

<table>
<thead>
<tr>
<th>ETHICS, TRANSPARENCY AND ACCOUNTABILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAINTAINING VALUES</td>
</tr>
<tr>
<td>BUSINESS INTEGRITY</td>
</tr>
<tr>
<td>FAIR COMPETITION AND ANTI-CORRUPTION</td>
</tr>
<tr>
<td>EQUAL OPPORTUNITIES</td>
</tr>
<tr>
<td>HUMAN RIGHTS</td>
</tr>
<tr>
<td>ACCURACY OF RECORDS AND DISCLOSURES</td>
</tr>
<tr>
<td>STAKEHOLDER ENGAGEMENT</td>
</tr>
<tr>
<td>COMPLIANCE</td>
</tr>
<tr>
<td>CONTRACTUAL OBLIGATIONS</td>
</tr>
<tr>
<td>PUBLIC POLICY ADVOCACY AND PROTECTION OF OUR INTERESTS</td>
</tr>
</tbody>
</table>
Composition of the Board

At SCL, the board of directors (‘the board’) accounts for strengthening vision and guiding principle by providing required leadership as well as guidance to management of company. Independence of the board is maintained through an optimal composition of the board members and keeping in line with requirements under the Companies Act, 2013 and listing regulations.

**MEMBERS OF THE BOARD**

- Mr. B. G. Bangur
  Chairman (Non-Executive)
- Mr. H. M. Bangur
  Managing Director
- Mr. Prashant Bangur
  Joint Managing Director
- Mr. R. L. Gaggar
  Independent Director
- Dr. Leena Srivastava
  Independent Director
- Dr. Y. K. Alagh
  Independent Director
- Mr. Nitin Desai
  Independent Director
- Mr. Shreekant Somany
  Independent Director
- Mr. O. P. Setia
  Independent Director
- Mr. Sanjiv
  Krishnaji Shelgikar
  Independent Director
- Mr. Ramakant
  Sharma
  Non-Executive Director

**COMMITTEES OF THE BOARD**

<table>
<thead>
<tr>
<th>Committee</th>
<th>Composition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Audit and Risk Management Committee</td>
<td>6 Independent &amp; Non-Executive Directors</td>
</tr>
<tr>
<td>Nomination cum Remuneration Committee</td>
<td>4 Independent &amp; Non-Executive Directors</td>
</tr>
<tr>
<td>Stakeholders’ Relationship Committee</td>
<td>3 Independent &amp; Non-Executive Directors</td>
</tr>
<tr>
<td>Corporate Social and Business Responsibility Committee</td>
<td>4 Independent &amp; Non-Executive Directors</td>
</tr>
<tr>
<td></td>
<td>1 Non-Independent &amp; Executive Director</td>
</tr>
<tr>
<td></td>
<td>1 Non-Executive Director</td>
</tr>
</tbody>
</table>

Governance structure at SCL outlines the key roles and responsibilities for every member of the board. The board of directors delivers their duties with the help of its various committees. The chairman promotes required awareness among the senior most management which enables “board” to carry out its functions effectively and harmoniously. Key responsibility of the managing director, along with the joint managing director is to oversee the management of company and more importantly conceive long term business strategies of company. The board has constituted various committees of directors to look into and monitor the matters falling within their terms of reference.
## Committee Details

<table>
<thead>
<tr>
<th>Name of the Committee</th>
<th>In-Compliance with</th>
<th>Functions of the Committee</th>
<th>Committee Members</th>
<th>Category</th>
</tr>
</thead>
</table>
| Audit and Risk Management Committee           | Section 177 of the Companies Act, 2013          | - Review of annual and quarterly financial statements  
- Review of inter-corporate loans and investments  
- Evaluation of internal financial controls  
- Review functioning of whistle blower mechanism  
- Approval of related party transactions | Mr. O. P. Setia - Chairman of Committee         | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Mr. R. L. Gaggar                               | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Dr. Y. K. Alagh                               | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Mr. Nitin Desai                               | Independent & Non-Executive Director |
| Nomination cum Remuneration Committee        | Section 178 of the Companies Act, 2013          | - Evaluation of every director’s performance  
- Formulate the criteria for evaluation of Independent directors of company  
- Review remuneration of managing director and whole time director based on their performance | Mr. R. L. Gaggar - Chairman of Committee       | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Mr. O. P. Setia                               | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Mr. Shreekant Somany                          | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Dr. Y. K. Alagh                               | Independent & Non-Executive Director |
| Stakeholder Relationships’ Committee         | Section 178 of the Companies Act, 2013          | - Review on a periodic basis, status of cases relating to transfer, transmission of shares, issue of duplicate shares, etc.  
- Monitor expeditious redressal of investors' grievances  
- Review instances of non-receipt of annual report and declared dividend  
- Consider all other matters related to all security holders of company | Mr. R. L. Gaggar - Chairman of the Committee  | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Dr. Y. K. Alagh                               | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Mr. Nitin Desai                               | Independent & Non-Executive Director |
| Corporate Social and Business Responsibility Committee | Section 135 of the Companies Act, 2013 | - Formulating of Corporate Social Responsibility (CSR) policy to the board  
- Recommend CSR expenditure  
- Review company performance on environment, social and governance aspects  
- Oversee reporting responsibility of business performance | Mr. O. P. Setia - Chairman of the Committee | Independent & Non-Executive Director |
|                                              |                                                |                                                                                                                                                              | Mr. Prashant Bangur                           | Non-Independent Director          |
|                                              |                                                |                                                                                                                                                              | Mr. Prashant Bangur                           | Non-Independent Director          |
|                                              |                                                |                                                                                                                                                              | Mr. Ramakant Sharma                           | Non-Executive Director           |
|                                              |                                                |                                                                                                                                                              | Mr. Ramakant Sharma                           | Non-Executive Director           |
Environmental, Social and Governance Considerations

Company has an Environmental, Social and Governance (ESG) Committee, which primarily oversees performance on environment, social and governance and other sustainability related initiatives. The ESG committee operates under the supervision of the Corporate Social and Business Responsibility (CSBR) Committee, where the required authority is delegated to ESG committee for ensuring its effectiveness.

The key operational scope of the ESG committee entails from implementing environmental friendly practices on-going commitment in social sphere and formulates effective governance practices to ensure compliance with relevant rules and regulations pertaining environmental and social aspects.

Board Remuneration

SCL strives to build and maintain a working environment that facilitates attraction and retaining top talent. Remuneration policy at SCL is aimed to implement best practices in areas of attracting new talent, retaining experienced work-force and compensating fairly to the directors, executives, key management personnel and other employees.

<table>
<thead>
<tr>
<th>Category</th>
<th>Remuneration Criteria</th>
<th>Remuneration Structure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director</td>
<td>Industry trend, Remuneration package in peer group, Job roles and responsibilities, Company performance</td>
<td>Salary, Contribution to Provident and Superannuation Fund, Perquisites and allowances as per company’s policy, Retirement benefits as per company’s policy</td>
</tr>
<tr>
<td>Non-Executive Director</td>
<td>Contribution at the board, Time spent on operational matters</td>
<td>Sitting fees</td>
</tr>
</tbody>
</table>

Remuneration Policy

Key Objectives

- To enable the nomination cum remuneration committee to attract highly qualified executives to join board of directors and top management
- To enable the top management to attract, recruit and retain people at senior level positions in the organization
- To enable the top management working along with senior personnel and human resource group of the organization to attract, recruit, motivate and retain the best talent available to join its team
- To create value for all stakeholders in an efficient and responsible manner
- To ensure that the directors, executives and prescribed officers are remunerated fairly and responsibly with the long term interest of the company in mind
As the figures for financial year 2015-16 are of 9 months period, the figures have been annualized for calculating % increase in remuneration.

RISK MANAGEMENT

At SCL, we view sustainability much broader than identifying environmental and social risks. In order to ensure inclusivity of sustainability in our company’s risk management strategy, it is essential to obtain a buy-in from top management and executive level, accompanied with a robust corporate governance structure. Enterprise Risk Management (ERM) systems are vital in managing business uncertainty, mitigating potential risks and complying with rules and regulations. The ERM function of SCL plays a critical role in monitoring and managing risks and opportunities that arise out of internal and external forces such as:

- Social
- Environmental
- Legal
- Political
- Technological
- Economic

An enterprise level coverage of the risk management enables in filtering out key risks that would have a significant impact on entire company. It is also essential to keep the stakeholders updated regarding most significant risks and opportunities as well as how SCL is responding to them. We have a Risk Framework in place which directly assists in managing the operational risks of SCL.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of Director / KMP and Designation</th>
<th>Ratio of remuneration of each director to median remuneration of employees</th>
<th>% increase in remuneration for the financial year 2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mr. B. G. Bangur - Chairman (Non-Executive)</td>
<td>5.9</td>
<td>30.3</td>
</tr>
<tr>
<td>2</td>
<td>Mr. H. M. Bangur - Managing Director / KMP</td>
<td>687.9</td>
<td>13.2</td>
</tr>
<tr>
<td>3</td>
<td>Mr. Prashant Bangur - Jt. Managing Director / KMP</td>
<td>275.8</td>
<td>12.1</td>
</tr>
<tr>
<td>4</td>
<td>Mr. Ramakant Sharma - Non-Executive Director</td>
<td>6.1</td>
<td>29.8</td>
</tr>
<tr>
<td>5</td>
<td>Mr. R. L. Gaggar - Independent &amp; Non-Executive</td>
<td>7.0</td>
<td>30.0</td>
</tr>
<tr>
<td>6</td>
<td>Mr. Shree Kant Somany - Independent &amp; Non-Executive</td>
<td>6.6</td>
<td>31.3</td>
</tr>
<tr>
<td>7</td>
<td>Mr. O. P. Setia - Independent &amp; Non-Executive</td>
<td>7.0</td>
<td>30.0</td>
</tr>
<tr>
<td>8</td>
<td>Dr. Y. K. Alagh - Independent &amp; Non-Executive</td>
<td>7.0</td>
<td>30.0</td>
</tr>
<tr>
<td>9</td>
<td>Mr. Nitin Desai - Independent &amp; Non-Executive</td>
<td>6.9</td>
<td>30.4</td>
</tr>
<tr>
<td>10</td>
<td>Dr. Leena Srivastava - Independent &amp; Non-Executive</td>
<td>6.2</td>
<td>29.4</td>
</tr>
<tr>
<td>11</td>
<td>Mr. Sanjiv Krishnaji Shelgikar - Independent &amp; Non-Executive</td>
<td>6.5</td>
<td>35.0</td>
</tr>
</tbody>
</table>

As the figures for financial year 2015-16 are of 9 months period, the figures have been annualized for calculating % increase in remuneration.

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Particulars of Remuneration</th>
<th>H. M. Bangur (Managing Director)</th>
<th>Prashant Bangur (Jt. Managing Director)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Gross salary (INR Million)</td>
<td>169.473</td>
<td>69.983</td>
<td>239.456</td>
</tr>
<tr>
<td></td>
<td>(a) Salary as per provisions contained in section 17(1) of the Income-tax Act, 1961</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(b) Value of perquisites u/s 17(2) Income-tax Act, 1961</td>
<td>0.215</td>
<td>0.520</td>
<td>0.735</td>
</tr>
<tr>
<td></td>
<td>(c) Profit in lieu of salary under section 17(3) Income-tax Act, 1961</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>2</td>
<td>Stock option</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>3</td>
<td>Sweat equity</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>4</td>
<td>Commission</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>- as % of profit</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>- others, please specify</td>
<td>200.000</td>
<td>75.000</td>
<td>275.000</td>
</tr>
<tr>
<td>5</td>
<td>Others, please specify</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Retirement benefits (contribution to PF and Superannuation Fund) &amp; others</td>
<td>12.503</td>
<td>7.714</td>
<td>20.217</td>
</tr>
</tbody>
</table>

Total 382.191 153.217 535.408
At SCL, we view sustainability much broader than identifying environmental and social risks. In order to ensure inclusivity of sustainability in our company’s risk management strategy, it is essential to obtain a buy-in from top management and executive level, accompanied with a robust corporate governance structure. Enterprise Risk Management (ERM) systems are vital in managing business uncertainty, mitigating potential risks and complying with rules and regulations. The ERM function of SCL plays a critical role in monitoring and managing risks and opportunities that arise out of internal and external forces such as:

- Social
- Environmental
- Legal
- Political
- Technological
- Economic

An enterprise level coverage of the risk management enables in filtering out key risks that would have a significant impact on entire company. It is also essential to keep the stakeholders updated regarding most significant risks and opportunities as well as how SCL is responding to them. We have a Risk Framework in place which directly assists in managing the operational risks of SCL.

1. **Setting Objectives**
   Objectives that are set by departments are aligned with the corporate objectives of SCL.

2. **Identification:**
   Identifying emerging risks and opportunities as well as to maintain an understanding of existing risks.

3. **Assessment:**
   Evaluating, quantifying and prioritizing enterprise risks.

4. **Counter:**
   Determining and implementing an appropriate response to identified risks.

5. **Communication:**
   Disclosing the company strategy to mitigate risks to investors.
RISK MANAGEMENT

The board of directors of company are responsible for framing, implementing and monitoring the risk management framework of company. The Audit and Risk Management Committee of board, oversees execution and effectiveness of the risk management plan of the company, and strengthen mitigating measures for the following identified risks:-

Risk Exposure and Strategy

<table>
<thead>
<tr>
<th>Type of Risks</th>
<th>Description</th>
<th>Mitigation Strategy</th>
</tr>
</thead>
</table>
| Demand slowdown and supply overhang in the industry | The weak demand and excessive supply due to continued production create a risk of under-utilization of production capacities and fall in prices to non-compensatory levels | - Adoption of measures such as multi-brand strategy, expanding market base, faster delivery to consumers and consistent quality to contain this risk  
- Identifying new markets where demand-supply conditions are considered to be relatively favorable |
| Availability of water and other resources | The continuous rise in the demand of water and depletion of traditional resources of water | - Installation of air cooled condensers (ACC) in all power plants which has reduced water consumption significantly  
- Installation of waste heat recovery systems in cement plants which use waste hot gases as their input. This subsequently eliminates the need of cooling for such gases which results in saving of water |
| Power price | Price volatility in segment of coal | - Company is managing risk of coal arrangement by increasing its captive consumption  
- Ensuring advance sale contracts for part of capacity and keeping balance for running the same with market volatility |
| Fuel cost | Sourcing fuel from open market exposes to the risk of fluctuating market prices | - Deployment of multi-fuel usage strategy as well as best technology which allows it to use different fuels and use the most economic fuel  
- Investment in waste heat recovery systems, which have reduced the fuel requirement  
- Participated in e-auction of coal linkage and secured linkages of 0.21 million ton per annum for plant at Raipur, Chhattisgarh |
STAKEHOLDER ENGAGEMENT

An effective engagement with stakeholders helps in determining their needs and expectations. SCL utilizes platforms that include annual and quarterly meetings, employee feedback surveys, customer grievance mechanisms, customer satisfaction survey, interventions with the local community, among many others. Through these platforms, stakeholder views on key topics and concerns are sought to continuously improve the stakeholder engagement strategy.

The primary objective of undertaking a stakeholder engagement every year is to strengthen existing relationships and identify new stakeholders who are affected by our business operations.

The 13th stakeholder engagement for the sustainability report comprised of a multi-function representation to deliberate on the environmental, social and economic topics that are material to the organization. During the consultation process, several modes of engagement were deployed such as interviews, workshops and surveys to renew the material topics and identify other areas of improvements.

Improving the Consultation Process

**Clear Communication**
- Increased trust among stakeholders.
- Increased understanding of key topics and concerns

**Support to Senior Management**
- A clear understanding from the stakeholders results in informed business decisions

**Improved Engagement Strategy**
- Enables in identifying new areas of intervention
- Improving report content for future reports

The board of directors of company are responsible for framing, implementing and monitoring the risk management framework of company. The Audit and Risk Management Committee of board, oversees execution and effectiveness of the risk management plan of the company, and strengthen mitigating measures for the following identified risks:

**Risk Exposure and Strategy**

An effective engagement with stakeholders helps in determining their needs and expectations. SCL utilizes platforms that include annual and quarterly meetings, employee feedback surveys, customer grievance mechanisms, customer satisfaction survey, interventions with the local community, among many others. Through these platforms, stakeholder views on key topics and concerns are sought to continuously improve the stakeholder engagement strategy.

The primary objective of undertaking a stakeholder engagement every year is to strengthen existing relationships and identify new stakeholders who are affected by our business operations.

The 13th stakeholder engagement for the sustainability report comprised of a multi-function representation to deliberate on the environmental, social and economic topics that are material to the organization. During the consultation process, several modes of engagement were deployed such as interviews, workshops and surveys to renew the material topics and identify other areas of improvements.

**Clear Communication**
- Increased trust among stakeholders.
- Increased understanding of key topics and concerns

**Support to Senior Management**
- A clear understanding from the stakeholders results in informed business decisions

**Improved Engagement Strategy**
- Enables in identifying new areas of intervention
- Improving report content for future reports

The board of directors of company are responsible for framing, implementing and monitoring the risk management framework of company. The Audit and Risk Management Committee of board, oversees execution and effectiveness of the risk management plan of the company, and strengthen mitigating measures for the following identified risks:

**Risk Exposure and Strategy**
STAKEHOLDER ENGAGEMENT

Stakeholder Engagement Process GRI 102-43

Stage 1: Planning
- Establishing the objectives and scope of the engagement
- Allocation of time and resources
- Setting up the means of engagement workshop and questionnaires

Stage 2: Identification GRI 102-42
- Identification of internal and external stakeholders
- Inviting key functional heads of the organization

Stage 3: Engagement
- Capacity building of internal stakeholders on stakeholder engagement process and materiality
- Ensuring the stakeholder engagement process is material to environmental, economic and social issues

Stage 4: Review and Improve
- Ensuring documentation of the consultation process
- Exercising transparency in collation of responses from internal stakeholders
- Assessing learning points from the diverse range of views collected from stakeholders
- Reporting back to stakeholders on the commitments and performance with regard to the material issues identified during the consultation process

Key Stakeholders Identified GRI 102-40

- Regulatory Authorities
- Customers
- Media
- Local Communities
- Vendors/Suppliers
- Trade Associations
- Shareholders/Investors
- Employees

Key Functions Consulted

- Environment
- Safety
- Human Resources
- Corporate Social Responsibility
- Logistics
- Quality Control
- Purchase
- Electrical
- Mechanical
- Instrumentation
- Mines
- Security and Fire

Coverage Of Engagement

- Integrated Plants
  - Ras
  - Beawar
  - Raipur
- Grinding Units
  - Khushkhera
  - Suratgarh
- Jaipur
- Roorkee
- Bihar
- Panipat
- Bulandshahr
The underlying intention behind the stakeholder engagement is to promote and facilitate stronger ties of the company with both internal and external stakeholders.

### Engagement with Stakeholders

<table>
<thead>
<tr>
<th>Key Stakeholder Group</th>
<th>Basis for Identification</th>
<th>Key Concerns and Topics Discussed</th>
<th>Engagement Mode</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regulatory Authorities</td>
<td>Regulatory authorities can influence the operations of SCL, through the deployment of new regulations</td>
<td>Compliance with relevant regulations</td>
<td>Regulatory filings</td>
<td>As and when required</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Management of environmental impact</td>
<td>Facility inspections</td>
<td>As and when required</td>
</tr>
<tr>
<td>Customers</td>
<td>Customer satisfaction is essential for long term success</td>
<td>Quality of product and services</td>
<td>Customer satisfaction survey</td>
<td>Annual</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pricing of product and services</td>
<td>Meetings with customer representatives</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Resolution of customer complaints</td>
<td>Online communication</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Brain storming on product development</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Media</td>
<td>The extensive reach of media can collectively influence stakeholders</td>
<td>Corporate announcements</td>
<td>Meetings with media representatives</td>
<td>As and when required</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Disclosing business strategies</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local Communities</td>
<td>Good relationships with the nearby communities fosters for long-term success</td>
<td>Minimum environmental impact on the communities</td>
<td>Meetings with the community representatives</td>
<td>Periodic</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Hiring of workers from the nearby communities</td>
<td>Executing CSR interventions in collaboration with NGOs</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Supporting the local economy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vendors/ Suppliers</td>
<td>Suppliers are influential business partners for ensuring business growth</td>
<td>Fair and accountable business.</td>
<td>Supplier inspection audits</td>
<td>Periodic</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Issues related to human rights</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade Associations</td>
<td>Trade associations facilitate platforms for collaborating with peer organizations and facilitate policy formation</td>
<td>Organizing industry events</td>
<td>Meetings with trade association representatives</td>
<td>As and when required</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shareholders/ Investors</td>
<td>Expectations from investors can influence business strategy</td>
<td>Financial performance</td>
<td>Meetings</td>
<td>Annually</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Increasing market share</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Strengthening revenue streams</td>
<td>Corporate website, Investor relations</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Effective corporate governance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employees</td>
<td>Employee well-being and the work impact can leave a direct impact on the operational performance</td>
<td>Career development paths.</td>
<td>Safety and Environment meetings</td>
<td>Monthly</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Learning and development programs</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Performance feedback</td>
<td>Employee feedback surveys</td>
<td>Annually</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Fair compensation</td>
<td>Employee grievance mechanism</td>
<td>Continuous</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Effective grievance redressal mechanisms</td>
<td>Training and workshops</td>
<td>Continuous</td>
</tr>
</tbody>
</table>
PARTNERSHIP FOR THE GOALS

MATERIALITY ASSESSMENT

As a large business organization, an extensive range of sustainability topics were initially considered in report, and were subsequently narrowed down to the range of relevant material topics that are material to our organization. This approach has empowered in allocating internal roles and responsibilities in our organization to effectively manage the material topics. Over the years materiality assessment has evolved to a strategic business tool in achieving long-term value.

We have applied the principle of materiality to define and report the economic, social and environmental topics which matter most to our organization and stakeholders; stakeholder engagement exercise has played a pivotal role in identifying and prioritizing the material topics.

Stakeholder Mapping with Material Topics GRI 102-46, 103-1, GRI 102: General Disclosures 2016

Boundary of the Topics

- **Impact within the organisation**
- **Impact outside the organisation**
- **Impact within and outside the organisation**

Environmental Impact

Economic Impact

Social Impact
As a large business organization, an extensive range of sustainability topics were initially considered in report, and were subsequently narrowed down to the range of relevant material topics that are material to our organization. This approach has empowered in allocating internal roles and responsibilities in our organization to effectively manage the material topics. Over the years materiality assessment has evolved to a strategic business tool in achieving long-term value.

We have applied the principle of materiality to define and report the economic, social and environmental topics which matter most to our organization and stakeholders; stakeholder engagement exercise has played a pivotal role in identifying and prioritizing the material topics.

### Approach on Materiality Assessment

<table>
<thead>
<tr>
<th>Defining Scope GRI 102-46</th>
<th>Identifying Potential Topics</th>
<th>Categorization of Topics</th>
<th>Gathering Information</th>
<th>Prioritization of Topics</th>
<th>Senior Management Buy-in</th>
<th>Seeking Stakeholder Feedback</th>
</tr>
</thead>
<tbody>
<tr>
<td>Determining the scope of the report with respect to locations</td>
<td>Identifying an elaborate list of the potential material topics relevant to SCL operations</td>
<td>Fine-tune the elaborate list of material topics into environmental, economic and social categories</td>
<td>Collect information on each material topics, and assess the relevance to organization and business</td>
<td>Prioritizing each material topics according to the importance of its environmental, social and economic impact</td>
<td>Sharing the initial results with the senior management and undertaking necessary modifications</td>
<td>Engaging internal stakeholders and key functions of the organization to get feedback and validate/renew the list of material topics</td>
</tr>
</tbody>
</table>

### Material Topics GRI 102-47

<table>
<thead>
<tr>
<th>Material Topic</th>
<th>Category</th>
<th>Stakeholders Impacted</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Relations</td>
<td>Social</td>
<td>Employees</td>
</tr>
<tr>
<td>Occupational Health &amp; Safety</td>
<td>Social</td>
<td>Employees</td>
</tr>
<tr>
<td>Regulatory Compliance</td>
<td>Economic/Environmental/Social</td>
<td>Government</td>
</tr>
<tr>
<td>Air Emission</td>
<td>Environmental</td>
<td>Community</td>
</tr>
<tr>
<td>Supply Chain</td>
<td>Economic</td>
<td>Suppliers, Trade Associations/Industry Bodies</td>
</tr>
<tr>
<td>Governance and Ethics</td>
<td>Economic</td>
<td>Shareholders</td>
</tr>
<tr>
<td>Raw Material</td>
<td>Economic</td>
<td>Suppliers</td>
</tr>
<tr>
<td>Local Community Development</td>
<td>Social</td>
<td>Community</td>
</tr>
<tr>
<td>Energy</td>
<td>Environmental</td>
<td>Government</td>
</tr>
<tr>
<td>Water</td>
<td>Environmental</td>
<td>Community</td>
</tr>
<tr>
<td>Training and Development</td>
<td>Economic</td>
<td>Employees</td>
</tr>
<tr>
<td>Customer Satisfaction</td>
<td>Economic</td>
<td>Customers</td>
</tr>
<tr>
<td>Business Performance</td>
<td>Economic</td>
<td>Shareholders</td>
</tr>
<tr>
<td>Biodiversity</td>
<td>Environmental</td>
<td>Community</td>
</tr>
<tr>
<td>Waste Management</td>
<td>Environmental</td>
<td>Community</td>
</tr>
</tbody>
</table>
ECONOMIC PERFORMANCE

Key Highlights

Economic performance at SCL is a key mechanism in creating value for its customers, employees, business partners and the society at large. It has become increasingly critical to consider the elements of the triple bottom line – environmental, social and economic to make informed financial decisions. The advance estimates of national income indicate the GDP growth for FY 2016-17 to be at 7.1% as compared to 7.9% in FY 2015-16. The moderation on the GDP growth is largely due to the demonetization of the Indian currency.

- **29.3 MTPA** cement production capacity
- ** ₹ 28,749.4 million** operating profit during FY 2016-17
- ** ₹ 13,391.1 million** net profit for 2016-17
- ** ₹ 76,981.4 million** net worth for 2016-17
- **Dividend** of **₹ 140 per share** was provided to shareholders for FY 2016-17
- **9.04%** increase in the median remuneration of employees during 2016-17
ECONOMIC PERFORMANCE

Economic performance at SCL is a key mechanism in creating value for its customers, employees, business partners and the society at large. It has become increasingly critical to consider the elements of the triple bottom line – environmental, social and economic to make informed financial decisions. The advance estimates of national income indicate the GDP growth for FY 2016-17 to be at 7.1% as compared to 7.9% in FY 2015-16. The moderation on the GDP growth is largely due to the demonetization of the Indian currency.

The national cement production in the financial year 2016-17 was estimated to be 280 million tons per annum which signifies a marginal reduction of 1% from the last financial year. Demonetization was a key factor, because of which the demand conditions were affected. We foresee the cement industry to attract significant investment, as the Government of India has initiated many schemes for sustainable development such as Smart City and ‘Atal Mission for Rejuvenation and Urban Transformation’ (AMRUT).

During the reporting period, total adjusted revenue of SCL was INR 1,12,850 million as compared to INR 76,393 million of previous reporting period of 9 months, which marks increase of 11% on annualized basis. During the reporting period, we provided our shareholders, dividend of INR 40 per share, along with a one-time special dividend of INR 100 per share against INR 24 per share paid for FY 2015-16 (9 months).

The operating costs during the reporting period increased by 12% (on annualized basis) from the previous financial year due to increase in the cement production refer to more details in the materials section. In employee wage and benefits, there was an annualized increase of 9% in reporting period compared to previous reporting period.

**Dividend (₹ per share)**

*Graphic showing dividend trend from 2014-15 to 2016-17.*

**Economic Value Distributed**

*Graphic showing economic value distributed over different years.*
The benefits offered to our full-time employees are a key factor in retaining talent. At SCL, the level of investment in our company’s human resources has been increased such as the contribution to provident fund has been increased (on annualized basis) by 6%, superannuation fund by 19%, National Pension Scheme by 16% and to Gratuity Fund by 59%.

Stores and Spares Consumption

The R&D centers of SCL have been recognized by Department of Science and Industrial Research (DSIR), Government of India.

Particulars Total (INR Million)
- Capital Expenditure: 78.50
- Recurring Expenditure: 147.00
- Total Expenditure: 225.50
- Total R&D Expenditure as a % of Turnover: 0.24%

R&D Expenditure Details
The benefits offered to our full-time employees are a key factor in retaining talent. At SCL, the level of investment in our company's human resources has been increased such as the contribution to provident fund has been increased (on annualized basis) by 6%, superannuation fund by 19%, National Pension Scheme by 16% and to Gratuity Fund by 59%.

Contribution to Benefits Schemes

<table>
<thead>
<tr>
<th></th>
<th>2014-15</th>
<th>2015-16 (9 months)</th>
<th>2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contribution to Provident Fund</td>
<td>59.3</td>
<td>45.6</td>
<td>72.3</td>
</tr>
<tr>
<td>Contribution to Superannuation Fund</td>
<td>3.1</td>
<td>7.9</td>
<td>12.3</td>
</tr>
<tr>
<td>Contribution to National Pension Scheme</td>
<td>177.4</td>
<td>86.7</td>
<td>183.6</td>
</tr>
<tr>
<td>Contribution to Gratuity Fund</td>
<td>2014-15</td>
<td>2015-16 (9 months)</td>
<td>2016-17</td>
</tr>
</tbody>
</table>

SCL has continued to maintain its strong research and development capability at Beawar and Ras. The R&D centers at SCL have expertise in multiple aspects of cement manufacturing. These include various experts from different fields such as chemistry, environment, mechanical, energy management etc. The primary focus of the R&D centers is on identifying alternate fuels, utilizing waste material, adopting newer technologies, improving product quality and optimizing available resources. During the reporting period our expenditure on R&D stands at INR 225.50 million which is 0.24% of the net turnover.

The R&D centers of SCL have been recognized by Department of Science and Industrial Research (DSIR), Government of India.

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Total (INR Million)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capital Expenditure</td>
<td>78.50</td>
</tr>
<tr>
<td>Recurring Expenditure</td>
<td>147.00</td>
</tr>
<tr>
<td>Total Expenditure</td>
<td>225.50</td>
</tr>
<tr>
<td>Total R&amp;D Expenditure as a % of Turnover</td>
<td>0.24%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Raw Material Consumption</th>
<th>2014-15</th>
<th>2015-16 (9 months)</th>
<th>2016-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stores and Spares Consumption</td>
<td>549.2</td>
<td>0</td>
<td>1000</td>
</tr>
</tbody>
</table>
At SCL, we believe in constantly innovating to ensure our survival in the changing times. Those that do not evolve, stand a chance to perish. We encourage our staff and everyone involved with SCL to suggest and implement ways in which we can consistently improve our performance. Constantly researching on new initiatives to improve our energy efficiency, we have implemented projects, capable of saving us 34.2 GWh of energy in the reporting year. We are proud to convey that our company has registered a WHR project with UNFCCC. We have also over-achieved our targets for PAT Cycle 1; received 1,58,257 Energy Saving Certificates (ESCharts).

While we are constantly in process of managing our emissions and improving on our process efficiencies, we also try to mitigate our impact through our plantation activities at all our sites. We work to reduce impact of our quarrying activity and post closure of mines, ensure plantation activities at the sites. Our plantation also covers area around our sites. In the reporting year, we have planted 0.188 million saplings. We also calculate carbon sequestered at our sites as part of our carbon sequestration project.

To enhance fleet movement of our product as well as to minimize ecological impact of logistic activities, we are not relying only on road transportation but also transport the product / fuel / raw materials using rail.

While we continue to strive towards meeting our production target of 40 million ton capacity by 2020, we are also taking steps towards reducing our resource consumption and maintain zero water discharge at all our sites. We have no cases of non-compliance this year as well. We will continue to make efforts toward continuous evolution of our processes and operations to ensure increased efficiency and encourage innovation for achieving the same.
At SCL, we believe in constantly innovating to ensure our survival in the changing times. Those that do not evolve, stand a chance to perish. We encourage our staff and everyone involved with SCL to suggest and implement ways in which we can consistently improve our performance. Constantly researching on new initiatives to improve our energy efficiency, we have implemented projects; capable of saving us 34.2 GWh of energy in the reporting year. We are proud to convey that our company has registered a WHR project with UNFCCC. We have also over-achieved our targets for PAT Cycle 1; received 1,58,257 Energy Saving Certificates (ESCerts).

While we are constantly in process of managing our emissions and improving on our process efficiencies, we also try to mitigate our impact through our plantation activities at all our sites. We work to reduce impact of our quarrying activity and post closure of mines, ensure plantation activities at the sites. Our plantation also covers area around our sites. In the reporting year, we have planted 0.188 million saplings. We also calculate carbon sequestered at our sites as part of our carbon sequestration project.

To enhance fleet movement of our product as well as to minimize ecological impact of logistic activities, we are not relying only on road transportation but also transport the product / fuel / raw materials using rail.

While we continue to strive towards meeting our production target of 40 million ton capacity by 2020, we are also taking steps towards reducing our resource consumption and maintain zero water discharge at all our sites. We have no cases of non-compliance this year as well. We will continue to make efforts toward continuous evolution of our processes and operations to ensure increased efficiency and encourage innovation for achieving the same.

**Key Highlights**

- Installation of 111 MW Waste Heat Recovery Systems (WHRS)
- Register WHR project with UNFCCC
- 1,88,216 saplings planted to reduce impact of our quarrying activities

**SDG 6**: Encourage water efficiency in our systems

**SDG 7**: Investing in clean energy resources

**SDG 8**: Work towards higher levels of productivity and technological innovation

**SDG 9**: Contributing towards providing new jobs and promoting sustainable infrastructure

**SDG 12**: Efficiently utilizing our shared natural resources

**SDG 13**: Using technological interventions to limit the increase in the global mean temperature below two degrees celsius below per-industrial levels

**SDG 15**: Restoring biodiversity of terrestrial ecosystems around our operation areas

SDG 6: Encourage water efficiency in our systems
SDG 7: Investing in clean energy resources
SDG 8: Work towards higher levels of productivity and technological innovation
SDG 9: Contributing towards providing new jobs and promoting sustainable infrastructure
SDG 12: Efficiently utilizing our shared natural resources
SDG 13: Using technological interventions to limit the increase in the global mean temperature below two degrees celsius below per-industrial levels
SDG 15: Restoring biodiversity of terrestrial ecosystems around our operation areas

---

Beawar Units
SCL understands how rapid consumption of non-renewable raw materials has already begun to result in a resource crunch. We believe in ensuring that our future generation must not be deprived in any way. Towards this, we constantly endeavour to reduce our consumption through efficient and ever evolving processes and recycle our waste from other processes. We have increased the proportion of alternate materials in our raw material consumption.
The basic raw material used in cement manufacturing is limestone. Other important raw materials used in varying compositions include gypsum, murrum, iron ore, red ochre and mill scale.

Reduction in use of virgin raw materials are accompanied by increase in alternate raw materials. We recycle our waste and use it as raw material during cement manufacturing. Supply of natural gypsum being limited, we manufacture synthetic gypsum and minimized our requirement of the natural resource by reacting powdered limestone with sulphuric acid. Our alternate materials form a healthy 23.5% of our total raw material consumption as can be seen in the graph.

Utilization of waste (both hazardous and non-hazardous) of other industries helps to recover a substantial amount of energy and reuse raw materials. At SCL, utilization of alternate fuels and raw materials (AFR) is being done in an environmentally benign manner without compromising on quality of the cement produced. AFR such as fly ash, bed ash, synthetic gypsum, etc., are utilized to replace conventional raw materials. At present we do not reclaim the cement produced.

Our initiatives in improving raw material handling systems are as follows:
- Mechanical conveyors, in place of pneumatic conveyers, which consume 2 kwh/t less energy for dry process
- On line analyzer used for raw mix control
- Gravity type homogenizing silo (or continuous blending & storage silos) reduces energy consumption by 0.9 – 2.3 kWh/t raw material
- Bulker/covered trucks for fly ash transportation
- Pneumatic system for fly ash unloading

Co-processing is an integral phase where a significant amount of energy and raw materials are recovered from hazardous & non-hazardous waste of other industries. It is both economically and environmentally beneficial for the organization as it substitutes conventional raw materials – with no effect on final output. The synthetic gypsum plant and FGD plant have continued to reduce its dependence on natural mineral gypsum.

### Material Consumption Details

<table>
<thead>
<tr>
<th>MATERIAL</th>
<th>UNIT</th>
<th>2016-17</th>
<th>2015-16 (9 Months)</th>
<th>2014-15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Raw Material Consumption (Million Tons)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Limestone</td>
<td>MT</td>
<td>20.8</td>
<td>14.75</td>
<td>17.09</td>
</tr>
<tr>
<td>Gypsum</td>
<td>MT</td>
<td>0.37</td>
<td>0.28</td>
<td>0.90</td>
</tr>
<tr>
<td>Red Ochre</td>
<td>MT</td>
<td>0.22</td>
<td>0.14</td>
<td>0.29</td>
</tr>
<tr>
<td>Associated Process Materials (Million Tons)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sulphuric Acid</td>
<td>MT</td>
<td>0.15</td>
<td>0.09</td>
<td>0.16</td>
</tr>
<tr>
<td>Grease</td>
<td>MT</td>
<td>0.0003</td>
<td>0.0001</td>
<td>0.00002</td>
</tr>
<tr>
<td>Lubrication Oil</td>
<td>MT</td>
<td>0.0006</td>
<td>0.0004</td>
<td>0.00007</td>
</tr>
<tr>
<td>Packaging Material (Million Tons)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>PP Bags</td>
<td>MT</td>
<td>0.026</td>
<td>0.018</td>
<td>0.021</td>
</tr>
<tr>
<td>Alternate Raw Materials (Million Tons)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fly Ash</td>
<td>MT</td>
<td>4.82</td>
<td>2.96</td>
<td>3.54</td>
</tr>
<tr>
<td>Bed Ash</td>
<td>MT</td>
<td>0.32</td>
<td>0.13</td>
<td>0.155</td>
</tr>
<tr>
<td>Synthetic Gypsum</td>
<td>MT</td>
<td>0.72</td>
<td>0.52</td>
<td>0.60</td>
</tr>
<tr>
<td>Chemical Gypsum</td>
<td>MT</td>
<td>0.05</td>
<td>0.02</td>
<td>0</td>
</tr>
<tr>
<td>Lead Zinc Slag</td>
<td>MT</td>
<td>0.057</td>
<td>0.04</td>
<td>0.154</td>
</tr>
<tr>
<td>GBFS Slag</td>
<td>MT</td>
<td>0.59</td>
<td>0.31</td>
<td>0</td>
</tr>
<tr>
<td>Sludge</td>
<td>MT</td>
<td>0.009</td>
<td>0.01</td>
<td>0.19</td>
</tr>
</tbody>
</table>
ENERGY MANAGEMENT

Key Highlights

We understand that it is in nature of manufacturing sector to have a high energy requirement. Consequently at SCL, introducing, maintaining and improving energy efficiency in our processes is second nature to us and we constantly upgrade our technology to ensure optimum energy utilization. Introducing waste heat recovery systems at our plants is one of such initiatives. Waste heat recovery power plants are a potent source of renewable energy because of the various benefits, which includes conservation of fossil fuels and water. SCL has invested in this renewable energy source as a long term environment management plan. We strive towards minimising the energy consumption and also focus on better energy efficiency. Initiatives like upgrading our old 4 stage preheater with 6 stage, installing energy efficient cooler fans, providing insulation on cooler ESPs in our units and installing conveyor belt to reduce fuel consumption during lime transfer to bunkers at our 300 MW thermal power plant are some of our attempts in the reporting year towards our focus. We take pride in informing our stakeholders that our efforts have been recognised by CII in the form of GreenCo best practices award given to us in 2016 under ‘Renewable Energy & GHG Emission Reduction’. We are proud to have over achieved our targets for PAT cycle I and received 1,58,257 ESCerts for our Beawar and Ras sites combined.

In respect of compliance towards Renewable Purchase Obligation (RPO) wherever applicable as we have purchased 53 solar and 175 non-solar non-transferrable Renewable Energy Certificates (RECs) for Aurangabad unit and 245 solar and 1,305 non-solar non transferrable Renewable Energy Certificates (RECs) for Roorkee unit.
We understand that it is in nature of manufacturing sector to have a high energy requirement. Consequently at SCL, introducing, maintaining and improving energy efficiency in our processes is second nature to us and we constantly upgrade our technology to ensure optimum energy utilization. Introducing waste heat recovery systems at our plants is one of such initiatives. Waste heat recovery power plants are a potent source of renewable energy because of the various benefits, which includes conservation of fossil fuels and water. SCL has invested in this renewable energy source as a long term environment management plan. We strive towards minimising the energy consumption and also focus on better energy efficiency. Initiatives like upgrading our old 4 stage preheater with 6 stage, installing energy efficient cooler fans, providing insulation on cooler ESPs in our units and installing conveyor belt to reduce fuel consumption during lime transfer to bunkers at our 300 MW thermal power plant are some of our attempts in the reporting year towards our focus. We take pride in informing our stakeholders that our efforts have been recognised by CII in the form of GreenCo best practices award given to us in 2016 under 'Renewable Energy & GHG Emission Reduction'. We are proud to have over achieved our targets for PAT cycle I and received 1,58,257 ESCerts for our Beawar and Ras sites combined.

In respect of compliance towards Renewable Purchase Obligation (RPO) wherever applicable as we have purchased 53 solar and 175 non-solar non-transferrable Renewable Energy Certificates (RECs) for Aurangabad unit and 245 solar and 1,305 non-solar non transferrable Renewable Energy Certificates (RECs) for Roorkee unit.

Our purchased electricity has shown an increasing trend in the last three years. Electricity generation has increased and electricity sold has decreased; as production has increased.

To calculate our energy consumption outside the organization, we have considered 5 categories to material our operations according to the GHG Protocol. These include upstream transportation and distribution, business travel, employee commuting, upstream leased assets and downstream transportation and distribution. Our energy consumption outside the organization forms 3.74% of our energy consumption within the organization.

Energy intensity ratio for the reporting year is 2.47 GJ/MT cement for cement plant. Fuel and electricity consumption within the organization have been chosen as numerator and cement produced is the denominator to calculate the ratio.

Specific thermal energy consumption for financial year 2016-17 remained 717.6 KCal/kg clinker, while specific electrical energy consumption was 69.99 Kwh/MT cement.

Our purchased electricity has shown an increasing trend in the last three years. Electricity generation has increased and electricity sold has decreased; as production has increased.

To calculate our energy consumption outside the organization, we have considered 5 categories to material our operations according to the GHG Protocol. These include upstream transportation and distribution, business travel, employee commuting, upstream leased assets and downstream transportation and distribution. Our energy consumption outside the organization forms 3.74% of our energy consumption within the organization.

Energy intensity ratio for the reporting year is 2.47 GJ/MT cement for cement plant. Fuel and electricity consumption within the organization have been chosen as numerator and cement produced is the denominator to calculate the ratio.

Specific thermal energy consumption for financial year 2016-17 remained 717.6 KCal/kg clinker, while specific electrical energy consumption was 69.99 Kwh/MT cement.
As part of Perform Achieve and Trade (PAT) scheme of Govt. of India, SCL was given a target of reducing its energy consumption by 4.56% for Beawar plant and 5.1% for Ras plant during PAT cycle I, for FY 2012-15. SCL has over achieved its targets as detailed in our previous sustainability report and we have received 86,117 Energy Saving Certificates (ESCerts) for Beawar and 72,140 ESCerts for Ras from Ministry of Power. In continuation, PAT cycle II for FY 2016-19 has been commenced which includes SCL’s 300 MW power plant also. Energy saving target in PAT cycle II is 3.74% for Beawar, 4.18% for Ras and no change (consumption to be maintained) for 300 MW power plant. Raipur cement plant has been included in PAT cycle III (2017-20), and energy saving target of 4.55% with respect to baseline data of FY 2015-16.

We have undertaken various initiatives at our integrated units & grinding units to reduce our energy consumption and CO₂ emission. All initiatives have reduced our scope 1 emissions.

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Description</th>
<th>Energy Savings (Kwh)</th>
<th>CO₂ Savings (tons of CO₂)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Beawar</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Installed Slip Power Recovery System in raw mill fan to recovery slip ring</td>
<td>990000</td>
<td>81</td>
</tr>
<tr>
<td></td>
<td>and Grid Rotor Resistance (GRR) losses at raw mill-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Replaced conventonal lights with LED lights</td>
<td>193089</td>
<td>158</td>
</tr>
<tr>
<td>3</td>
<td>Installed turbo blower for jet air and swirl air application in firing system</td>
<td>261360</td>
<td>214</td>
</tr>
<tr>
<td>4</td>
<td>place of old conventonal blowers at Kiln-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Installed of Variable Frequency Drive (VFD) in blower of pressurization &amp;</td>
<td>767368</td>
<td>629</td>
</tr>
<tr>
<td></td>
<td>ventilation and dust collector fans in cement mill and packing plant</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Avoided idle running of compressors as well as installation of lighting</td>
<td>990000</td>
<td>81</td>
</tr>
<tr>
<td></td>
<td>timers to avoid excessive energy consumption</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Installation of MVD in coal mill fan motor in Unit-4&amp;5</td>
<td>264000</td>
<td>216</td>
</tr>
<tr>
<td>8</td>
<td>Replacement of DC motor with AC motor in SKS of CM-3</td>
<td>205876</td>
<td>168</td>
</tr>
<tr>
<td>9</td>
<td>Installation of motion sensors in load center</td>
<td>73920</td>
<td>61</td>
</tr>
<tr>
<td>10</td>
<td>Installation of 75 mm insulation on cooler ESP</td>
<td>96560</td>
<td>79</td>
</tr>
<tr>
<td>11</td>
<td>Replacement of existing lights with motion sensors</td>
<td>3184288</td>
<td>2611</td>
</tr>
<tr>
<td>12</td>
<td>Installation of new cooler fans</td>
<td>2706645</td>
<td>2219</td>
</tr>
<tr>
<td>13</td>
<td>Installation of medium voltage drive in raw mill main drive</td>
<td>22130807</td>
<td>18147</td>
</tr>
<tr>
<td>14</td>
<td>Installation of new cooler fans</td>
<td>5817</td>
<td>5</td>
</tr>
<tr>
<td>15</td>
<td>Inter-connectivity of packer elevators to vibrating screen via air-slide</td>
<td>2429572</td>
<td>1991</td>
</tr>
<tr>
<td>16</td>
<td>Replacement of exiting lights with LED light in packing plant</td>
<td>253440</td>
<td>208</td>
</tr>
<tr>
<td>17</td>
<td>Changed configuration from delta to star in motors at packing plant</td>
<td>34231146</td>
<td>28065</td>
</tr>
<tr>
<td>18</td>
<td>Switching off/on by photo cell timer of alternate street light, high mast</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>tower at main road</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total Savings</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
As part of Perform Achieve and Trade (PAT) scheme of Govt. of India, SCL was given a target of reducing its energy consumption by 4.56% for Beawar plant and 5.1% for Ras plant during PAT cycle I, for FY 2012-15. SCL has over achieved its targets as detailed in our previous sustainability report and we have received 86,117 Energy Saving Certificates (ESCerts) for Beawar and 72,140 ESCerts for Ras from Ministry of Power. In continuation, PAT cycle II for FY 2016-19 has been commenced which includes SCL’s 300 MW power plant also. Energy saving target in PAT cycle II is 3.74% for Beawar, 4.18% for Ras and no change (consumption to be maintained) for 300 MW power plant. Raipur cement plant has been included in PAT cycle III (2017-20), and energy saving target of 4.55% with respect to baseline data of FY 2015-16.

Case Studies

**Improving Energy Efficiency**

**INSTALLATION OF 6 STAGE PREHEATER**

**Need**
High specific heat consumption (820 kcal/kg-clinker) of 4 stage pre-heater with In-Line calciner.

**Technological Intervention**
Upgrading conventional 4 stage preheater with modern 6 stage preheater

**Key Benefits**
- Specific heat consumption reduced to 719 kcal/kg-clinker
- Saving of 22,080 tons of petcoke/per year
- Reduction of 68,823 tons of CO₂/per year
- Decrease in preheater outlet temperature from 400°C to 280°C
- Increase in production from 3200 TPD to 3800 TPD

**Timescale**

![Intervention Started](calendar)

**Reduction in Energy Consumption**

**MODIFICATION IN VERTICAL RAW MILL (VRM)**

**Objective**
R&D was carried out to reduce the power consumption

**Need**
Case - I (Pre-modification in VRM Circuit)
- Production capacity: 4840 TPD
- Specific energy Consumption: 14.32 Kwh/T-Material

**Technological Intervention**
Following modifications in VRM circuit:
- Installation of more efficient classifier
- Installation of new raw mill fan of higher efficiency
- Installed third cyclone in parallel to two cyclones

**Key Benefits**
- Gain in production per day: 1452 TPD
- Reduction in energy consumption by 0.48 Kwh/T-material

**Timescale**

![Intervention Started](calendar)
SCL understands its responsibility towards the environment and minimising consumption of resources is our duty. Cement manufacturing at SCL is carried out via a dry process minimising our consumption of water. We also carry out rain water harvesting at our mines, nearby our operations and also within our plants to further reduce our consumption and recharge the water table. We take pride in telling our stakeholders that we recycle and reuse 100% of our waste water.
RESPONSIBLE CONSUMPTION AND PRODUCTION

WATER MANAGEMENT

SCL understands its responsibility towards the environment and minimising consumption of resources is our duty. Cement manufacturing at SCL is carried out via a dry process minimising our consumption of water. We also carry out rain water harvesting at our mines, nearby our operations and also within our plants to further reduce our consumption and recharge the water table. We take pride in telling our stakeholders that we recycle and reuse 100% of our waste water.

We recycle 100% of our waste water and consequently there is zero liquid discharge from our plants. Consequently, no water bodies and related habitats are significantly affected by water discharges and/or runoff from our plants. Cumulative capacity of the STPs across all the plants is 1,160 KLD. In the reporting year we were able to recycle and reuse 2,52,485.1 m of water. Percentage of recycled and reused water stands at a healthy 11% of our total water withdrawal. Our specific water consumption for power generation is 0.45 m /MWH and for cement production is 0.084 m /MT of cement produced. Minimizing our footprint and ensuring resource availability for our future generations remains at the forefront of all our efforts towards betterment.

Water is a crucial element in SCL’s sustainable development drive. In the quest for enhancing our operational eco-efficiency, we have implemented numerous measures across our units to facilitate sustainable water use. The over-arching water policy of SCL not only explicates its promise towards judicious use of water resources, but also commitment towards conservation and enrichment of natural water sources to the greatest extent possible.

Initiatives at SCL to conserve water and reduce consumption:
- Installation of PVC pipelines in place of MS pipelines to avoid water leakages
- Switching from water cooled to air cooled condenser to reduce water consumption
- Installation of water meters for regular monitoring and study of daily water consumption
- Use of recycled water from sewage treatment plant for horticulture
- Use of RO reject water in mill spray and synthetic gypsum manufacturing
- Recycling of cooling water and utilization for dust suppression
- Conservation of water through Waste Heat Recovery Systems (WHRS)

We recycle 100% of our waste water and consequently there is zero liquid discharge from our plants. Consequently, no water bodies and related habitats are significantly affected by water discharges and/or runoff from our plants. Cumulative capacity of the STPs across all the plants is 1,160 KLD. In the reporting year we were able to recycle and reuse 2,52,485.1 m of water. Percentage of recycled and reused water stands at a healthy 11% of our total water withdrawal. Our specific water consumption for power generation is 0.45 m /MWH and for cement production is 0.084 m /MT of cement produced. Minimizing our footprint and ensuring resource availability for our future generations remains at the forefront of all our efforts towards betterment.

Water is a crucial element in SCL’s sustainable development drive. In the quest for enhancing our operational eco-efficiency, we have implemented numerous measures across our units to facilitate sustainable water use. The over-arching water policy of SCL not only explicates its promise towards judicious use of water resources, but also commitment towards conservation and enrichment of natural water sources to the greatest extent possible.

Initiatives at SCL to conserve water and reduce consumption:
- Installation of PVC pipelines in place of MS pipelines to avoid water leakages
- Switching from water cooled to air cooled condenser to reduce water consumption
- Installation of water meters for regular monitoring and study of daily water consumption
- Use of recycled water from sewage treatment plant for horticulture
- Use of RO reject water in mill spray and synthetic gypsum manufacturing
- Recycling of cooling water and utilization for dust suppression
- Conservation of water through Waste Heat Recovery Systems (WHRS)

We recycle 100% of our waste water and consequently there is zero liquid discharge from our plants. Consequently, no water bodies and related habitats are significantly affected by water discharges and/or runoff from our plants. Cumulative capacity of the STPs across all the plants is 1,160 KLD. In the reporting year we were able to recycle and reuse 2,52,485.1 m of water. Percentage of recycled and reused water stands at a healthy 11% of our total water withdrawal. Our specific water consumption for power generation is 0.45 m /MWH and for cement production is 0.084 m /MT of cement produced. Minimizing our footprint and ensuring resource availability for our future generations remains at the forefront of all our efforts towards betterment.

Water is a crucial element in SCL’s sustainable development drive. In the quest for enhancing our operational eco-efficiency, we have implemented numerous measures across our units to facilitate sustainable water use. The over-arching water policy of SCL not only explicates its promise towards judicious use of water resources, but also commitment towards conservation and enrichment of natural water sources to the greatest extent possible.

Initiatives at SCL to conserve water and reduce consumption:
- Installation of PVC pipelines in place of MS pipelines to avoid water leakages
- Switching from water cooled to air cooled condenser to reduce water consumption
- Installation of water meters for regular monitoring and study of daily water consumption
- Use of recycled water from sewage treatment plant for horticulture
- Use of RO reject water in mill spray and synthetic gypsum manufacturing
- Recycling of cooling water and utilization for dust suppression
- Conservation of water through Waste Heat Recovery Systems (WHRS)

We recycle 100% of our waste water and consequently there is zero liquid discharge from our plants. Consequently, no water bodies and related habitats are significantly affected by water discharges and/or runoff from our plants. Cumulative capacity of the STPs across all the plants is 1,160 KLD. In the reporting year we were able to recycle and reuse 2,52,485.1 m of water. Percentage of recycled and reused water stands at a healthy 11% of our total water withdrawal. Our specific water consumption for power generation is 0.45 m /MWH and for cement production is 0.084 m /MT of cement produced. Minimizing our footprint and ensuring resource availability for our future generations remains at the forefront of all our efforts towards betterment.

Water is a crucial element in SCL’s sustainable development drive. In the quest for enhancing our operational eco-efficiency, we have implemented numerous measures across our units to facilitate sustainable water use. The over-arching water policy of SCL not only explicates its promise towards judicious use of water resources, but also commitment towards conservation and enrichment of natural water sources to the greatest extent possible.

Initiatives at SCL to conserve water and reduce consumption:
- Installation of PVC pipelines in place of MS pipelines to avoid water leakages
- Switching from water cooled to air cooled condenser to reduce water consumption
- Installation of water meters for regular monitoring and study of daily water consumption
- Use of recycled water from sewage treatment plant for horticulture
- Use of RO reject water in mill spray and synthetic gypsum manufacturing
- Recycling of cooling water and utilization for dust suppression
- Conservation of water through Waste Heat Recovery Systems (WHRS)

We recycle 100% of our waste water and consequently there is zero liquid discharge from our plants. Consequently, no water bodies and related habitats are significantly affected by water discharges and/or runoff from our plants. Cumulative capacity of the STPs across all the plants is 1,160 KLD. In the reporting year we were able to recycle and reuse 2,52,485.1 m of water. Percentage of recycled and reused water stands at a healthy 11% of our total water withdrawal. Our specific water consumption for power generation is 0.45 m /MWH and for cement production is 0.084 m /MT of cement produced. Minimizing our footprint and ensuring resource availability for our future generations remains at the forefront of all our efforts towards betterment.

Water is a crucial element in SCL’s sustainable development drive. In the quest for enhancing our operational eco-efficiency, we have implemented numerous measures across our units to facilitate sustainable water use. The over-arching water policy of SCL not only explicates its promise towards judicious use of water resources, but also commitment towards conservation and enrichment of natural water sources to the greatest extent possible.

Initiatives at SCL to conserve water and reduce consumption:
- Installation of PVC pipelines in place of MS pipelines to avoid water leakages
- Switching from water cooled to air cooled condenser to reduce water consumption
- Installation of water meters for regular monitoring and study of daily water consumption
- Use of recycled water from sewage treatment plant for horticulture
- Use of RO reject water in mill spray and synthetic gypsum manufacturing
- Recycling of cooling water and utilization for dust suppression
- Conservation of water through Waste Heat Recovery Systems (WHRS)

We recycle 100% of our waste water and consequently there is zero liquid discharge from our plants. Consequently, no water bodies and related habitats are significantly affected by water discharges and/or runoff from our plants. Cumulative capacity of the STPs across all the plants is 1,160 KLD. In the reporting year we were able to recycle and reuse 2,52,485.1 m of water. Percentage of recycled and reused water stands at a healthy 11% of our total water withdrawal. Our specific water consumption for power generation is 0.45 m /MWH and for cement production is 0.084 m /MT of cement produced. Minimizing our footprint and ensuring resource availability for our future generations remains at the forefront of all our efforts towards betterment.

Water is a crucial element in SCL’s sustainable development drive. In the quest for enhancing our operational eco-efficiency, we have implemented numerous measures across our units to facilitate sustainable water use. The over-arching water policy of SCL not only explicates its promise towards judicious use of water resources, but also commitment towards conservation and enrichment of natural water sources to the greatest extent possible.

Initiatives at SCL to conserve water and reduce consumption:
- Installation of PVC pipelines in place of MS pipelines to avoid water leakages
- Switching from water cooled to air cooled condenser to reduce water consumption
- Installation of water meters for regular monitoring and study of daily water consumption
- Use of recycled water from sewage treatment plant for horticulture
- Use of RO reject water in mill spray and synthetic gypsum manufacturing
- Recycling of cooling water and utilization for dust suppression
- Conservation of water through Waste Heat Recovery Systems (WHRS)

We recycle 100% of our waste water and consequently there is zero liquid discharge from our plants. Consequently, no water bodies and related habitats are significantly affected by water discharges and/or runoff from our plants. Cumulative capacity of the STPs across all the plants is 1,160 KLD. In the reporting year we were able to recycle and reuse 2,52,485.1 m of water. Percentage of recycled and reused water stands at a healthy 11% of our total water withdrawal. Our specific water consumption for power generation is 0.45 m /MWH and for cement production is 0.084 m /MT of cement produced. Minimizing our footprint and ensuring resource availability for our future generations remains at the forefront of all our efforts towards betterment.

Water is a crucial element in SCL’s sustainable development drive. In the quest for enhancing our operational eco-efficiency, we have implemented numerous measures across our units to facilitate sustainable water use. The over-arching water policy of SCL not only explicates its promise towards judicious use of water resources, but also commitment towards conservation and enrichment of natural water sources to the greatest extent possible.

Initiatives at SCL to conserve water and reduce consumption:
- Installation of PVC pipelines in place of MS pipelines to avoid water leakages
- Switching from water cooled to air cooled condenser to reduce water consumption
- Installation of water meters for regular monitoring and study of daily water consumption
- Use of recycled water from sewage treatment plant for horticulture
- Use of RO reject water in mill spray and synthetic gypsum manufacturing
- Recycling of cooling water and utilization for dust suppression
- Conservation of water through Waste Heat Recovery Systems (WHRS)

We recycle 100% of our waste water and consequently there is zero liquid discharge from our plants. Consequently, no water bodies and related habitats are significantly affected by water discharges and/or runoff from our plants. Cumulative capacity of the STPs across all the plants is 1,160 KLD. In the reporting year we were able to recycle and reuse 2,52,485.1 m of water. Percentage of recycled and reused water stands at a healthy 11% of our total water withdrawal. Our specific water consumption for power generation is 0.45 m /MWH and for cement production is 0.084 m /MT of cement produced. Minimizing our footprint and ensuring resource availability for our future generations remains at the forefront of all our efforts towards betterment.

Water is a crucial element in SCL’s sustainable development drive. In the quest for enhancing our operational eco-efficiency, we have implemented numerous measures across our units to facilitate sustainable water use. The over-arching water policy of SCL not only explicates its promise towards judicious use of water resources, but also commitment towards conservation and enrichment of natural water sources to the greatest extent possible.
At SCL, we are conscious of the fact that limestone quarrying activity which is an inevitable part of the cement industry is capable of gravely impacting the biodiversity of the region being quarried. However, we ensure that our quarrying activities cause least possible impact on the environment. Protecting the biodiversity of the region in and around our sites is of utmost importance to us.

Plant and animal diversity of an area feed the local population and livestock and provide a source of livelihood. Improving green cover area of our operations is imperative to us and our separate Horticulture Cell comprising a team of botany experts at all our sites to carry out in-house development of saplings and decorative plants. We have been carrying out plantation of native species in and around our sites since our inception and increasing the number of plantations with every passing year. Species like Amaltas, Neem, Guldhomes, Kedar etc. planted. 400 saplings were planted in FY 2006-07 and we have come a long way in the last decade having planted 1,88,216 saplings across our sites in the reporting year.

All our mining operations have a specific biodiversity management plan as a part of our Environment Management Plan. Approximately 379.54 hectare of land has been developed for plantation in and around the mining area at Beawar and Ras in Rajasthan and Balodabazaar in Chhattisgarh. We pride ourselves today with being creators of green belts around our mines that are replicas of the surrounding natural forests. Our horticulture expenditure for all sites in the reporting year is INR 123.83 million. Besides green belt development within plant premises, our dedicated CSR department also carries out extensive survey around nearby areas where we carry out plantation.

We ensure that we restore our mining sites post their closure. Activities like planting of saplings, recharging water table through rain water harvesting (RWH) form part of our restoration measures in our closed mines. In the reporting year, the RWH capacity of pits in our mines is 7.99 million m² which clearly exceeds our target for the year by 0.87 million m².

Any well intentioned activity would fail if we do not monitor its progress. We ensure that we monitor growth of our plants and aim to increase the survival rate. For the reporting year, we have maintained a healthy survival rate of 89% as can be seen in the graph.
Additional benefits of environmental conservation

- Establishing a database to map species across multiple regions
- Habitats thus created are replicas of natural forestlands
- A number of bird species are attracted to the region thereby improving the biodiversity
- Fodder plots created in specific areas support cattle rearing for neighboring communities in water scarce Rajasthan
- Water bodies created through RWH support local natural habitats
- Planting medicinal species serves as a model for replication

An estimation of carbon sequestered in two plantation sites at Ras, Rajasthan and Raipur, Chhattisgarh in accordance with IPCC Good Practice Guidelines and by using country specific factors as presented in the table.

This is an overview of site-wise estimation of above ground biomass for standing stock for the plantations. The methodology includes allometric estimation applied on comprehensive field level data collected at the plantation site.

### CO₂ Sequestration by Green Belt

<table>
<thead>
<tr>
<th>Plantation Location</th>
<th>Tons of Carbon Sequestered</th>
<th>Tons of Carbon Dioxide Sequestered</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plant area, Ras, Rajasthan</td>
<td>542.94</td>
<td>1992.58</td>
</tr>
<tr>
<td>Nimbei limestone mine, Ras, Rajasthan</td>
<td>117.71</td>
<td>431.99</td>
</tr>
<tr>
<td>Total at Ras</td>
<td>660.65</td>
<td>2424.58</td>
</tr>
<tr>
<td>Plant area, Raipur, Chhattisgarh</td>
<td>51.96</td>
<td>190.70</td>
</tr>
<tr>
<td>Mines area, Raipur, Chhattisgarh</td>
<td>63.14</td>
<td>231.74</td>
</tr>
<tr>
<td>Hariyar C.G. Plantation, Raipur, Chhattisgarh</td>
<td>14.02</td>
<td>51.47</td>
</tr>
<tr>
<td>Total at Raipur</td>
<td>129.13</td>
<td>473.91</td>
</tr>
<tr>
<td>Total at both locations</td>
<td>789.78</td>
<td>2898.49</td>
</tr>
</tbody>
</table>

**Source:**
1 Improved allometric models to estimate the above ground biomass of tropical trees-Chave et al 2014
2 Appendix 1 - List of wood densities for tree species from tropical America, Africa, and Asia: http://www.fao.org/docrep/w4095e/w4095e0c.htm

Our integrated cement plants, grinding units, mines and power plants do not fall in or around protected areas or in areas of high biodiversity value. No endangered species of flora and fauna or species in International Union for Conservation of Nature (IUCN) Red list have been found adjacent to our operations. Therefore, our operations do not significantly impact IUCN Red List species or conserved species, protected areas or areas of high biodiversity value.

Number of Saplings Planted

<table>
<thead>
<tr>
<th>Year</th>
<th>No. of Saplings Planted</th>
<th>No. of Saplings Survived</th>
<th>% Survival</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>47</td>
<td>44</td>
<td>88%</td>
</tr>
<tr>
<td>2015-16 (9 Months)</td>
<td>188</td>
<td>167</td>
<td>88%</td>
</tr>
<tr>
<td>2016-17</td>
<td>85</td>
<td>83</td>
<td>84%</td>
</tr>
</tbody>
</table>

# 7 sites considered in FY2014-15, 9 sites in FY2015-16 and 10 sites in FY2016-17
Reduction in air emissions is need of the hour and SCL is working towards reducing its emission levels. Emissions in isolation are not a good indicator of the environmental performance of a company since they are dependent on the production. SCL can successfully claim that we have reduced our GHG emissions as well as ODS gases per tonne of cement produced in the reporting year. However, our journey in this direction is far from completion and we believe in taking small but concrete steps towards our goal.

- Replaced ESPs of kiln & raw mill section to bag house in all units.
- Installed Continuous Emission Monitoring Systems (CEMS) and Ambient Air Quality Monitoring Systems (AAQMS)
- Reporting to Carbon Disclosure Project (CDP), since last six years
Climate change mitigation and low carbon growth are an integral part of SCL sustainability strategy. Atmospheric emissions and GHG reduction is attempted by management, disclosing CO₂ emissions in accordance with World Business Council For Sustainable Development (WBCSD), Cement sustainability initiative (CSI), Cement CO₂ and Energy Protocol as well as reporting carbon emissions and company strategy in Carbon Disclosure Project (CDP) since 2004-05 and 2011-12 respectively.

SCL has replaced its ESPs to bag house in all units to further curb down its dust emissions. Continuous Emission Monitoring System (CEMS) have been installed at all the major stacks of cement and power plants for measurement of Particulate Matter (PM), SO₂, and NOx and the emission data are continuously displayed at main gate of the plant. Emission data are also shared with the State Pollution Control Board (SPCB) and Central Pollution Control Board (CPCB) authorities. Continuous Ambient Air Quality Monitoring Systems (AAQMS) are installed for regular monitoring of ambient air quality. The major emissions from our integrated plants are depicted in graph. The dust emissions from the Grinding Units are 6.60 gms/ton of cement.

R-22 gas and R-410 gas used as refrigerants are the ozone depleting gases consumed in our units. In the reporting year, R-410 was consumed only at our Jaipur grinding unit. Consumption of R-22 gas this year was 0.09 tons of CFC-11 equivalent as can be seen below. Our Ozone Depleting Substances consumption has increased by 17.4% since FY 2014-15 which is a softer rise in comparison with an increase of 29.7% in our cement production.

Our specific GHG emissions (Scope 1) during the reporting period were 555 kg of CO₂ per tonne of cement produced which is a reduction of 41.33% with respect to the base year 1990. During the reporting year, our Waste Heat Recovery (WHR) project was registered with UNFCCC. SCL is the first Indian company to register Waste heat recovery project. Our WHR has enabled us to reduce 4,60,209 metric tonnes of CO₂ this year.

<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity (MTCO₂e)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1 emissions</td>
<td>12869390</td>
</tr>
<tr>
<td>Scope 2 emissions</td>
<td>181574</td>
</tr>
<tr>
<td>Scope 3 emissions</td>
<td>125830</td>
</tr>
</tbody>
</table>

We have brought down our emissions per tonne of cement in the reporting year. Our Scope 1 emissions have reduced by 26%, Scope 2 by 20% and Scope 3 by 44% with respect to FY 2015-16. Scope 3 inclusions have been explained in the energy section.
EMISSION MANAGEMENT

Cement Plant Emissions

PM Emission

<table>
<thead>
<tr>
<th>Plant</th>
<th>PM Emission (gms/tons of clinker)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beawar</td>
<td>39.08</td>
</tr>
<tr>
<td>Ras</td>
<td>74.46</td>
</tr>
<tr>
<td>Raipur</td>
<td>55.22</td>
</tr>
</tbody>
</table>

NO\textsubscript{2} Emission

<table>
<thead>
<tr>
<th>Plant</th>
<th>NO\textsubscript{2} Emission (gms/tons of clinker)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beawar</td>
<td>606.79</td>
</tr>
<tr>
<td>Ras</td>
<td>908.48</td>
</tr>
<tr>
<td>Raipur</td>
<td>1499.16</td>
</tr>
</tbody>
</table>

SO\textsubscript{2} Emission

<table>
<thead>
<tr>
<th>Plant</th>
<th>SO\textsubscript{2} Emission (gms/tons of clinker)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beawar</td>
<td>66.49</td>
</tr>
<tr>
<td>Ras</td>
<td>38.54</td>
</tr>
<tr>
<td>Raipur</td>
<td>62.87</td>
</tr>
</tbody>
</table>

SCL has been ranked 2\textsuperscript{nd} best company in carbon related metrics in a report released by CDP - analyzing world’s 12 largest cement companies collectively worth $120 billion.
Energy Efficiency and Emission Reduction

UP GRADATION OF COOLER STACK ESP CONTROL PANEL

Objective
To further reduce dust emissions through improvement in ESP efficiency

Need
Increasing precipitator efficiency reduces particulate matter stack emissions

Technological Intervention
- Medium frequency IGBT based High Frequency Power Supply Control Panel was installed as trial in one of the cooler ESP field
- A high frequency power supply system using insulated-gate bipolar transistors (IGBTs) was installed to produce power at a higher frequency other than a standard line frequency of 50/60 Hz, where conventional Silicon-Controlled Rectifier (SCRs) were being used

Key Benefits
- Average voltage to ESP maximized and peak voltage minimized
- Reducing the peak voltage while maintaining a high average voltage reduces the sparking within the ESP
- Higher power in the ESP promotes improved ESP collection efficiency
- Dust emission level reduced by 24-28% average kV increase up to 21-27%

Key Challenges Faced
- Cooler ESP 1st field was initially shut for 4-5 hours
- Dust emission monitoring had to be carried out pre and post field changing for the same conditions while the plant was in operation

Scale-up
- As part of scale-up, 2 additional units have already been ordered
- Ordering 12-18 panels for all units at the Ras site is under consideration

Timescale

<table>
<thead>
<tr>
<th>Month</th>
<th>April</th>
<th>May</th>
<th>June</th>
<th>July</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Intervention Started
WASTE MANAGEMENT

Key Highlights

Growing population worldwide and increasing need for infrastructure to facilitate development has resulted in generation of huge quantities of waste worldwide. SCL understands the importance of waste treatment and disposal, as improper disposal could adversely impact human health as well as the environment. We follow a standard approach towards waste handling wherein we use our non-hazardous waste either as raw material or as fuel and send our hazardous waste to registered vendors for handling the same.
At SCL, we segregate hazardous waste into four categories: used oil, biomedical waste, e-waste and lead acid batteries. All four categories of waste are given to CPCB/SPCB registered recyclers/re-processors/disposers. During reporting year SCL generated 11.7 tons of e-waste.

We do not carry out cross boundary export or import of waste. No significant spills of oil or fuel or wastes or chemicals or any other spills occurred at any of our units during the reporting year. None of the waste transported, exported or treated by SCL was classified as hazardous under the terms of ‘Basel Convention’ at any of our units.

Hazardous waste management at SCL

We believe in leaving a better world for our future generations and constantly strive to better our resource conservation and a waste handling process to ensure that minimum waste is generated. In comparison to last year, we have reduced our generation of hazardous wastes like waste oil, biomedical waste and lead acid battery waste as can be seen in the graph. However, we are trying to improve with each consecutive year through educating our shop floor staff, following lubrication management campaign etc.

Waste Generation
We at SCL are cognizant of the importance of complying with environmental and labour laws and regulations to minimise the footprint of our products during their life cycle. We have expanded our production capacity in the recent past and are in the process of continuous expansion. However, we believe in following all necessary procedures to ensure that our operations do not cause any negative impact on our environment. We follow a zero tolerance policy towards non-compliance and are proud to state that we have no reported cases of non-compliance during the reporting year.

We consider compliance to be at the core of adhering to our promise of environmental compliance. There were no cases of non-compliance with environmental regulation labour laws, marketing communications or with respect to use of products and services, health & safety, impact of product & services during their life cycle and product & service information during the reporting period.

All our integrated cement plants and grinding units are completely compliant with ISO 9001, ISO 14001, OHSAS 18001, SA 8000, and ISO 50001, and we ensure our adherence to and implementation of these standards. A very important ingredient to be compliant with the standards specified above is a robust IT system, which is governed by a strong and standardized IT policy.

SCL is a member of various industry bodies and associations and we work closely with them for formulating policies and advocating changes in existing policies in the sector. We are apolitical in nature, and do not support any political party or political leader. We are very high on integrity and do not tolerate any kind of dealing in cash or any unreported manner.

All the applicable legal compliances are tracked through an online tool operationalized across all sites since May, 2016. From a product responsibility’s perspective, SCL’s have complied with the International Code of Advertising Practice’s requirements for its advertising communications, including promotions and sponsorship.

SCL have conducted a compliance review every quarter for all product advertisement communications. The products and services of SCL are not banned or restricted or topics of any negative public debate for use in any market.
ISO Management System Implementation

We at SCL are cognizant of the importance of complying with environmental and labour laws and regulations to minimise the footprint of our products during their life cycle. We have expanded our production capacity in the recent past and are in the process of continuous expansion. However, we believe in following all necessary procedures to ensure that our operations do not cause any negative impact on our environment. We follow a zero tolerance policy towards non-compliance and are proud to state that we have no reported cases of non-compliance during the reporting year.

What Does The Initiative Include

Key Highlights
- Revised Standard Implementation

Implementation Coverage
- Beawar
- Ras
- Raipur
- Khushkhera
- Suratgarh
- Jaipur
- Roorkee
- Bihar
- Panipat
- Bulandshahr

Certified Management Standards


Manufacturing units

<table>
<thead>
<tr>
<th></th>
<th>ISO 9001</th>
<th>ISO 14001</th>
<th>OHSAS 18001</th>
<th>SA 8000</th>
<th>ISO 50001</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beawar Unit I</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Beawar Unit II</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Beawar Captive Thermal Power Plant</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Beawar 300 MW Power Plant</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>--</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Unit III</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Unit IV</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Unit V</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Unit VI</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Unit VII</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Unit VIII</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Unit IX</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Unit X</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Ras Captive Thermal Power Plant</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Khushkhera (GU)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Suratgarh (GU)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Roorkee (GU)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Jobner (GU)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Bihar (GU)</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Marketing Shree Ultra</td>
<td>✓</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Marketing Bangur Cement</td>
<td>✓</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Marketing Rockstrong</td>
<td>✓</td>
<td>--</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
</tbody>
</table>

Certified Management Standards

ISO 9001:2015 Quality Management Standard
ISO 14001:2015 Environmental Management Standards
SA 8000:2014 Social Accountability

Timescale


© 2016 BSI

Recognitions

EMPLOYEE WELL-BEING

Key Highlights

Engaging employees in our sustainability journey is essential for long-term business success. We ensure maximum utilization of our employees for company's development and implementation of sustainability programs and strategies. Continuous investment on learning and development, employee engagement, innovation are critical to enhance skills for better position of our organization to increase its productivity. Employee benefit is a key business driver in retaining talent and maintaining job satisfaction.
SCL has always remained a strong endorser of the need for investing in their employees – with a core objective of facilitating an open culture among workforce. This helps in building synergies across the organization and encourages employees to share their ideas. We have put conscious effort in ensuring that the hierarchy of organization functions likes an enabling mechanism to put ideas into action.

The Human Resources function is primarily governed by a Cross-Functional committee that comprises of senior members of the management. The head of HR and the Chief Happiness and Friendship Officer (CHFO) is a business person who is one of the key members of senior management, he ensures that HR and all people related decisions are an integral part of business strategy.

SCL has in place a proactive strategy on human resources management that meets the needs of our employees and also promotes the company’s goals. Implementing strategic human resource management involves collaborating with different functions of the organization. This results in better understanding of their goals and accordingly creates strategies for the human resource in those functions. The underlying success factor behind effective workforce management includes maintaining employee motivation, attracting talent, establishing a strong learning culture and maintaining employee happiness. The wide spectrum of operational functions requires SCL to attract talent from a range of backgrounds which includes – engineering, science, research, commercial and management.

As on 31st March 2017, our workforce comprises of 5,411 employees, including 5,199 staff and 212 wage-board workers. This also includes 4 employees with physical disabilities.
Our approach with regard to the employment practices is to attract versatile and qualified employees, as well as ensuring an optimal use of the locally available labor and talent. We endorse the idea of strengthening the local economy through hiring locally available talent. A majority of the senior management at SCL has been hired locally from the state where their key operations are based.

**Workforce Breakup - Age**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Senior Management</th>
<th>Middle Management</th>
<th>Junior Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 30 Years</td>
<td>4</td>
<td>1376</td>
<td></td>
</tr>
<tr>
<td>30-50 Years</td>
<td>55</td>
<td>555</td>
<td></td>
</tr>
<tr>
<td>&gt; 50 Years</td>
<td>65</td>
<td>148</td>
<td>355</td>
</tr>
</tbody>
</table>

**Employee Category**

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management</td>
<td>120</td>
<td>-</td>
</tr>
<tr>
<td>Middle Management</td>
<td>701</td>
<td>9</td>
</tr>
<tr>
<td>Junior Management</td>
<td>4349</td>
<td>20</td>
</tr>
<tr>
<td>Total</td>
<td>5170</td>
<td>29</td>
</tr>
</tbody>
</table>

**Workforce Turnover - Age**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Senior Management</th>
<th>Middle Management</th>
<th>Junior Management</th>
<th>Workers (Permanent)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 30 Years</td>
<td>1</td>
<td>74</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>30-50 Years</td>
<td>22</td>
<td>100</td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>&gt; 50 Years</td>
<td>2</td>
<td>9</td>
<td>4</td>
<td>1</td>
</tr>
</tbody>
</table>

**Employee Category**

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management</td>
<td>10</td>
<td>-</td>
</tr>
<tr>
<td>Middle Management</td>
<td>30</td>
<td>-</td>
</tr>
<tr>
<td>Junior Management</td>
<td>203</td>
<td>1</td>
</tr>
<tr>
<td>Workers (Permanent)</td>
<td>6</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>249</td>
<td>1</td>
</tr>
</tbody>
</table>

**New Joinees Turnover - Age**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Junior Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 30 Years</td>
<td>8</td>
</tr>
<tr>
<td>30-50 Years</td>
<td>8</td>
</tr>
</tbody>
</table>

**Employee Category**

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Junior Management</td>
<td>16</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>16</td>
<td>-</td>
</tr>
</tbody>
</table>

**New Joinees - Age**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Senior Management</th>
<th>Middle Management</th>
<th>Junior Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 30 Years</td>
<td>290</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30-50 Years</td>
<td>1</td>
<td>182</td>
<td></td>
</tr>
<tr>
<td>&gt; 50 Years</td>
<td>4</td>
<td>5</td>
<td>1</td>
</tr>
</tbody>
</table>

**Employee Category**

<table>
<thead>
<tr>
<th>Category</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Management</td>
<td>5</td>
<td>-</td>
</tr>
<tr>
<td>Middle Management</td>
<td>40</td>
<td>1</td>
</tr>
<tr>
<td>Junior Management</td>
<td>473</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>518</td>
<td>1</td>
</tr>
</tbody>
</table>
Building Capabilities – Training & Development

Our approach on promotion of the all-round development of our employees means imparting different types of functional skills to each employee. As a result employees who are working in technical department also possess a working knowledge of the commercial department and vice versa. This approach enables effective cross functional collaboration that facilitates innovation.

At SCL, training plans are drawn on the basis of employee needs identified during assessment process. Training programmes are focused on behavioral attributes and the frequency of training increases depending on the training needs of that employee.

Development training comprises of the following:
- Technical skills
- Behavioral skills
- Cross-functional projects
- On the job training
- Project assignments

Average Training Hours - Employee Category

<table>
<thead>
<tr>
<th></th>
<th>Senior</th>
<th>Middle</th>
<th>Junior</th>
<th>Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>11.54</td>
<td>19.25</td>
<td>11.92</td>
<td>0</td>
</tr>
<tr>
<td>2015-16</td>
<td>17.08</td>
<td>14.05</td>
<td>13.45</td>
<td>1.9</td>
</tr>
<tr>
<td>2016-17</td>
<td>0</td>
<td>6.60</td>
<td>15.32</td>
<td>15.69</td>
</tr>
</tbody>
</table>

Average Training Hours - Employee Category by Gender

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>6.60</td>
<td>0</td>
</tr>
<tr>
<td>2015-16</td>
<td>15.18</td>
<td>0</td>
</tr>
<tr>
<td>2016-17</td>
<td>25.12</td>
<td>10.61</td>
</tr>
</tbody>
</table>
At SCL, we have in place a robust approach to manage our employees in various aspects such as providing timely feedback, provide platforms for learning and development, and the overall work environment. In addition to our existing strategy on human resources, we have identified the key factors that will enable us to make faster progress on overall management of human resources.

Corporate Vision:
Our vision continues to remain to bring about a sense of family culture throughout the production units of SCL.

Employee Code of Conduct:
We do not tolerate sexual harassment in any form and to safeguard from such instances, we have adopted a policy of Prohibition of Sexual Harassment. During the reporting period, there were no complaints on sexual harassment.

Workforce Planning and Recruitment:
SCL has 100% coverage of its workmen and regular contract workers employed as per Contract Labor Regulation and Abolition Act 1970, with the 3 registered trade unions affiliated with their country wide trade unions namely Bhartiya Shree Cement Karmchari Sangh (BMS), Shree Cement Works Union (AITUC) and Rashtriya Shree Cement Majdoor Sangh (INTUC). During the reporting period, there were no strikes or lockouts by the union members.

Learning and Development:
We continue to provide our employees with the appropriate platforms that facilitate their career growth. During the reporting period, we provided over 1310 number of training programmes and over 80,000 hours of training hours to over 5,000 employees.

Fair Compensation:
As an equal opportunity employer, the remuneration ratio of women to men ranges from 0.92 to 1.43 across different employee categories. The ratio of basic salary of women to men falls in the range of 0.89 to 1.35 across different management grades.

Corporate Culture:
We continue to drive organizational culture based on the pillars of our human strategy such as innovation, prosperity and happiness.

Employee Engagement:
At SCL, an employee satisfaction survey is conducted every year in coordination with ‘Great Place to Work’ – a global assessment tool for measuring employee satisfaction. We received a total score of 85 out of 100. We have continued to implement the concept of ‘Benevolent Fund’ where each staff member contributes INR 100 per month to offer monetary support to the families of deceased employees. We ensure that all our employees are updated with anti-corruption policies and procedures. During the reporting period, we conducted training sessions for 4,129 number of employees and provided over 80,722 hours of training. It is essential that each employee works in SCL with a sense of belongingness, where SCL has taken many activities to cater to the emotional welfare of employees. Such activities include organizing league matches, celebrating festivals and providing recreational facilities which include Gymnasium, ‘Arogyadhaam’ Yoga Center and Sports Complex.

Human Rights:
We ensure to act ethically and with transparency in all our dealings with our employees and contractors. The Human Resources policy at SCL strictly prohibits use of child labor and forced/compulsory labor in all our operations. Our employees are encouraged to report any instances of violation of the human rights policy. During the reporting period, we provided over 642 man-hours of training on human rights aspects to 248 employees. There were no instances of violation of human rights or labor practices at any of our sites.
At SCL, we have in place a robust approach to manage our employees in various aspects such as providing timely feedback, provide platforms for learning and development, and the overall work environment. In addition to our existing strategy on human resources, we have identified the key factors that will enable us to make faster progress on overall management of human resources.

**Corporate Vision:** Our vision continues to remain to bring about a sense of family culture throughout the production units of SCL.

**Employee Code of Conduct:** We do not tolerate sexual harassment in any form and to safeguard from such instances, we have adopted a policy of Prohibition of Sexual Harassment. During the reporting period, there were no complaints on sexual harassment.

**Workforce Planning and Recruitment:** SCL has 100% coverage of its workmen and regular contract workers employed as per Contract Labor Regulation and Abolition Act 1970, with the 3 registered trade unions affiliated with their country wide trade unions namely Bhartiya Shree Cement Karmchari Sangh (BMS), Shree Cement Works Union (AITUC) and Rashtriya Shree Cement Majdoor Sangh (INTUC). During the reporting period, there were no strikes or lockouts by the union members.

**Learning and Development:** We continue to provide our employees with the appropriate platforms that facilitate their career growth. During the reporting period, we provided over 1310 number of training programmes and over 80,000 hours of training hours to over 5,000 employees.

**Fair Compensation:** As an equal opportunity employer, the remuneration ratio of women to men ranges from 0.92 to 1.43 across different employee categories. The ratio of basic salary of women to men falls in the range of 0.89 to 1.35 across different management grades.

**Corporate Culture:** We continue to drive organizational culture based on the pillars of our human strategy such as innovation, prosperity and happiness.

**Employee Engagement:** At SCL, an employee satisfaction survey is conducted every year in coordination with ‘Great Place to Work’ – a global assessment tool for measuring employee satisfaction. We received a total score of 86 out of 100. We have continued to implement the concept of ‘Benevolent Fund’ where each staff member contributes INR 100 per month to offer monetary support to the families of deceased employees. We ensure that all our employees are updated with anti-corruption policies and procedures. During the reporting period, we conducted training sessions for 4,129 number of employees and provided over 80,722 hours of training. It is essential that each employee works in SCL with a sense of belongingness, where SCL has taken many activities to cater to the emotional welfare of employees. Such activities include organizing league matches, celebrating festivals and providing recreational facilities which include Gymnasium, ‘Arogyadhama’ Yoga Center and Sports Complex.

**Human Rights:** We ensure to act ethically and with transparency in all our dealings with our employees and contractors. The Human Resources policy at SCL strictly prohibits use of child labor and forced/compulsory labor in all our operations. Our employees are encouraged to report any instances of violation of the human rights policy. During the reporting period, we provided over 642 man-hours of training on human rights aspects to 248 employees. There were no instances of violation of human rights or labor practices at any of our sites.
It is essential for an organization like ours, to invest in human resources and provide appropriate benefits to the full-time employees to help in reducing employee turnover and retain employees. Several benefits are provided to our employees as per their category of employment.

At SCL, all female employees are entitled to a maternity leave of 6 months under the Maternity Benefits Act, 1961. During the reporting period, 4 numbers of female employees took the maternity leave and all of them returned to work.

<table>
<thead>
<tr>
<th>Applicable Benefits</th>
<th>Employment Category</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Senior Management</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>✓</td>
</tr>
<tr>
<td>Group Personal Accident</td>
<td>✓</td>
</tr>
<tr>
<td>Employees’ Pension Scheme (EPS)</td>
<td>✓</td>
</tr>
<tr>
<td>Employees’ Provident Fund Scheme (EPFS)</td>
<td>✓</td>
</tr>
<tr>
<td>Employees’ Deposit Linked Insurance Scheme (EDLIS)</td>
<td>✓</td>
</tr>
<tr>
<td>Bonus* - As per PF Act</td>
<td>Not Applicable</td>
</tr>
<tr>
<td>Employee Stock Option</td>
<td>x</td>
</tr>
<tr>
<td>Employees State Insurance</td>
<td>✓</td>
</tr>
<tr>
<td>Group Life Insurance</td>
<td>✓</td>
</tr>
<tr>
<td>Transportation Allowance**</td>
<td>✓</td>
</tr>
<tr>
<td>Uniform Allowance**</td>
<td>✓</td>
</tr>
<tr>
<td>Benevolent Fund - Employee Contribution Scheme</td>
<td>✓</td>
</tr>
</tbody>
</table>

*For those whose basic salary is less than 21,000/-
** Part of the CTC
It is essential for an organization like ours, to invest in human resources and provide appropriate benefits to the full-time employees to help in reducing employee turnover and retain employees. Several benefits are provided to our employees as per their category of employment.

At SCL, all female employees are entitled to a maternity leave of 6 months under the Maternity Benefits Act, 1961. During the reporting period, 4 numbers of female employees took the maternity leave and all of them returned to work.

**Integrating Sustainability in Human Resources**

**Corporate Vision**

- Fair Compensation
- Employee Code of Conduct
- Corporate Culture
- Workforce Planning and Recruitment
- Employee Engagement
- Learning and Development
- Human Rights

<table>
<thead>
<tr>
<th>Employment Category</th>
<th>Applicable Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Middle Junior</td>
<td>Health Insurance ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Group Personal Accident ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Employees' Pension Scheme (EPS) ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Employees' Provident Fund Scheme (EPFS) ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Employees' Deposit Linked Insurance Scheme (EDLIS) ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Bonus* - As per PF Act Not Applicable ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Employees State Insurance ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Group Life Insurance ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Transportation Allowance** ✓ ✓ ✓ ✓</td>
</tr>
<tr>
<td>Management</td>
<td>Uniform Allowance** ✓ ✓ ✓</td>
</tr>
<tr>
<td></td>
<td>Benevolent Fund - Employee Contribution Scheme ✓ ✓ ✓</td>
</tr>
</tbody>
</table>

Standardization of the process across our units was a challenge due to geographical conditions of the location.

**What Does the Intervention Include?**

**Team Introduction**

The family members are taken to the employee’s workplace and are introduced to the team mates, supervisor and the head of department.

**Tenure of Employment**

At the workplace, the positive aspects and contribution by the employee, during his tenure at SCL are discussed with the head of department.

**Recognition**

The employee is recognized in front of the family members which boosts the confidence of the employees.

**Key Challenges Faced**

A corporate presentation is conducted which covers many aspects of the organization such as initiatives, growth story, brands, achievements, among many more. All the participants are provided a tour covering the mines, plant site and are explained the entire manufacturing process. SCL invites five families to its venue, where refreshments are provided to all the participants.

**Benefits**

To strengthen relationship between the employee and SCL

**Timescale**

2016

<table>
<thead>
<tr>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
</tr>
</thead>
</table>

**Intervention Started**

**Implementation Coverage**

<table>
<thead>
<tr>
<th>Beawar</th>
<th>Ras</th>
</tr>
</thead>
<tbody>
<tr>
<td>Raipur</td>
<td>Khushkhera</td>
</tr>
<tr>
<td>Suratgarh</td>
<td>Jaipur</td>
</tr>
<tr>
<td>Roorkee</td>
<td>Aurangabad</td>
</tr>
<tr>
<td>Panipat</td>
<td>Bulandshahr</td>
</tr>
</tbody>
</table>
AUTOMATING HR SYSTEMS

One of the fastest growing organizations in the manufacturing sector, it is essential to keep pace with the fast changing and dynamic work environment. This would entail making faster decisions and having the necessary means to effectively implement them.

Key Challenges Faced

The growing expanse of work responsibilities had resulted in multiple points of data entry, repetition of work, difficulty in data retrieval and increased frequency of errors.

Taking that into account we at SCL, initiated automation of the work of HR. Steps were taken to minimize if not eliminate human intervention. This not only freed the skilled staff that were performing transactional jobs to do what humans do best - creativity and thinking, it also reduced the occurrence of human errors.

Key Areas of Automation

<table>
<thead>
<tr>
<th>Recruitment Process</th>
<th>Mediclaim Insurance</th>
<th>Letters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transitioning from an entirely manual data capturing process through implementing end to end automation</td>
<td>The earlier manual process is now integrated with ERP systems, resulting in reduction of man hours</td>
<td>Resignation acceptance, service certificate and other letters are now generated through the system</td>
</tr>
</tbody>
</table>

Implementation Coverage

<table>
<thead>
<tr>
<th>Ras</th>
<th>Beawar</th>
</tr>
</thead>
<tbody>
<tr>
<td>Khushkhera</td>
<td>Suratgarh</td>
</tr>
<tr>
<td>Roorkee</td>
<td>Panipat</td>
</tr>
<tr>
<td>Bihar</td>
<td>Bulandshahr</td>
</tr>
<tr>
<td>Raipur</td>
<td>Jaipur</td>
</tr>
</tbody>
</table>

Benefits

This resulted in increase in productivity.

Timescale

2016

Recognition

Award for Process Automation through Innovation

Award for Best use of Technology
Bringing It All Together:
Human Resources Enabling Business Growth

At SCL, we believe that sustainable value creation and business growth must go simultaneously, and we have identified the key factors which facilitate the same.

- Strong commitment to value creation as the company’s focus
- Relentless cost management
- Sustaining a high-performance culture

### Continual Growth

<table>
<thead>
<tr>
<th>Sustainable Value Creation</th>
<th>Economic Performance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Company Focus</td>
<td>Cost Management</td>
</tr>
<tr>
<td>To avoid pursuing growth opportunities at the expense of profitability</td>
<td>Sustain the current operating model without compromising on operational efficiencies, supply chain processes, and people management</td>
</tr>
<tr>
<td></td>
<td>Culture of high-Performance</td>
</tr>
<tr>
<td></td>
<td>Strengthen the sense of ownership in the management and provide training to managers</td>
</tr>
</tbody>
</table>

Aligning both culture and strategy has enabled us to accomplish high levels of collaboration and teamwork while expanding to new markets. Along with this, we have continued to put emphasis on employee happiness and maintained our focus on holistic growth towards building the HR function. It strives to achieve an unprecedented rate of growth while maintaining engagement scores that are higher and attrition rates significantly lower than the industry levels.
Health and safety of employees remains the first priority in decision making. The success of our organization is dependent on such employees, who convert the material resources into our quality products - which drive sales. We are committed in conducting our business operations with zero goals of injuries, provide safe working conditions for both employees and contractual workers, and comply with the applicable legal, regulatory and industrial requirement.
Combining health and safety with innovative and proactive strategies provides a groundbreaking opportunity to achieve a truly sustainable organization. At SCL, the health and safety of workers is a board level priority. In order to successfully operate our integrated plants and grinding units, we consider our workers as most vital resource. The workplace health and safety is a core part of our sustainability vision, and the same is emphasized on a day to day basis through displaying safety messages at strategic locations in the plant across all units.

We embrace health and safety as a foundation of sustainability as it is good for both workers and the organization.

The ‘Safety Department’ of SCL comprises of highly experienced safety professionals who are focused on building and spreading safety culture across the organization. During the reporting year, various health and safety trainings for staff, contract workers and truck drivers were organized to enhance level of awareness. To make our job site free from hazards and more safe, we conducted nearly 300 joint safety audits and over 900 safety inspections across Beawar, Ras, Raipur and the grinding units.
Promoting a Safe Working Culture

Across all the sites of SCL, ‘Safety and Environment Day’ is celebrated on first working day of each month. This ‘Safety and Environment Day’ program is attended by contractors and their workers, permanent workers, union representatives, supervisory staff and managerial staff. Presence of Unit Head, Functional heads and HODs demonstrate the level of commitment towards health and safety. All participants pledge their dedication towards health and safety by taking the safety oath. Opportunities such as Road Safety Week, National Safety Week, National Fire Service Day, World Health Day, World Environment Day and Yoga Day are utilized to organize events with an aim to create long lasting / sustainable impact towards our effort of bringing behavioral and cultural changes, not only in our plant premises but also among stakeholders in our neighborhood. Under the safety theme of ‘Prevent Fire Accident – Promote Nation’s Development’, we celebrated the National Fire Service Day on 14th April 2016. This was a tribute to the brave fire fighters who sacrificed their lives at the Victoria Dock situated at the Bombay port. As a part of the celebrations, we conducted mock drills to demonstrate adequate preparedness to combat unforeseen emergencies. During the reporting period, there were no lock outs and close outs.

![Number of Programs and Participants Chart]
Safety Committees at SCL

We have created safety committees at all manufacturing units for ensuring an equal representation from both management and non-management sides.

Beawar | Ras | Raipur | Khushkhera | Suratgarh | Jaipur | Roorkee | Aurangabad | Panipat | Bulandshahr

Cement Plant Safety Committee | Ras Safety Committee | Apex Safety Committee | KKGU Safety Committee | Safety Task Force | JGU Safety Committee | Cement Plant Safety Committee | Cement Plant Safety Committee | PGU Safety Committee | UPGU Safety Committee

Name of the Committees

We consistently strive to prevent hazards by following a systematic approach for meeting health and safety objectives. This includes presence of relevant mechanism for detecting occupational health and safety risks. Every unit is subjected to frequent safety audits under the compliance requirements of the Factory Act, 1948. The safety committees play a vital role in coordinating with the operations and maintenance team in organizing safety inspections of each plant. Every workmen along with contractual workmen are covered under collective bargaining agreements, and appropriate platforms are provided to engage with the management in communicating their concerns. GRI 102-41

At SCL, we recognize that, truck drivers can often be vulnerable to health and safety hazards. As the truck drivers restrain themselves in approaching for medical advice – a team comprising of safety, medical and logistics personnel, organize free health checkup camps for all the truck drivers. During the reporting period, SCL designed and executed a pilot training program to improve behavior of the truck drivers with regard to health and safety.

The GPS based Operator Independent Truck Dispatch System (OITDS) is working at our Nimbeti Mines, where in the whole mine is controlled by Central Control Room (CCR). It improves productivity of valuable human resource, fleet management and safe operations.

Delegation of member Companies of Cement Sustainability Initiative (CSI) visited SCL Beawar Plant as a part of peer visit program. The objective of the program was to review the implementation of recommended good practices and sharing of safety initiatives for improvement in safety culture. Visiting delegates appreciated the efforts for sustainable improvement in safety culture.
### Health and Safety Parameters

#### Safety Performance for Direct Employees

<table>
<thead>
<tr>
<th>Description</th>
<th>Unit</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Injuries</td>
<td>Numbers</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Injury Rate (IR)</td>
<td>Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Occupational Disease Cases</td>
<td>Numbers</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Occupational Disease Rate (ODR)</td>
<td>Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lost Days</td>
<td>Days</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lost Day Rate (LDR)</td>
<td>Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Absenteeism</td>
<td>Days</td>
<td>17841</td>
<td>93</td>
<td>17934</td>
</tr>
<tr>
<td>Absentee Rate</td>
<td>Percentage (%)</td>
<td>1.40</td>
<td>2.33</td>
<td>1.41</td>
</tr>
<tr>
<td>Man Hours Worked</td>
<td>Hours</td>
<td>10138384</td>
<td>31912</td>
<td>10170296</td>
</tr>
<tr>
<td>Fatalities</td>
<td>Nos.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

#### Safety Performance for Indirect Employees

<table>
<thead>
<tr>
<th>Description</th>
<th>Unit</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Injuries</td>
<td>Numbers</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Injury Rate (IR)</td>
<td>Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Occupational Disease Cases</td>
<td>Numbers</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Occupational Disease Rate (ODR)</td>
<td>Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lost Days</td>
<td>Days</td>
<td>38</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lost Day Rate (LDR)</td>
<td>Per million man hours worked</td>
<td>0.321</td>
<td>0</td>
<td>0.321</td>
</tr>
<tr>
<td>Absenteeism</td>
<td>Days</td>
<td>74990</td>
<td>0</td>
<td>74990</td>
</tr>
<tr>
<td>Absentee Rate</td>
<td>Percentage (%)</td>
<td>3.99</td>
<td>0</td>
<td>3.99</td>
</tr>
<tr>
<td>Man Hours Worked</td>
<td>Hours</td>
<td>15035067</td>
<td>0</td>
<td>15035067</td>
</tr>
<tr>
<td>Fatalities</td>
<td>Nos.</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

*During the reporting period, a fatality of a third party truck driver occurred at the 'Roorkee' site.*
GOOD HEALTH AND WELL-BEING

Health and Safety Parameters

Safety Performance for Indirect Employees

* During the reporting period, a fatality of a third party truck driver occurred at the 'Roorkee' site.

<table>
<thead>
<tr>
<th>Description</th>
<th>Unit</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Injuries Numbers</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Injury Rate (IR) Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Occupational Disease Cases Numbers</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Occupational Disease Rate (ODR) Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Lost Days Days</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Lost Day Rate (LDR) Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0.321</td>
<td></td>
</tr>
<tr>
<td>Absenteeism Days</td>
<td>74990</td>
<td>0</td>
<td>74990</td>
<td></td>
</tr>
<tr>
<td>Absentee Rate Percentage (%)</td>
<td>3.99</td>
<td>0</td>
<td>3.99</td>
<td></td>
</tr>
<tr>
<td>Man Hours Worked Hours</td>
<td>15035067</td>
<td>0</td>
<td>15035067</td>
<td></td>
</tr>
</tbody>
</table>

Safety Performance for Direct Employees

<table>
<thead>
<tr>
<th>Description</th>
<th>Unit</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Injuries Numbers</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Injury Rate (IR) Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0.321</td>
<td></td>
</tr>
<tr>
<td>Occupational Disease Cases Numbers</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Occupational Disease Rate (ODR) Per million man hours worked</td>
<td>0</td>
<td>0</td>
<td>0.321</td>
<td></td>
</tr>
<tr>
<td>Lost Days Days</td>
<td>38</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Lost Day Rate (LDR) Per million man hours worked</td>
<td>0.321</td>
<td>0</td>
<td>0.321</td>
<td></td>
</tr>
<tr>
<td>Absenteeism Days</td>
<td>74990</td>
<td>0</td>
<td>74990</td>
<td></td>
</tr>
<tr>
<td>Absentee Rate Percentage (%)</td>
<td>3.99</td>
<td>0</td>
<td>3.99</td>
<td></td>
</tr>
<tr>
<td>Man Hours Worked Hours</td>
<td>15035067</td>
<td>0</td>
<td>15035067</td>
<td></td>
</tr>
</tbody>
</table>

**Case Studies**

**FITMENT OF PROXIMITY SENSOR IN DUMPERS**

**Key Challenges Faced**

Heavy dumpers that transport limestone in mines are having cabins on height, leading to incomplete vision of the ground. This poses a safety issue to the workers on the ground, because of incomplete vision of the driver.

**Technological Intervention**

Proximity sensors were retrofitted at front of the bumper. It works on the principle of passive infrared signal, where it detects the movement of human body or obstacles. These changes in infrared signal triggers relay and connected audio buzzer in operators cabin, starts blowing and indicates operator about presence of a worker.

**Key Benefits**

Enhanced safety of workers and machinery.

**Timescale**

|-----|-----|-----|-----|-----|------|-----|-----|-----|-----|-----|-----|-----|

Intervention Started
**DRIVER FATIGUE SENSOR IN DUMPERS**

**Key Challenges Faced**

Studies indicate maximum accidents occur due to drowsiness / feeling asleep by operators during 2-3 am in night

**Technological Intervention**

Retro-fitting of driver fatigue sensor which detect eye-lid movement of operator and accordingly blows a buzzer in cabin to alert the operator. The counts of eyelid movement more than the predefined limit activates buzzer

**Key Benefits**

Enhanced operator’s safety

**Timescale**

<table>
<thead>
<tr>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**TAIL GATE PROTECTION DEVICE ON DUMPERS**

**Key Challenges Faced**

To avoid accidents and severity during possible front to rear collision of dumpers

**Technological Intervention**

Retrofitted with tail gate protection device in front of the bumper with protrusion up to 9 feet. It will stop dumper during rear movement in case of roll down. The same has been fitted with radium strips for night illumination

**Key Benefits**

Enhanced safety of workers and machinery

**Timescale**

<table>
<thead>
<tr>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Managing and Improving Environmental, Social and Economic Parameters throughout our Supply Chain**

- **Critical Suppliers**
  - *5,801.39 million worth of business volumes with total suppliers*
  - *Over 35% of total suppliers are based locally*

- **Vendor CoC (Code of Conduct)**
  - In place at a group level
  - *SA8000 compliant suppliers*

- **Over 35% of total suppliers are based locally**

**Key Highlights**

Need to integrate sustainability into our company’s supply chain have significantly increased in the recent years. This is due to the increasing pressure from investors, shareholders, customers, among many more. We have continued to manage and improve environmental, social and economic aspects of our critical suppliers.

Our suppliers continue to play an integral part in ensuring successful business operations. We get in business with only those suppliers who have a demonstrated record of delivering products of the highest quality. In order to achieve the desired quality of products - all of our suppliers possess necessary technical know-how and enough resources at their disposal to meet our schedule requirements.

During the reporting year, we have engaged in business activities with over 2,000 number of suppliers, which includes - suppliers within Rajasthan, outside Rajasthan and international vendors. Majority of our international vendors are situated in Germany followed by United States of America, Hong Kong and Singapore.

**Managing and Improving Organizational Benefits**

- **Resource Conservation**
- **Product Innovation**
- **Increased Production**
- **Optimization of Processes**
- **Savings in Costs**
- **Promoting Corporate Values**
Managing and improving environmental, social and economic parameters throughout our supply chain helps in conserving resources, optimize processes, save costs and increase productivity. Mapping of supply chain is essential in understanding the impacts in supply chain and prioritization of engagements with suppliers. The vendor code of conduct is a critical tool in communicating expectations to suppliers.

Need to integrate sustainability into our company’s supply chain have significantly increased in the recent years. This is due to the increasing pressure from investors, shareholders, customers, among many more. We have continued to manage and improve environmental, social and economic aspects of our critical suppliers.

Our suppliers continue to play an integral part in ensuring successful business operations. We get in business with only those suppliers who have a demonstrated record of delivering products of the highest quality. In order to achieve the desired quality of products - all of our suppliers possess necessary technical know-how and enough resources at their disposal to meet our schedule requirements.

During the reporting year, we have engaged in business activities with over 2,000 number of suppliers, which includes - suppliers within Rajasthan, outside Rajasthan and international vendors. Majority of our international vendors are situated in Germany followed by United States of America, Hong Kong and Singapore.
### New Vendors Engaged

<table>
<thead>
<tr>
<th>Geographic Area</th>
<th>No. of Vendors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aurangabad</td>
<td>55</td>
</tr>
<tr>
<td>Beawar</td>
<td>362</td>
</tr>
<tr>
<td>Rajpur</td>
<td>177</td>
</tr>
<tr>
<td>Others</td>
<td></td>
</tr>
<tr>
<td>Project</td>
<td>159</td>
</tr>
<tr>
<td>Grand Total</td>
<td>753</td>
</tr>
</tbody>
</table>

### Suppliers Profile

- **Vendors Within Rajasthan**: 689
- **Vendors Outside Rajasthan**: 771
- **International Vendors**: 1299

### Business Volumes of Suppliers by Region

<table>
<thead>
<tr>
<th>Region</th>
<th>Total Business Volume (INR million)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vendors within Rajasthan</td>
<td>2538.44</td>
</tr>
<tr>
<td>Vendors outside Rajasthan</td>
<td>2716.66</td>
</tr>
<tr>
<td>International vendors</td>
<td>546.28</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5801.8</td>
</tr>
</tbody>
</table>

### Suppliers by Geographic Area

- **Germany**: 54%
- **Switzerland**: 10%
- **Singapore**: 3%
- **Hong Kong**: 3%
- **Denmark**: 3%
- **Netherlands**: 3%
- **Canada**: 3%
- **United Arab Emirates**: 3%
- **China**: 3%
- **United State of America**: 3%
- **Taiwan**: 4%

### Suppliers by Region

- **2015-16 (9 months)**
- **2016-17**

---

Bihar Grinding Unit
Managing Supply Chain Performance

Our suppliers are key business partners and the organizational success is highly dependent on them. It is critical for our organization to have suppliers who conduct their business operations responsibly.

At SCL, we have mechanisms such as Green Procurement Policy and Vendor Code of Conduct that guides management in implementing effective practices for managing supply chain of SCL.

For example, Green Procurement Policy is developed where due considerations are given to economic, social, and legal parameters. Coverage of Green Procurement Policy is applicable to 100% of our suppliers and same is communicated to all the suppliers. The Vendor Code of Conduct outlines the basic standards of ethical and responsible business practice that must be met by the suppliers. Every supplier is expected to demonstrate compliance with the Vendor Code of Conduct. This includes performing well in areas such as human rights, prevention of forced and child labor, maintaining hygienic working conditions, and complying with applicable rules and regulations.

SUPPLIER SCREENING PROCESS

Establish Contact
- Sending enquiry e-mails to vendors
- Meeting potential suppliers at trade fairs

Supplier Profiling
- Liaison with the technical team of SCL
- Assess technical capabilities of the potential suppliers

Initial Vendor Assessment
- Assess the economic background of the suppliers

Physical Inspection
- Site review of the potential suppliers
- Third party (Critical Parts)

Trial Order
- Evaluate vendor performance

Finalise Vendor

Improving Supply Chain Performance

Identifying Critical Suppliers
- We have identified over 100 critical indigenous suppliers that constitutes business volume over INR 10 million

Communicating Expectations
- At the finalization of the agreement, every vendor is expected to comply with the sustainability policy of SCL

Measuring Supplier Performance
- Vendors are expected to maintain SA8000 certification

Capacity Building of Suppliers
- Vendor performance is analyzed through vendor rating based on following parameters:
  - Quality acceptance
  - Competitive price
  - Request for quotation (RFQ) response
  - Delivery time
  - Exemplary support etc.

Improve Supplier Performance
- We conduct frequent capacity building sessions in the sustainability areas such as anti-corruption, ethics and anti-bribery and labor practices

Key Steps Involved
- Providing training on new technical & commercial requirements
- At the finalization of the agreement - inviting suppliers to visit SCL
- Visiting supplier premises for verifying SCL standards
LOCAL COMMUNITY DEVELOPMENT

SCL views Corporate Social Responsibility (CSR) as a key platform to engage with society with an enhanced focus on rural communities. It is an opportunity to create value in society while complying with applicable regulatory requirements. CSR policy of SCL aims to streamline responsible business practices in its day-to-day business operations.

Schedule VII, of the Companies Act 2013 compliant CSR activities

₹192.9 million CSR spent during FY 2016-17

38.79% of the total CSR spent was on rural development projects

31.47% of the total spent was on promoting education
As a socially and environmentally conscious organization, we acknowledge our responsibility towards local community and stakeholders at large. At SCL, we undertake social development interventions with a key objective to create a meaningful change in the lives of stakeholders, who are closely associated with business operations of SCL.

Corporate Social Responsibility (CSR) activities executed at SCL are in line with the statutory requirements of the Schedule VII of the Companies Act 2013.

**Snapshot on CSR Governance**

**Vision**
- SCL would like to maintain position as an ethical and responsible company, by adopting responsible and inclusive business practices that recognize and respect the interest of its stakeholders.
- Shree ‘Samaj Seva’ Programs are focused on underprivileged sections of society.

**Compliance**
- SCL will remain compliant with the statutory criteria to spend 2% of its average net profit of last three years towards its CSR/‘Samaj Seva’ Initiatives.

**Scope**
- CSR policy is developed to meet requirements of Section 135 of the Companies Act 2013.
- The Policy shall apply to all CSR projects/programs undertaken by the Company in India as per Schedule VII of the Act.
- This policy shall be applicable to three integrated plants – Beawar, Ras and Raipur and seven Grinding Units – Khushkhera, Suratgarh, Jaipur, Roorkee, Aurangabad, Panipat and Bulandshahr.

**CSBR Commitee**

<table>
<thead>
<tr>
<th>Name of the Member</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. O. P. Setia (Chairman)</td>
<td>Independent &amp; Non-Executive Director</td>
</tr>
<tr>
<td>Mr. Prashant Bangur</td>
<td>Non Independent &amp; Executive Director</td>
</tr>
<tr>
<td>Mr. Nitin Desai</td>
<td>Independent &amp; Non-Executive Director</td>
</tr>
<tr>
<td>Dr. Leena Srivastava</td>
<td>Independent &amp; Non-Executive Director</td>
</tr>
<tr>
<td>Mr. Sanjiv Krishnaji Shelgikar</td>
<td>Independent &amp; Non-Executive Director</td>
</tr>
<tr>
<td>Mr. Ramakant Sharma</td>
<td>Non-Executive Director</td>
</tr>
</tbody>
</table>
The CSR activities at SCL cover a wide range thematic areas which include education, healthcare, sustainable livelihood, women empowerment, infrastructure development, environment protection and promotion of art and culture. During reporting period, average net profit for the last three financial years was INR 9,554.9 million. Prescribed CSR expenditure for FY 16-17 was INR 191.1 million and spent was over utilised to INR 192.9 million.

**Thematic Area**
- CSR Overheads
- Rural Development Projects
- Promoting Rural Sports
- Promoting and Protecting Art and Culture
- Environmental Sustainability and Animal Welfare
- Creating Facilities for Senior Citizens
- Women Empowerment
- Livelihood Enhancement Projects
- Promoting Education
- Agriculture Support
- Making Available Safe Drinking Water
- Health Care Initiatives

**CSR Spent: FY 16-17**

**Average Net Profit (Last Three Years):**
INR 9,554.9 Million

- CSR Overheads: 7.7
- Rural Development Projects: 74.8
- Promoting Rural Sports: 15
- Promoting and Protecting Art and Culture: 9.0
- Environmental Sustainability and Animal Welfare: 6.6
- Creating Facilities for Senior Citizens: 10.6
- Women Empowerment: 8.4
- Livelihood Enhancement Projects: 2.8
- Promoting Education: 60.7
- Agriculture Support: 1.5
- Making Available Safe Drinking Water: 8
- Health Care Initiatives: 5.9

**CSR Spent (INR 192.9 Million)**
Education as a Powerful Weapon to Change the World

About the Program

It is often believed that development of country depends on the level of education of its citizens. At SCL, we strongly presume that there can always be some room for improvement in the field of education. In this aspect, SCL has launched a project ‘Shree Shiksha Yojana’ which is aimed to improve the education system.

Key Interventional Schemes

- **Individual Benefits to School Students:** Providing school bags, sweaters, shoes, socks, copies, registers and stationary kits etc.
- **Providing Basic Amenities in Near-by Government Schools:** Provision of furniture, green mats, ceiling fans, computer sets, green boards, ‘durries’, staff furniture, water coolers etc.
- **Providing Sports Equipment in Schools:** Providing sports kit such as bat, ball, volleyball, carom-board, skipping ropes, rings, cricket kit, foot-ball, badminton etc.
- **Extending Scholarship to School Students:** Extending scholarships for attaining top three positions in class i.e. 8th, 10th and 12th
- **Improving Sanitation:** Providing dust bins and organizing hygiene awareness programs
- **Providing Tuition Classes:** Launched tuition classes under the scheme called Shree Ki Pathshala for 10th board class students in three schools of village Andheri Deori, Lulwa and Neemgarh
- **Organizing Educational Tour:** Organized educational tour for the Shree Ki Pathshala, students who had over 70% attendance during tuition classes
- **Promoting Infrastructure Development:** Financing construction of class rooms, toilets, boundary walls and ‘Piayoo’ in schools
- **Organizing Parents Meeting:** Conducted meeting with parents in government schools covered under ‘Shree Ki Pathshala’
- **Providing RO Drinking Water Facility:** Providing RO water in various government schools on regular basis

Impact Created

<table>
<thead>
<tr>
<th>Increase in Enrollment</th>
<th>Control over Water Borne Diseases</th>
<th>Control on Migration from Government Schools</th>
<th>Smart Classes for Rural Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>There has been a significant increase of students enrollment in government schools</td>
<td>The initiative of RO water supply has proved a significant impact on the local population and many other schools which are replicating the practice</td>
<td>The overall improvement in quality of education provided in government schools led to change perception of government schools</td>
<td>Many classes have been organized with the help of audio-visual devices, multimedia concepts and other modern IT teaching aids. This has helped students in their learning and assimilation</td>
</tr>
</tbody>
</table>
Financial Assistance On Farming Practices

About the Program

Agricultural practice faces many challenges i.e. droughts, lack of available capital & low productivity due to lack of access to appropriate farming inputs. To address these issues SCL designed an integrated approach for farmers to increase agricultural productivity and profitability.

Need Identification

After conducting a number of meetings with farmers in the surrounding areas, SCL provided seeds and agricultural tools to them. These meetings were conducted under supervision of CSR Team, Agriculture officers and local community leaders i.e. Gram Sarpanch, Ward Members. During meetings many valuable suggestions were given to farmers.

Key Interventional Schemes

- Motivating & sensitizing farmers for adopting Government subsidy on Micro Irrigation schemes such as drip irrigation system, sprayer machine and sprinkler sets
- Providing financial assistance for Sprayer machines, drip system sprinkler set to farmers
- Distribution of various types of crops, fodder seeds (Moong, Chawla, Maize, Jawar, Bajra etc.) and vegetable seeds kits
- Collaborating with various agricultural institutes such as National Research Centre on Seed Spices (NRCSS) and Agriculture Science Center (ASC) to provide trainings
- Provisions provided for collecting food grains

Impact Created

- This program has benefitted 1,983 number of farmers in the surrounding villages of various Gram Panchayats
- A farmer of village ‘Neemgarh’, Gram Panchayat Shyamgarh has developed Orchard. Initial financial support was provided by SCL that led to the increased livelihood of the farmer from INR 10,000 to INR 50,000 per month
- Similarly, ‘Mr. Bhagat Singh’ farmer of village ‘Khirnikheda’, Gram Panchayat ‘Suhawa’, is supported by SCL
- Mr. Bhagat Singh is earning approximately INR 7,000 to INR 12,000 per month with effective use of agricultural seeds
About the Program

Agricultural practice faces many challenges i.e. droughts, lack of available capital & low productivity due to lack of access to appropriate farming inputs. To address these issues SCL designed an integrated approach for farmers to increase agricultural productivity and profitability.

Key Interventions

- Government subsidy on Micro Irrigation schemes such as drip irrigation system, sprayer machine and sprinkler sets
- Providing financial assistance for Sprayer machines, drip system sprinkler set to farmers
- Distribution of various types of crops, fodder seeds
- Motivating & sensitizing farmers for adopting

Impact Created

Need Identification

After conducting a number of meetings with farmers in the surrounding areas, SCL provided seeds and agricultural tools to them. These meetings were conducted under supervision of CSR Team, Agriculture officers and local community leaders i.e. Gram Sarpanch, Ward Members. During meetings many valuable suggestions were given to farmers.

- This program has benefitted 1,983 number of farmers in the surrounding villages of various Gram Panchayats
- A farmer of village ‘Neemgarh’, Gram Panchayat Shyamgarh has developed Orchard. Initial financial support was provided by SCL that led to the increased livelihood of the farmer from INR 10,000 to INR 50,000 per month
- Similarly, ‘Mr. Bhagat Singh’ farmer of village ‘Khirnikheda’, Gram Panchayat ‘Suhawa’, is supported by SCL
- Mr. Bhagat Singh is earning approximately INR 7,000 to INR 12,000 per month with effective use of agricultural seeds (Moong, Chawla, Maize, Jawar, Bajra etc.) and vegetable seeds kits
- Collaborating with various agricultural institutes such as National Research Centre on Seed Spices (NRCSS) and Agriculture Science Center (ASC) to provide trainings
- Provisions provided for collecting food grains

Areas Shortlisted for Interventions

<table>
<thead>
<tr>
<th>Location</th>
<th>Work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Village: Roopnagar</td>
<td>Pond deepening work</td>
</tr>
<tr>
<td>Panchayat: Ras</td>
<td>Construction of Anicut</td>
</tr>
<tr>
<td>Panchayat Samiti: Jaitaran</td>
<td>Construction of waste weir and farm bunding work at four locations</td>
</tr>
</tbody>
</table>

Impact from the Intervention

In the villages of Ras Gram Panchayat, farm bunding was done and followings are the benefits:
- This has resulted in harvesting rain water to its maximum capacity
- Increased crop productivity as moisture level in soil improved
- Reduction in runoff water and increase in ground water level
Bike Repairing Training Program

Aim of the Program

SCL has organized a training program on bike repairing for 45 days to make the youth financially independent.

Project Implementation

- Number of participants in the training program - 26
- Master trainer Mr. Ram Shankar who has an experience of over 10 years in this field
- Practical experience was provided to all the participants
- At the end of training program, basic toolkits were provided to all participants – enabling them to start up their own work
**Ras (IU)**

**Bike Repairing Training Program**

**Aim of the Program**
SCL has organized a training program on bike repairing for 45 days to make the youth financially independent.

**Project Implementation**
- Master trainer Mr. Ram Shankar who has an experience of over 10 years in this field
- Practical experience was provided to all the participants
- At the end of training program, basic toolkits were provided to all participants – enabling them to start up their own work

**Number of participants in the training program**
- 26

---

**EDUCATION**

<table>
<thead>
<tr>
<th>Thematic Area</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Computer Literacy Centre</strong></td>
<td>2012</td>
<td>To provide a foundational level of computer knowledge to students</td>
<td>Increased in the standard of computer education Students received a completion certificate from the Jan Siksha Sansthan Ajmer Foundation</td>
<td>54 students</td>
<td>2014</td>
<td>To provide basic amenities such as furniture, ceiling fans and stationary items to students of nearby government schools</td>
<td>Increased interest in education by providing basic amenities to school children Improved retention rate of children Improved school infrastructure</td>
<td>2913 students</td>
</tr>
<tr>
<td><strong>School Support Programme</strong></td>
<td>2014</td>
<td>To develop better facilities in schools of rural areas Construction of classrooms, boundary walls and toilets</td>
<td>Increase in the number of enrolled students</td>
<td>850 students</td>
<td>2015</td>
<td>To develop better facilities in schools of rural areas Construction of classrooms, boundary walls and toilets</td>
<td>Increase in the number of enrolled students</td>
<td>850 students</td>
</tr>
<tr>
<td><strong>‘Shree Ki Pathshala’</strong></td>
<td>2016</td>
<td>To provide free tuition classes of Maths and English for 10th board students Enabling students to revise the course work and avoiding long travelling to city for extra classes</td>
<td></td>
<td>59 students</td>
<td>2015</td>
<td>To provide basic amenities such as furniture, ceiling fans and stationary items to students of nearby government schools</td>
<td>Increased interest in education by providing basic amenities to school children Improved retention rate of children Improved school infrastructure</td>
<td>2913 students</td>
</tr>
<tr>
<td><strong>School Room</strong></td>
<td>2012</td>
<td>To provide a foundational level of computer knowledge to students Students received a certification of completion from the National Institute of Information Technology (NIIT) Foundation</td>
<td></td>
<td>214 students</td>
<td>2008</td>
<td>To provide basic amenities such as furniture, ceiling fans and stationary items to students of nearby government schools</td>
<td>Increased interest in education by providing basic amenities to school children Improved retention rate of children Improved school infrastructure</td>
<td>1333 students</td>
</tr>
<tr>
<td><strong>Ras (IU)</strong></td>
<td>2008</td>
<td>To provide basic educational facilities for adolescent girls with enhanced focus for dropouts Adolescent girls from 10 villages were covered Local school teachers were deployed Study material were provided free of cost 33 girls received formal certification</td>
<td></td>
<td>206 participants</td>
<td>2014</td>
<td>To improve the standard of education at the primary level of government schools, by deploying local teachers Enhanced quality of education for Class I &amp; II students. 10 teachers were deployed across 7 schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Quality Education Program</strong></td>
<td>2012</td>
<td>To generate livelihood options for youths in nearby villages Different types of trainings provided such as carding, spinning, tailoring, electronic and electrical fittings</td>
<td></td>
<td></td>
<td>2014</td>
<td>To improve the standard of education at the primary level of government schools, by deploying local teachers Enhanced quality of education for Class I &amp; II students. 10 teachers were deployed across 7 schools</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Employability Training</strong></td>
<td>2015</td>
<td></td>
<td></td>
<td></td>
<td>2014</td>
<td>To generate livelihood options for youths in nearby villages Different types of trainings provided such as carding, spinning, tailoring, electronic and electrical fittings</td>
<td>26 number of participants 100 masons</td>
<td></td>
</tr>
</tbody>
</table>
## EDUCATION

<table>
<thead>
<tr>
<th>Thematic Area</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrated Plant (IU) / Grinding Units (GU)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Jaipur (GU)</strong></td>
<td>2016</td>
<td>To encourage students for undertaking sports activities</td>
<td>Increased interest in sports activities</td>
<td>350 students</td>
<td>2016</td>
<td>To encourage students for undertaking educational programmes</td>
<td>Generating interest for going to school by providing uniforms and study material</td>
<td>300 students</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Children have played at the National level in badminton and archery tournament</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Distribution of Sports Items</strong></td>
<td>2016</td>
<td>To encourage students in taking education on priority</td>
<td>Schools were equipped with new furniture</td>
<td>110 students</td>
<td>2016</td>
<td>To provide safe drinking water to school children</td>
<td>Reduced probability of getting infected with diseases related to unclean water</td>
<td>400 students</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Bihar (GU)</strong></td>
<td>2016</td>
<td>To promote education of students in school</td>
<td>Increased attendance of students in school</td>
<td>Approximately 400 students</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cultural Programme – Majurahi and Bela Middle School</strong></td>
<td>2016</td>
<td>To promote education through providing infrastructure support</td>
<td>This has motivated both students and teachers in achieving a better level of education</td>
<td>250 students</td>
<td>2016</td>
<td>To tackle the issues of contaminated water facilities in schools</td>
<td>Many health problems were resolved as a result of installing clean drinking water facilities in government schools in – Maheshra, Budhi Bawal, Salarpur, Rabarka, Karibas</td>
<td>655 students</td>
</tr>
<tr>
<td><strong>Khushkhera (GU)</strong></td>
<td>2017</td>
<td>To promote education through providing infrastructure support</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Infrastructure Support to Schools</strong></td>
<td>2017</td>
<td>To promote education through providing infrastructure support</td>
<td>This has motivated both students and teachers in achieving a better level of education</td>
<td>250 students</td>
<td>2016</td>
<td>To tackle the issues of contaminated water facilities in schools</td>
<td>Many health problems were resolved as a result of installing clean drinking water facilities in government schools in – Maheshra, Budhi Bawal, Salarpur, Rabarka, Karibas</td>
<td>655 students</td>
</tr>
<tr>
<td><strong>Drinking Water Facilities in Schools</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## EDUCATION

<table>
<thead>
<tr>
<th>Thematic Area</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial Support to Schools</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Raipur (IU)</td>
<td>2016</td>
<td>To improve quality of education</td>
<td>Increased enrollment and attendance of students in school</td>
<td>800 students</td>
<td>2017</td>
<td>To motivate students towards achieving technical education</td>
<td>Increased employability of students</td>
<td>6 students</td>
</tr>
<tr>
<td>Distribution of Water Purifier</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Roorkee (GU)</td>
<td>2017</td>
<td>To promote health of students in government schools</td>
<td>Reduced instances of children becoming sick</td>
<td>350 students</td>
<td>2016</td>
<td>To promote education and healthy life of students in government schools</td>
<td>Increased enrollment and attendance of children in school</td>
<td>250 students</td>
</tr>
<tr>
<td>Donations to Schools</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Suratgarh (GU)</td>
<td>2011</td>
<td>To increase the level of education of children from the rural belt</td>
<td>Increased number of students from 150 to 450 in government schools in the village of Udaipur</td>
<td>450 students</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## HEALTH

<table>
<thead>
<tr>
<th>Thematic Area</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>RO Drinking Water</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beawar (IU)</td>
<td>2011</td>
<td>To address the growing crisis of drinking water in government schools</td>
<td>Reduced instances of impure water related health cases</td>
<td>2100 students</td>
<td>2015</td>
<td>To generate nutritional awareness programs for antenatal women and lactating mothers</td>
<td>Reduced instances of women becoming ill</td>
<td>123 women</td>
</tr>
<tr>
<td>Distribution of Health Supplements</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ras (IU)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Promotion of Agricultural Equipment</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mamta Project (Maternal &amp; Child Health Care)</td>
<td>2008</td>
<td>To reduce the infant and maternal mortality rate</td>
<td>To improve the health status of women</td>
<td></td>
<td></td>
<td>Increased awareness in preventive health issues of women</td>
<td>4165 people</td>
<td></td>
</tr>
</tbody>
</table>
# HEALTH

<table>
<thead>
<tr>
<th>Thematic Area</th>
<th>Key Purpose</th>
<th>Year of Commencement</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Medicine Camp</td>
<td>Participants got free doctor consultation &amp; prescribed medicines.</td>
<td>2016</td>
<td>700 villagers</td>
<td></td>
</tr>
<tr>
<td>Mamta Camp for Pregnant Women</td>
<td>To improve nutritional level of pregnant ladies during pregnancy</td>
<td>2016</td>
<td>It was observed that the nutritional status of pregnant women improved to a satisfactory level</td>
<td>600 women</td>
</tr>
<tr>
<td>Blood Donation Camp</td>
<td>Refreshment was provided to all blood donors to encourage them</td>
<td>2017</td>
<td>127 participants</td>
<td></td>
</tr>
<tr>
<td>Installation of Water Tanks</td>
<td>To provide clean drinking water to villagers</td>
<td>2016</td>
<td>Drinking water made available to villagers</td>
<td>250 villagers</td>
</tr>
<tr>
<td>Training to Pregnant Ladies</td>
<td>To reduce death rates of new born baby and promote new born baby care in pregnant women</td>
<td>2016</td>
<td>150 women 300 children</td>
<td></td>
</tr>
<tr>
<td>Health Check up Camp</td>
<td>To organize health check up camps in the local community</td>
<td>2016</td>
<td>Health check up facilities were provided to villagers who are unable to afford medical facilities</td>
<td>600 villagers</td>
</tr>
<tr>
<td>Medical Camp</td>
<td>Health support was provided to pregnant women from underprivileged background</td>
<td>2017</td>
<td>3900 villagers</td>
<td></td>
</tr>
<tr>
<td>Sanitation Facilities</td>
<td>To provide sanitation facilities to school children in Kukhrana Village</td>
<td>2017</td>
<td>Renovation of school infrastructure in Kukhrana Village</td>
<td>250 students</td>
</tr>
<tr>
<td>Provisions of Medicines</td>
<td>Reduced instances of illnesses in the villages</td>
<td>2016</td>
<td>1226 villagers</td>
<td></td>
</tr>
<tr>
<td>Installation of Water Tanks</td>
<td>To ensure availability of safe drinking water</td>
<td>2016</td>
<td>Reduced instances of diseases, caused from impure drinking water</td>
<td>500 households</td>
</tr>
<tr>
<td>Construction of Toilets</td>
<td>To sensitize towards Swach Bharat Mission</td>
<td>2017</td>
<td>Toilets has been constructed under Swach Bharat Mission</td>
<td>178 families</td>
</tr>
<tr>
<td>AIDS Day Celebration</td>
<td>Generating awareness towards HIV/AIDS</td>
<td>2016</td>
<td>Increased awareness level and knowledge on prevention of such diseases</td>
<td>800 workers</td>
</tr>
<tr>
<td>Thematic Area</td>
<td>Year of Commencement</td>
<td>Key Purpose</td>
<td>Value Addition</td>
<td>Number of Beneficiaries</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------------</td>
<td>-------------</td>
<td>----------------</td>
<td>------------------------</td>
</tr>
<tr>
<td><strong>Dental Checkup Camp</strong></td>
<td>2016</td>
<td>To sensitize the students on the importance of dental health</td>
<td>Reduced instances of dental related health issues</td>
<td>250 students</td>
</tr>
<tr>
<td>Suratgarh (GU)</td>
<td>2016</td>
<td>To improve health condition &amp; ensure timely treatment of local villagers</td>
<td>Three doctors consulted many villagers and free medicines were provided</td>
<td>120 villagers</td>
</tr>
</tbody>
</table>

| **AGRICULTURE** | 2014 | To promote latest agricultural technologies which will ease work of farmers and increases agriculture production | Farmers started to use HYV seeds that resulted in increase in agricultural production and further to increase income | 1703 villagers | **Training and Exposure of Villagers and Self Help Group (SHG) Members** | 2013 | To improve knowledgebase of farmers on new agriculture and horticulture techniques | Farmers learnt about new agriculture techniques which can be adopted in their agriculture practice | 15 farmers |
| Beawar (IU) | | | | | | | | | |
| **Financial Assistance** | 2014 | To reduce the financial burden of farmers and also to promote usage of modern agricultural equipments | After using these modern tools, farmers are experiencing better productivity without any harm, moreover with a limited use of natural resources | 110 farmers | | | | | |
### COMMUNITY DEVELOPMENT

<table>
<thead>
<tr>
<th>Thematic Area</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
<th>Year of Commencement</th>
<th>Key Purpose</th>
<th>Value Addition</th>
<th>Number of Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Construction of Road</td>
<td>Construction of Mela Stage (Rangmanch)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beawar (IU)</td>
<td>2011</td>
<td>To improve connectivity among villages that will further improve socio-economic condition of people</td>
<td>Improved connectivity and socio-economic condition of the villages</td>
<td>3900 villagers</td>
<td>2011</td>
<td>To develop the infrastructure in the rural areas</td>
<td>Construction of utility centres in the rural areas</td>
<td>700 villagers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Passenger Waiting Shed</td>
<td></td>
<td>Improvement in overall living conditions of the villagers</td>
<td>650 villagers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ras (IU)</td>
<td>2008</td>
<td>To improve connectivity among villages which will further improve socio-economic condition of people</td>
<td>Increased rural road connectivity and increased economic and social opportunities in village</td>
<td>6 villages</td>
<td>2008</td>
<td>To improve the mobility of villagers, especially during rainy season</td>
<td>Proper connectivity helped villagers to save time in reaching workplace from home and vice versa</td>
<td>1 village</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Construction of Kheli/Water Tank</td>
<td>Renovation and Construction of Classrooms</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2008</td>
<td>To provide water storage and drinking water facility for villagers and animals</td>
<td>Common drinking water facility for villagers</td>
<td>Number of villages - 4</td>
<td>2008</td>
<td>To improve and renovate the existing infrastructure of classrooms</td>
<td></td>
<td>800 students</td>
</tr>
<tr>
<td>Thematic Area</td>
<td>Year of Commencement</td>
<td>Key Purpose</td>
<td>Value Addition</td>
<td>Number of Beneficiaries</td>
<td>Year of Commencement</td>
<td>Key Purpose</td>
<td>Value Addition</td>
<td>Number of Beneficiaries</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------------</td>
<td>-------------</td>
<td>----------------</td>
<td>------------------------</td>
<td>----------------------</td>
<td>-------------</td>
<td>----------------</td>
<td>------------------------</td>
</tr>
<tr>
<td>Cement Bags Donation</td>
<td>Jaipur (GU) 2016</td>
<td>To provide support in construction of religious buildings / government buildings</td>
<td>To support religious feelings of people and to develop local relationship with the villagers</td>
<td>Community people</td>
<td>2016</td>
<td>To provide support in successful execution of ‘Ramleela’</td>
<td>To support religious feelings of the villagers and to develop local relationship with the villagers</td>
<td>200 villagers</td>
</tr>
<tr>
<td>Financial Support in Ramleela</td>
<td>Khushkhera (GU) 2017</td>
<td>To help the underprivileged for improving their living conditions</td>
<td>Distribution of woolen caps &amp; blankets to needy people on the occasion of ‘Makar Sankranti’</td>
<td>1500 people</td>
<td>2016</td>
<td>To increase rural road connectivity with a view of promoting greater access to economic and social services</td>
<td>Development of civic amenities in public places</td>
<td>Approximately 400 people</td>
</tr>
<tr>
<td>Financial Support</td>
<td>Panipat (GU) 2016</td>
<td>To support the BPL family of near by village in solemnizing the marriages of their daughter</td>
<td>Financial support was provided to the underprivileged section of the community</td>
<td>3 families</td>
<td>2016</td>
<td>To develop harmonious relations with the near by villagers</td>
<td>It helps to develop a positive impact &amp; good relations with the local community &amp; local authorities</td>
<td>7800 villagers</td>
</tr>
<tr>
<td>Construction of Temple</td>
<td>Raipur (GU) 2016</td>
<td>To facilitate infrastructure development in villages</td>
<td>Villages/Community members were able to use this as a common place, where they perform their social, religious &amp; other local community functions</td>
<td>150 families - Semhradh village</td>
<td>2016</td>
<td>To cater the needs of senior citizens</td>
<td>Development of recreational facilities for senior citizens</td>
<td>To be assessed after the completion of construction</td>
</tr>
<tr>
<td>Construction of Road</td>
<td>Roorkee (GU) 2016</td>
<td>To make safe drinking water available</td>
<td>Improved overall quality of life</td>
<td>250 villagers</td>
<td>2016</td>
<td>To promote a good quality life</td>
<td>Ensuring environmental sustainability and ecological balance</td>
<td>Approximately 300 patients</td>
</tr>
</tbody>
</table>

**COMMUNITY DEVELOPMENT**
### Services Provided by Wellness Management Centers at & Around Plant Sites

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Particulars</th>
<th>Beneficiary details</th>
<th>Consolidated figures</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Audiometry Test</td>
<td>Number of Patients</td>
<td>9012</td>
</tr>
<tr>
<td>2</td>
<td>Medical Check-up</td>
<td>Number of Patients</td>
<td>19236</td>
</tr>
<tr>
<td>3</td>
<td>Mobile Unit</td>
<td>Number of Visits</td>
<td>212</td>
</tr>
<tr>
<td>4</td>
<td>Blood Donation Camp</td>
<td>Number of Patients</td>
<td>7077</td>
</tr>
<tr>
<td>5</td>
<td>Ramdeora Camp</td>
<td>Number of Beneficiaries</td>
<td>486</td>
</tr>
<tr>
<td>6</td>
<td>Neurology + Rheumatology camp</td>
<td>Number of Patients</td>
<td>2971</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td>Number of Patients</td>
<td>184</td>
</tr>
<tr>
<td>Particular</td>
<td>Sr. No.</td>
<td>Number of Patients</td>
<td>Number of Visits</td>
</tr>
<tr>
<td>--------------------</td>
<td>---------</td>
<td>--------------------</td>
<td>------------------</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>5</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>6</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>7</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Consolidated figures</strong></td>
<td></td>
<td>9012</td>
<td>19236</td>
</tr>
<tr>
<td>Disclosure</td>
<td>Description</td>
<td>Report Section for Cross Reference</td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>-------------</td>
<td>-----------------------------------</td>
<td></td>
</tr>
<tr>
<td><strong>GRI 301: Materials</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 301</td>
<td>Management approach disclosure</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>301-1</td>
<td>Materials used by weight or volume</td>
<td>27994778.00 MT</td>
<td></td>
</tr>
<tr>
<td>301-2</td>
<td>Recycled input materials used</td>
<td>6580513.831 MT</td>
<td></td>
</tr>
<tr>
<td>301-3</td>
<td>Reclaimed products and their packaging materials</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td><strong>GRI 302: Energy</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 302</td>
<td>Management approach disclosure</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>302-1</td>
<td>Energy consumption within the organization</td>
<td>50.09 GJ</td>
<td></td>
</tr>
<tr>
<td>302-2</td>
<td>Energy consumption outside of the organization</td>
<td>1.87 GJ</td>
<td></td>
</tr>
<tr>
<td>302-3</td>
<td>Energy intensity</td>
<td>2.47 GJ/MT cement</td>
<td></td>
</tr>
<tr>
<td>302-4</td>
<td>Reduction of energy consumption</td>
<td>34231146.8 Kwh</td>
<td></td>
</tr>
<tr>
<td><strong>GRI 303: Water</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 303</td>
<td>Management approach disclosure</td>
<td>-</td>
<td></td>
</tr>
</tbody>
</table>
| 303-1 | Water withdrawal by source | Ground water - 2030857 M³ 
Rain water - 229768 M³ |
| 303-2 | Water sources significantly affected by withdrawal of water | NA |
| 303-3 | Water recycled and reused | 252485.05 M³ |
| **GRI 304: Biodiversity** | | |
| GRI 304 | Management approach disclosure: Biodiversity | - |
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | NA |
| 304-2 | Significant impacts of activities, products, and services on biodiversity | NA |
| 304-3 | Habitats protected or restored | NA |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | NA |
| **GRI 305: Emissions** | | |
| GRI 305 | Management approach disclosure | - |
| 305-1 | Direct (Scope 1) GHG emissions | 12869390 MT of CO₂ e |
| 305-2 | Energy indirect (Scope 2) GHG emissions | 181574 MT of CO₂ e |
| 305-3 | Other indirect (Scope 3) GHG emissions | 125830 MT of CO₂ e |
| 305-4 | GHG emissions intensity | 0.65 |
| 305-5 | Reduction of GHG emissions | 28065.8 MT of CO₂ e |
| 305-6 | Emissions of ozone-depleting substances (ODS) | 0.09075275 MT of CFC11 eq |
| 305-7 | Nitrogen oxides (Nox), Sulphur oxides (SO₂), and other significant air emissions | Cement Plant Particulate Matter (PM) - 843.17 tons 
Oxides of Nitrogen (NOₓ) - 17796.29 tons 
Oxides of Sulphur (SO₂) - 833.92 tonnes 
Power Plant Particulate Matter (PM) - 163 tons 
Oxides of Nitrogen (NOₓ) - 928 tonnes 
Oxides of Sulphur (SO₂) - 1835 tonnes |
| **GRI 306: Effluents and Waste** | | |
| GRI 306 | Management approach disclosure | - |
| 306-1 | Water discharge by quality and destination | NA |
| 306-2 | Waste by type and disposal method | Used Oil - 49 KL 
Biomedical waste - 881 kg 
E-Waste - 11711 kg 
Lead acid batteries waste - 14 MT |
TOPIC SPECIFIC STANDARD: GRI 300: ENVIRONMENTAL

GRI 301: Materials

- 301-1 Materials used by weight or volume: 27,994,780 MT
- 301-2 Recycled input materials used: 6,580,513.83 MT

GRI 302: Energy

- 302-1 Energy consumption within the organization: 50.09 GJ
- 302-2 Energy consumption outside of the organization: 1.87 GJ
- 302-3 Energy intensity: 2.47 GJ/MT cement
- 302-4 Reduction of energy consumption: 342,311,468 Kwh

GRI 303: Water

- 303-1 Water withdrawal by source: Ground water - 20,308,570 M, Rain water - 2,297,680 M
- 303-2 Water sources significantly affected by withdrawal of water: NA
- 303-3 Water recycled and reused: 2,524,850.05 M

GRI 304: Biodiversity

- 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas: NA
- 304-2 Significant impacts of activities, products, and services on biodiversity: NA
- 304-3 Habitats protected or restored: NA
- 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations: NA

GRI 305: Emissions

- 305-1 Direct (Scope 1) GHG emissions: 12,869,390 MT of CO2
- 305-2 Energy indirect (Scope 2) GHG emissions: 1,815,740 MT of CO2
- 305-3 Other indirect (Scope 3) GHG emissions: 1,258,300 MT of CO2
- 305-4 GHG emissions intensity: 0.65
- 305-5 Reduction of GHG emissions: 280,658 MT of CO2
- 305-6 Emissions of ozone-depleting substances (ODS): 0.09075275 MT of CFC11 eq
- 305-7 Nitrogen oxides (Nox), Sulphur oxides (SO2), and other significant emissions: Particulate Matter (PM) - 843.17 tons, Oxides of Nitrogen (NOx) - 17,796.29 tons, Oxides of Sulphur (SO2) - 833.92 tonnes

GRI 306: Effluents and Waste

- 306-1 Water discharge by quality and destination: NA
- 306-2 Waste by type and disposal method: Used Oil - 49 KL, Biomedical waste - 881 kg, E-Waste - 11,711 kg, Lead acid batteries waste - 14 MT

Disclosure Description Report Section for Cross...
### GRI 102: General Disclosures 2016

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>GRI 102: Organizational Profile</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-1</td>
<td>Name of the organization</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-2</td>
<td>Activities, brands, products, and services</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-3</td>
<td>Location of headquarters</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-4</td>
<td>Location of operations</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-5</td>
<td>Ownership and legal form</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-6</td>
<td>Markets served</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-7</td>
<td>Scale of the organization</td>
<td>Economic Performance</td>
<td>Yes</td>
<td>46</td>
</tr>
<tr>
<td>102-8</td>
<td>Information on employees and other workers</td>
<td>Employee Well-being</td>
<td>Yes</td>
<td>74</td>
</tr>
<tr>
<td>102-9</td>
<td>Supply chain</td>
<td>Responsible Supply Chain</td>
<td>Yes</td>
<td>91</td>
</tr>
<tr>
<td>102-10</td>
<td>Significant changes to the organization and its supply chain</td>
<td>Responsible Supply Chain</td>
<td>Yes</td>
<td>91</td>
</tr>
<tr>
<td>102-11</td>
<td>Precautionary Principle or approach</td>
<td>Risk Management</td>
<td>Yes</td>
<td>37</td>
</tr>
<tr>
<td>102-12</td>
<td>External initiatives</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>21</td>
</tr>
<tr>
<td>102-13</td>
<td>Membership of associations</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>21</td>
</tr>
<tr>
<td>GRI 102: Strategy</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-14</td>
<td>Statement from senior decision-maker</td>
<td>Management Statements</td>
<td>Yes</td>
<td>08-12</td>
</tr>
<tr>
<td>102-15</td>
<td>Key impacts, risks, and opportunities</td>
<td>Risk Management</td>
<td>Yes</td>
<td>37</td>
</tr>
<tr>
<td>GRI 102: Ethics and Integrity</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-16</td>
<td>Values, principles, standards, and norms of behavior</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>32</td>
</tr>
<tr>
<td>102-17</td>
<td>Mechanisms for advice and concerns about ethics</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>32</td>
</tr>
<tr>
<td>GRI 102: Governance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>102-18</td>
<td>Governance structure</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-19</td>
<td>Delegating authority</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-20</td>
<td>Executive-level responsibility for economic, environmental, and social topics</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-21</td>
<td>Consulting stakeholders on economic, environmental, and social topics</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-22</td>
<td>Composition of the highest governance body and its committees</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-23</td>
<td>Chair of the highest governance body</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-24</td>
<td>Nominating and selecting the highest governance body</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-25</td>
<td>Conflicts of interest</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-26</td>
<td>Role of highest governance body in setting purpose, values, and strategy</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>32</td>
</tr>
<tr>
<td>102-27</td>
<td>Collective knowledge of highest governance body</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-28</td>
<td>Evaluating the highest governance body’s performance</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-29</td>
<td>Identifying and managing economic, environmental, and social impacts</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>34</td>
</tr>
<tr>
<td>102-30</td>
<td>Effectiveness of risk management processes</td>
<td>Risk Management</td>
<td>Yes</td>
<td>37</td>
</tr>
<tr>
<td>102-31</td>
<td>Review of economic, environmental, and social topics</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>34</td>
</tr>
<tr>
<td>102-32</td>
<td>Highest governance body’s role in sustainability reporting</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>34</td>
</tr>
<tr>
<td>102-33</td>
<td>Communicating critical concerns</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>32</td>
</tr>
<tr>
<td>102-34</td>
<td>Nature and total number of critical concerns</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>32</td>
</tr>
<tr>
<td>102-35</td>
<td>Remuneration policies</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-36</td>
<td>Process for determining remuneration</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-37</td>
<td>Stakeholders’ involvement in remuneration</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-38</td>
<td>Annual total compensation ratio</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>36</td>
</tr>
<tr>
<td>102-39</td>
<td>Percentage increase in annual total compensation ratio</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>36</td>
</tr>
</tbody>
</table>
## Disclosures

### Universal Standards: GRI 102: General Disclosures

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>102-39</td>
<td>Percentage increase in annual total compensation ratio</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>36</td>
</tr>
<tr>
<td>102-37</td>
<td>Stakeholders’ involvement in remuneration</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-36</td>
<td>Process for determining remuneration</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-35</td>
<td>Remuneration policies</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-34</td>
<td>Nature and total number of critical concerns</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>32</td>
</tr>
<tr>
<td>102-33</td>
<td>Communicating critical concerns</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>32</td>
</tr>
<tr>
<td>102-32</td>
<td>Highest governance body’s role in sustainability reporting</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>34</td>
</tr>
<tr>
<td>102-31</td>
<td>Review of economic, environmental, and social topics</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>34</td>
</tr>
<tr>
<td>102-30</td>
<td>Effectiveness of risk management processes</td>
<td>Risk Management</td>
<td>Yes</td>
<td>37</td>
</tr>
<tr>
<td>102-28</td>
<td>Evaluating the highest governance body’s performance</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-25</td>
<td>Conflicts of interest</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-23</td>
<td>Chair of the highest governance body</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-21</td>
<td>Consulting stakeholders on economic, environmental, and social topics</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-20</td>
<td>Executive-level responsibility for economic, environmental, and social topics</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-19</td>
<td>Delegating authority</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>35</td>
</tr>
<tr>
<td>102-18</td>
<td>Governance structure</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>33</td>
</tr>
<tr>
<td>102-16</td>
<td>Values, principles, standards, and norms of behavior</td>
<td>Corporate Governance</td>
<td>Yes</td>
<td>32</td>
</tr>
<tr>
<td>102-15</td>
<td>Key impacts, risks, and opportunities</td>
<td>Risk Management</td>
<td>Yes</td>
<td>37</td>
</tr>
<tr>
<td>102-14</td>
<td>Statement from senior decision-maker</td>
<td>Management Statements</td>
<td>Yes</td>
<td>08-12</td>
</tr>
<tr>
<td>102-13</td>
<td>Membership of associations</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>21</td>
</tr>
<tr>
<td>102-11</td>
<td>Precautionary Principle or approach</td>
<td>Risk Management</td>
<td>Yes</td>
<td>37</td>
</tr>
<tr>
<td>102-9</td>
<td>Supply chain</td>
<td>Responsible Supply Chain</td>
<td>Yes</td>
<td>91</td>
</tr>
<tr>
<td>102-8</td>
<td>Information on employees and other workers</td>
<td>Employee Well-being</td>
<td>Yes</td>
<td>74</td>
</tr>
<tr>
<td>102-7</td>
<td>Scale of the organization</td>
<td>Economic Performance</td>
<td>Yes</td>
<td>46</td>
</tr>
<tr>
<td>102-6</td>
<td>Markets served</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-5</td>
<td>Ownership and legal form</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-4</td>
<td>Location of headquarters</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-2</td>
<td>Activities, brands, products, and services</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
<tr>
<td>102-1</td>
<td>Name of the organization</td>
<td>Shree Cement at Glance</td>
<td>Yes</td>
<td>20</td>
</tr>
</tbody>
</table>

### TOPIC SPECIFIC STANDARD: GRI 300: ENVIRONMENTAL

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>303-3</td>
<td>Water recycled and reused</td>
<td>Water management</td>
<td>Yes</td>
<td>61</td>
</tr>
<tr>
<td>303-2</td>
<td>Water sources significantly affected by withdrawal of water</td>
<td>Water management</td>
<td>Yes</td>
<td>61</td>
</tr>
<tr>
<td>303-1</td>
<td>Water withdrawal by source</td>
<td>Water management</td>
<td>Yes</td>
<td>61</td>
</tr>
</tbody>
</table>

### TOPIC SPECIFIC STANDARD: GRI 200: ECONOMIC

#### GRI 201: Economic Performance 2016

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>201-4</td>
<td>Financial assistance received from government</td>
<td>Economic Performance</td>
<td>Yes</td>
<td>48</td>
</tr>
</tbody>
</table>

#### GRI 301: Materials 2016

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>301-3</td>
<td>Reclaimed products and their packaging materials</td>
<td>Material Consumption</td>
<td>Yes</td>
<td>55</td>
</tr>
</tbody>
</table>

#### GRI 302: Energy 2016

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>302-4</td>
<td>Reduction of energy consumption</td>
<td>Energy Management</td>
<td>Yes</td>
<td>58</td>
</tr>
</tbody>
</table>

#### GRI 303: Water 2016

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>303-3</td>
<td>Water recycled and reused</td>
<td>Water management</td>
<td>Yes</td>
<td>61</td>
</tr>
<tr>
<td>---------------------</td>
<td>------------------------------------------------------------------------------</td>
<td>------------------------------------</td>
<td>----------------</td>
<td>----------</td>
</tr>
<tr>
<td>GRI 304: Biodiversity 2016</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103</td>
<td>Management approach disclosure</td>
<td>GRI 103-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
<td>62</td>
</tr>
<tr>
<td>304-1</td>
<td>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</td>
<td>Biodiversity</td>
<td></td>
<td>63</td>
</tr>
<tr>
<td>304-2</td>
<td>Significant impacts of activities, products, and services on biodiversity</td>
<td>Biodiversity</td>
<td></td>
<td>63</td>
</tr>
<tr>
<td>304-3</td>
<td>Habitats protected or restored</td>
<td>Biodiversity</td>
<td></td>
<td>63</td>
</tr>
<tr>
<td>304-4</td>
<td>IUCN Red List species and national conservation list species with habitats in areas affected by operations</td>
<td>Biodiversity</td>
<td></td>
<td>63</td>
</tr>
<tr>
<td>GRI 305: Emissions 2016</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103</td>
<td>Management approach disclosure</td>
<td>GRI 103-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
<td>64</td>
</tr>
<tr>
<td>305-1</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>Annexure</td>
<td></td>
<td>110</td>
</tr>
<tr>
<td>305-2</td>
<td>Energy indirect (Scope 2) GHG emissions</td>
<td>Annexure</td>
<td></td>
<td>110</td>
</tr>
<tr>
<td>305-3</td>
<td>Other indirect (Scope 3) GHG emissions</td>
<td>Annexure</td>
<td></td>
<td>110</td>
</tr>
<tr>
<td>305-4</td>
<td>GHG emissions intensity</td>
<td>Annexure</td>
<td></td>
<td>110</td>
</tr>
<tr>
<td>305-5</td>
<td>Reduction of GHG emissions</td>
<td>Energy Management</td>
<td></td>
<td>58</td>
</tr>
<tr>
<td>305-6</td>
<td>Emissions of ozone-depleting substances (ODS)</td>
<td>Emissions management</td>
<td></td>
<td>65</td>
</tr>
<tr>
<td>305-7</td>
<td>Nitrogen oxides (Nox), Sulphur oxides (SOx), and other significant air emissions</td>
<td>Emissions management</td>
<td></td>
<td>66</td>
</tr>
<tr>
<td>GRI 306: Effluents and Waste 2016</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103</td>
<td>Management approach disclosure</td>
<td>GRI 103-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
<td>68</td>
</tr>
<tr>
<td>306-1</td>
<td>Water discharge by quality and destination</td>
<td>Water Management</td>
<td></td>
<td>61</td>
</tr>
<tr>
<td>306-2</td>
<td>Waste by type and disposal method</td>
<td>Waste Management</td>
<td></td>
<td>69</td>
</tr>
<tr>
<td>306-3</td>
<td>Significant spills</td>
<td>Waste Management</td>
<td></td>
<td>69</td>
</tr>
<tr>
<td>306-4</td>
<td>Transport of hazardous waste</td>
<td>Waste Management</td>
<td></td>
<td>69</td>
</tr>
<tr>
<td>306-5</td>
<td>Water bodies affected by water discharges and/or runoff</td>
<td>Water Management</td>
<td></td>
<td>61</td>
</tr>
<tr>
<td>GRI 307: Environmental Compliance 2016</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103</td>
<td>Management approach disclosure</td>
<td>GRI 103-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
<td>70</td>
</tr>
<tr>
<td>307-1</td>
<td>Non-compliance with environmental laws and regulations</td>
<td>Compliance</td>
<td></td>
<td>70</td>
</tr>
<tr>
<td>GRI 308: Supplier Environmental Assessment 2016</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103</td>
<td>Management approach disclosure</td>
<td>GRI 103-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
<td>91</td>
</tr>
<tr>
<td>308-1</td>
<td>New suppliers that were screened using environmental criteria</td>
<td>Responsible Supply Chain</td>
<td></td>
<td>93</td>
</tr>
<tr>
<td>308-2</td>
<td>Negative environmental impacts in the supply chain and actions taken</td>
<td>Responsible Supply Chain</td>
<td></td>
<td>93</td>
</tr>
<tr>
<td>GRI 401: Employment 2016</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>GRI 103</td>
<td>Management approach disclosure</td>
<td>GRI 103-1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
<td>74</td>
</tr>
<tr>
<td>401-1</td>
<td>New employee hires and employee turnover</td>
<td>Employee Wellbeing</td>
<td></td>
<td>76</td>
</tr>
<tr>
<td>401-2</td>
<td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>Employee Wellbeing</td>
<td></td>
<td>80</td>
</tr>
<tr>
<td>401-3</td>
<td>Parental leave</td>
<td>Employee Wellbeing</td>
<td></td>
<td>80</td>
</tr>
<tr>
<td>------------</td>
<td>-------------</td>
<td>------------------------------------</td>
<td>----------------</td>
<td>---------</td>
</tr>
<tr>
<td>GRI 402: Labor/Management Relations 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103</td>
<td>Explanation of the material topic and its boundary</td>
<td>Yes</td>
</tr>
<tr>
<td>GRI 103</td>
<td></td>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Minimum notice periods regarding operational changes</td>
<td>Worker Health and Safety</td>
<td>Yes</td>
<td>87</td>
</tr>
<tr>
<td>GRI 403: Occupational Health and Safety 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103</td>
<td>Explanation of the material topic and its boundary</td>
<td>Yes</td>
</tr>
<tr>
<td>GRI 103</td>
<td></td>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Workers representation in formal joint management–worker health and safety committees</td>
<td>Worker Health and Safety</td>
<td>Yes</td>
<td>87</td>
</tr>
<tr>
<td></td>
<td>Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities</td>
<td>Worker Health and Safety</td>
<td>Yes</td>
<td>88</td>
</tr>
<tr>
<td></td>
<td>Workers with high incidence or high risk of diseases related to their occupation</td>
<td>Worker Health and Safety</td>
<td>Yes</td>
<td>87</td>
</tr>
<tr>
<td></td>
<td>Health and safety topics covered in formal agreements with trade unions</td>
<td>Worker Health and Safety</td>
<td>Yes</td>
<td>87</td>
</tr>
<tr>
<td>GRI 404: Training and Education 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103</td>
<td>Explanation of the material topic and its boundary</td>
<td>Yes</td>
</tr>
<tr>
<td>GRI 103</td>
<td></td>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Average hours of training per year per employee</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>78</td>
</tr>
<tr>
<td></td>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>79</td>
</tr>
<tr>
<td></td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>77</td>
</tr>
<tr>
<td>GRI 405: Diversity and Equal Opportunity 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103</td>
<td>Explanation of the material topic and its boundary</td>
<td>Yes</td>
</tr>
<tr>
<td>GRI 103</td>
<td></td>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Diversity of governance bodies and employees</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>79</td>
</tr>
<tr>
<td></td>
<td>Ratio of basic salary and remuneration of women to men</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>79</td>
</tr>
<tr>
<td>GRI 406: Non-discrimination 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103</td>
<td>Explanation of the material topic and its boundary</td>
<td>Yes</td>
</tr>
<tr>
<td>GRI 103</td>
<td></td>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Incidents of discrimination and corrective actions taken</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>79</td>
</tr>
<tr>
<td>GRI 407: Freedom of Association and Collective Bargaining 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103</td>
<td>Explanation of the material topic and its boundary</td>
<td>Yes</td>
</tr>
<tr>
<td>GRI 103</td>
<td></td>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</td>
<td>Worker Health and Safety</td>
<td>Yes</td>
<td>87</td>
</tr>
<tr>
<td>GRI 408: Child Labor 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103</td>
<td>Explanation of the material topic and its boundary</td>
<td>Yes</td>
</tr>
<tr>
<td>GRI 103</td>
<td></td>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Operations and suppliers at significant risk for incidents of child labor</td>
<td>Responsible Supply Chain</td>
<td>Yes</td>
<td>93</td>
</tr>
<tr>
<td>GRI 409: Forced or Compulsory Labor 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103</td>
<td>Explanation of the material topic and its boundary</td>
<td>Yes</td>
</tr>
<tr>
<td>GRI 103</td>
<td></td>
<td>GRI 103-2</td>
<td>The management approach and its components</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3</td>
<td>Evaluation of the management approach</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Operations and suppliers at significant risk for incidents of forced or compulsory labor</td>
<td>Responsible Supply Chain</td>
<td>Yes</td>
<td>93</td>
</tr>
<tr>
<td>------------</td>
<td>-------------</td>
<td>-----------------------------------</td>
<td>----------------</td>
<td>---------</td>
</tr>
<tr>
<td>GRI 103: Security Practices 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103-1 Explanation of the material topic and its boundary</td>
<td>Yes</td>
<td>74</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2 The management approach and its components</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3 Evaluation of the management approach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>410-1</td>
<td>Security personnel trained in human rights policies or procedures</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>79</td>
</tr>
<tr>
<td>GRI 11: Rights of Indigenous Peoples 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103-1 Explanation of the material topic and its boundary</td>
<td>Yes</td>
<td>74</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2 The management approach and its components</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3 Evaluation of the management approach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>411-1</td>
<td>Incidents of violations involving rights of indigenous peoples</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>79</td>
</tr>
<tr>
<td>GRI 12: Human Rights Assessment 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103-1 Explanation of the material topic and its boundary</td>
<td>Yes</td>
<td>74</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2 The management approach and its components</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3 Evaluation of the management approach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>412-1</td>
<td>Operations that have been subject to human rights reviews or impact assessments</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>79</td>
</tr>
<tr>
<td></td>
<td>412-2</td>
<td>Employee training on human rights policies or procedures</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
</tr>
<tr>
<td>412-3</td>
<td>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</td>
<td>Employee Wellbeing</td>
<td>Yes</td>
<td>79</td>
</tr>
<tr>
<td>GRI 13: Local Communities 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103-1 Explanation of the material topic and its boundary</td>
<td>Yes</td>
<td>94</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2 The management approach and its components</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3 Evaluation of the management approach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>413-1</td>
<td>Operations with local community engagement, impact assessments, and development programs</td>
<td>Local Community Development</td>
<td>Yes</td>
<td>95</td>
</tr>
<tr>
<td>413-2</td>
<td>Operations with significant actual and potential negative impacts on local communities</td>
<td>Local Community Development</td>
<td>Yes</td>
<td>95</td>
</tr>
<tr>
<td>GRI 14: Supplier Social Assessment 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103-1 Explanation of the material topic and its boundary</td>
<td>Yes</td>
<td>91</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2 The management approach and its components</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3 Evaluation of the management approach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>414-1</td>
<td>New suppliers that were screened using social criteria</td>
<td>Responsible Supply Chain</td>
<td>Yes</td>
<td>93</td>
</tr>
<tr>
<td>414-2</td>
<td>Negative social impacts in the supply chain and actions taken</td>
<td>Responsible Supply Chain</td>
<td>Yes</td>
<td>93</td>
</tr>
<tr>
<td>GRI 15: Public Policy 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103-1 Explanation of the material topic and its boundary</td>
<td>Yes</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2 The management approach and its components</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3 Evaluation of the management approach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>415-1</td>
<td>Political contributions</td>
<td>Compliance</td>
<td>Yes</td>
<td>71</td>
</tr>
<tr>
<td>GRI 19: Socioeconomic Compliance 2016</td>
<td>Management approach disclosure</td>
<td>GRI 103-1 Explanation of the material topic and its boundary</td>
<td>Yes</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-2 The management approach and its components</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>GRI 103-3 Evaluation of the management approach</td>
<td></td>
<td></td>
</tr>
<tr>
<td>419-1</td>
<td>Non-compliance with laws and regulations in the social and economic area</td>
<td>Compliance</td>
<td>Yes</td>
<td>71</td>
</tr>
</tbody>
</table>
### IFC PERFORMANCE INDICATORS 2016-17

<table>
<thead>
<tr>
<th>Category</th>
<th>Unit</th>
<th>Value / Reference to Section</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Occupational Health and Safety</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accident Rate - Direct Employee</td>
<td>LTI per million hrs.</td>
<td>0</td>
</tr>
<tr>
<td>Accident Rate - Indirect Employee</td>
<td>LTI per million hrs.</td>
<td>0</td>
</tr>
<tr>
<td>Fatality Rate</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Occupational Health and Safety monitoring Program</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td><strong>Resource Use and Waste</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hazardous Waste - Liquid</td>
<td>Ki</td>
<td>49</td>
</tr>
<tr>
<td>Hazardous Waste - Solid</td>
<td>MT</td>
<td>26,319</td>
</tr>
<tr>
<td><strong>Air Emissions levels for cement manufacturing</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dust</td>
<td>ton/year</td>
<td>843.17</td>
</tr>
<tr>
<td>NOx - for Cement facilities</td>
<td>ton/year</td>
<td>17796.29</td>
</tr>
<tr>
<td>SO₂ - for Cement Facilities</td>
<td>ton/year</td>
<td>833.92</td>
</tr>
<tr>
<td>CO₂ - From Decarbonisation</td>
<td>tons of CO₂</td>
<td>7182822</td>
</tr>
<tr>
<td>CO₂ - From Fuel</td>
<td>tons of CO₂</td>
<td>4094217</td>
</tr>
<tr>
<td>HCl</td>
<td>mg/Nm³</td>
<td>5.25</td>
</tr>
<tr>
<td>Hydrogen Fluoride</td>
<td>mg/Nm³</td>
<td>0.45</td>
</tr>
<tr>
<td>Total Organic Carbon</td>
<td>mg/Nm³</td>
<td>1.86</td>
</tr>
<tr>
<td>Dioxins -Furans</td>
<td>mg TEQ/Nm³</td>
<td>0.0059</td>
</tr>
<tr>
<td>Cadmium</td>
<td>mg/Nm³</td>
<td>0.02</td>
</tr>
<tr>
<td>Thallium</td>
<td>mg/Nm³</td>
<td>0.001</td>
</tr>
<tr>
<td>Mercury(Hg)</td>
<td>mg/Nm³</td>
<td>Not Traceable</td>
</tr>
<tr>
<td><strong>Effluent Level Cement Manufacturing</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>pH</td>
<td>Not Applicable</td>
<td></td>
</tr>
<tr>
<td>Total suspended solids</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Temperature increase</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Resource and Energy Consumption</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Materials-substitute raw materials used in clinker production</td>
<td>%</td>
<td>23.50%</td>
</tr>
<tr>
<td>Substitute raw materials in cement production</td>
<td>MT</td>
<td>6580513.831</td>
</tr>
<tr>
<td>Fuel energy-cement</td>
<td>GJ/MT</td>
<td>2.18</td>
</tr>
<tr>
<td>Electrical energy-cement</td>
<td>GJ/MT</td>
<td>0.28</td>
</tr>
<tr>
<td>Issue</td>
<td>Key Performance Indicator (KPI)</td>
<td>Data</td>
</tr>
<tr>
<td>-------</td>
<td>--------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Climate Protection</td>
<td>Total CO₂ emissions - gross (million tons)</td>
<td>11.59</td>
</tr>
<tr>
<td></td>
<td>Total CO₂ emissions - net (million tons)</td>
<td>11.55</td>
</tr>
<tr>
<td></td>
<td>Specific CO₂ emissions - gross (kg/ton cementitious material)</td>
<td>557</td>
</tr>
<tr>
<td></td>
<td>Specific CO₂ emissions - net (kg/ton cementitious material)</td>
<td>555</td>
</tr>
<tr>
<td></td>
<td>Independent third party assurance of CO₂ data (frequency)</td>
<td>Annual</td>
</tr>
<tr>
<td>Fuels and Raw Materials</td>
<td>Specific heat consumption of clinker production (MJ/ton clinker)</td>
<td>3245</td>
</tr>
<tr>
<td></td>
<td>Alternative Fuel Rate (%)</td>
<td>1.2</td>
</tr>
<tr>
<td></td>
<td>Biomass Fuel Rate (%)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Alternative Raw Materials Rate (%)</td>
<td>23.51</td>
</tr>
<tr>
<td></td>
<td>Clinker/Cement Ratio (%)</td>
<td>65</td>
</tr>
<tr>
<td>Employee Health and Safety</td>
<td>No. of fatalities (directly employed)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>No. of fatalities per 10,000 directly employed</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>No. of fatalities (indirectly employed)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>No. of fatalities (3rd party)</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>No. of Lost time injuries (directly employed)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Lost time injuries per 1 million manhours (directly employed)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>No. of lost time injuries (indirectly employed - contractors and sub-contractors)</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Lost time injuries per 1 million manhours (indirectly employed) from 2012</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Total no. of lost time injuries</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Independent third party assurance of safety data (frequency)</td>
<td>Annual</td>
</tr>
<tr>
<td>Emissions Reduction</td>
<td>Total NOx emissions (tonnes/year)</td>
<td>17796.29</td>
</tr>
<tr>
<td></td>
<td>Specific NOx emissions (g/ton clinker)</td>
<td>1300.75</td>
</tr>
<tr>
<td></td>
<td>Total SO₂ emissions (tonnes/year)</td>
<td>833.92</td>
</tr>
<tr>
<td></td>
<td>Specific SO₂ emissions (g/ton clinker)</td>
<td>60.95</td>
</tr>
<tr>
<td></td>
<td>Total dust emissions (tonnes/year)</td>
<td>748.16</td>
</tr>
<tr>
<td></td>
<td>Specific dust emissions (g/ton clinker)</td>
<td>54.68</td>
</tr>
<tr>
<td></td>
<td>% clinker produced with monitoring of major and minor emissions</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>% clinker produced with continuous monitoring of major emissions</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>Independent third party assurance of emissions data (frequency) from 2011</td>
<td>Annual</td>
</tr>
<tr>
<td>Local Impacts</td>
<td>% of sites with quarry rehabilitation plans in place</td>
<td>100</td>
</tr>
<tr>
<td></td>
<td>% of sites with community engagement plans in place</td>
<td>100</td>
</tr>
<tr>
<td>Biodiversity KPI no. 1</td>
<td>Number of quarries within, containing, or adjacent to areas designated for their high biodiversity value, as defined by GRI En111 (number and coverage)</td>
<td>0%</td>
</tr>
<tr>
<td>Biodiversity KPI no. 2</td>
<td>Percentage of quarries with high biodiversity value where biodiversity management plans are actively implemented</td>
<td>NA</td>
</tr>
<tr>
<td>Issue</td>
<td>Key Performance Indicator (KPI)</td>
<td>Data</td>
</tr>
<tr>
<td>------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>Water from 2014</td>
<td>Total water withdrawal by source (G4-EN8)</td>
<td>2.26 million cubic meters</td>
</tr>
<tr>
<td></td>
<td>Source: withdrawal from ground water (million cubic meters)</td>
<td>2.01</td>
</tr>
<tr>
<td></td>
<td>Source: withdrawal from surface water (million cubic meters)</td>
<td>NA</td>
</tr>
<tr>
<td></td>
<td>Source: withdrawal from municipal water supplies or other water utilities (million cubic meters)</td>
<td>NA</td>
</tr>
<tr>
<td></td>
<td>Source: Rainwater harvested (million cubic meters)</td>
<td>0.23</td>
</tr>
<tr>
<td></td>
<td>Source: withdrawal from other sources (million cubic meters)</td>
<td>NA</td>
</tr>
<tr>
<td></td>
<td>Total water discharge by quality and destination (G4-EN22)</td>
<td>NA</td>
</tr>
<tr>
<td></td>
<td>Destination: water discharge to surface water (million cubic meters)</td>
<td>NA</td>
</tr>
<tr>
<td></td>
<td>Destination: Water discharge for offsite treatment (million cubic meters)</td>
<td>NA</td>
</tr>
<tr>
<td></td>
<td>Destination: Water discharge to others (million cubic meters)</td>
<td>NA</td>
</tr>
<tr>
<td></td>
<td>Total water consumption (GWT for Cement Sector)</td>
<td>1.72</td>
</tr>
<tr>
<td></td>
<td>Percentage of sites with a water recycling system (GWT for Cement Sector)</td>
<td>100</td>
</tr>
</tbody>
</table>
Independent Limited Assurance Statement to Shree Cement Ltd (SCL)

To,
The Management
Shree Cement Limited,
Bangur Nagar, Post Box No. 33
Beawar – 305901, District Ajmer
Rajasthan, India

Introduction
Shree Cement Limited (‘The Company’) has requested KPMG in India (‘KPMG’) to provide an independent assurance on its Sustainability Report 2016-17 (‘the Report’).

The Company’s management is responsible for identifying its material issues, engaging with its stakeholders and developing the content of the Report. This responsibility includes designing, implementing and maintaining internal controls relevant to the preparation of the Sustainability Report that are free from material misstatement, whether due to fraud or error.

KPMG’s responsibility is to provide limited assurance on the Report content as described in the scope of assurance.

Reporting Criteria
SCL’s sustainability performance reporting criteria is derived from the GRI Sustainability Reporting Standards ‘GRI Standards’ and internationally accepted methodologies such as guidance provided by the International Finance Corporation (IFC), principles of UN Global Compact, National Voluntary Guidelines (NVG) for Social, Environmental and Economic responsibility of business given by the Ministry of Corporate Affairs, Government of India, and review of GHG and air emissions, specific aspects of energy use, and health and safety performance as per the Cement Sustainability Initiative (CSI) of the World Business Council for Sustainable Development (WBCSD). Methodology and factors used for calculation of some of the environmental and safety performance indicators are based on national and local rules, regulations and guidelines.

Assurance standards used
We conducted the assurance in accordance with limited assurance requirements of International Federation of Accountants’ (IFAC) International Standard on Assurance Engagement (ISAE) 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Under this standard, we have reviewed the disclosures presented in the sustainability report against the principles of relevance, completeness, reliability, neutrality and understandability as per the scope of assurance.

Scope, Boundary and Limitations
The following is covered under the scope and boundary of the assurance engagement:

- The scope of assurance covers SCL’s sustainability performance disclosures for the period of 1st April 2016 to 31st March 2017, as per the table below
- The boundary of the assurance covers sustainability specific data and information from the Company’s Cement manufacturing, mining and Power generation operations in India and is limited to the operations mentioned in the scope of the sustainability report
The General and Specific Standard Disclosures subject to assurance were as follows:

### Universal Standard Disclosures
- Strategy and Analysis: GRI 102-14, GRI 102-15
- Organizational Profile: GRI 102-1 to GRI 102-13
- Identified Material Aspects and Boundaries: GRI 102-45 to GRI 102-48
- Stakeholder Engagement: GRI 102-40 to GRI 102-44
- Report Profile: GRI 102-50 to GRI 102-56
- Governance: GRI 102-18, GRI 102-20, GRI 102-22 to GRI 102-33
- Ethics and Integrity: GRI 102-16 to GRI 102-17
- Management Approach: 103-1-103-3

### Topic-Specific Standard Disclosures
- Environment: Materials (GRI 301-1 to GRI 301-3), Energy (GRI 302-1 to GRI 302-4), Water (GRI 303-1 to GRI 303-3), Biodiversity (GRI 304-1 to GRI 304-4), Emissions (GRI 305-1 to GRI 305-7), Effluents and waste (GRI 306-1 to GRI 306-5), Compliance (GRI 307-1)
- Labour Practices and Decent Work: Employment (GRI 401-1 to GRI 401-3), Labour/Management Relations (GRI 402-1), Occupational Health and Safety (GRI 403-1 to GRI 403-4), Training and Education (GRI 404-1 to GRI 404-3), Governance Body (GRI 405-1), Diversity (GRI 405-2), grievance (GRI 103-2)
- Human Rights: (GRI 412-2, GRI 406-1, GRI 408-1 to GRI 411-1), Grievance Mechanism (GRI 103-2)
- Society: (GRI 413-1, GRI 205-1 to GRI 419-1), Grievance Mechanism for Impacts on Society (GRI 103-2)
- Supply Chain: GRI 414-1, GRI 308-1
- Product Responsibility: Marketing Communication (GRI 417-1 to GRI 419-1)

### The assurance scope excludes:
- The Company’s disclosures limited to financial performance
- The Company’s statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions of the Company
- Aspects of the report other than those mentioned above
- Data and information outside the defined reporting period and boundary

### Assurance procedures
Our assurance processes involve performing procedures to obtain evidence about the reliability of specified performance information. The nature, timing and extent of procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the performance indicators as well as standard disclosures, whether due to fraud or error. In making those risk assessments, we have considered internal controls relevant to the preparation [and presentation] of the Report in order to design assurance procedures that are appropriate in the circumstances.

### Our assurance procedures also include:
- Assessment of SCL’s reporting procedures for sustainability reporting regarding their consistency with the application of GRI Standards
- Verification of systems and procedures used for quantification, collation, and analysis of sustainability performance disclosures that are included in the Report
- Understanding the appropriateness of various assumptions, estimations and materiality thresholds used by SCL for data analysis
- Discussions with the personnel responsible for data compilation
- Discussion on sustainability with senior executives at the different plant locations and at the corporate office to understand the risk and opportunities from sustainability context and the strategy SCL is implementing to manage the same
- We have relied on the data and information related to the Company’s financial performance, sourced from its audited annual report for the FY 2016-17 and included in the sustainability report
Verification of key performance data through site visits to operational locations
- Testing reliability and accuracy of data on a sample basis
- Assessment of the stakeholder engagement process through interactions with relevant internal stakeholders and review of relevant documentation
- Reviewing of the processes deployed for collection, compilation, and reporting of sustainability performance disclosures at corporate and plant level

Appropriate documentary evidence was obtained to support our conclusions on the information and data verified. Where such documentary evidence could not be collected on account of confidential information our team verified the same at SCL’s premises

Observations
The following is an excerpt from the observations and opportunities reported to the management of SCL. These do not, however, affect our conclusions regarding the Report

- The Company has aligned and reported its data as per CSI KPI’s for cement activities
- SCL has identified a list of aspects that are material within and outside the organization. The company may monitor and report on disclosures relevant to the identified material issues outside the organization in greater detail
- In order to ensure continual improvement in their reporting:
  - SCL has established, maintained and identified opportunities to better their internal processes for data recording, assessment and inclusion of boundaries to ensure comprehensive capturing of sustainability disclosures
  - The company may report on a higher number of disclosures within their material issues in subsequent years

Conclusions
We have reviewed the Sustainability Report of SCL. Based on our review and procedures performed as described above, nothing has come to our attention that causes us not to believe that:

- The report presents disclosures related to SCL’s sustainability performance covering its operations as mentioned in the scope
- Material issues that have an impact on SCL and are of interest to its stakeholders have been highlighted in the report

Independence
The assurance was conducted by a multidisciplinary team including professionals with suitable skills and experience in auditing environmental, social and economic information in line with the requirements of the ISAE 3000 standard. Our work was performed in conformance to the requirements of the IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners) as well as the assurance firm (assurance provider) be independent of the assurance client, in relation to the scope of this assurance engagement, including not being involved in writing the Report. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence and due care, confidentiality and professional behavior. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence. The firm applies International Standard on Quality Control (ISQC) 1 and the practitioner complies with the applicable independence and other ethical requirements of the International Ethics Standards Board for Accountants (IESBA) code.

Responsibilities
SCL is responsible for developing the Report contents. SCL is also responsible for identification of material sustainability issues, establishing and maintaining appropriate performance management and internal control systems and derivation of performance data reported. This statement is made solely to the Management of SCL in accordance with the terms of our engagement and as per scope of assurance. Our work has been undertaken so that we might state to SCL those matters for which we have been engaged to state in this statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than SCL for our work, for this Report, or for the conclusions expressed in this independent assurance statement. The assurance engagement is based on the assumption that the data and information provided to us is complete and true. We expressly disclaim any liability or co-responsibility for any decision a person or entity would make based on this assurance statement. By reading this assurance statement, stakeholders acknowledge and agree to the limitations and disclaimers mentioned above.
SUSTAINABILITY POLICY

➢ To produce quality products in an eco-friendly, healthy & safe working environment in a socially responsible manner with continual improvement in performance and profitability to the satisfaction of all stakeholders by ensuring:
  ▶ Customer satisfaction
  ▶ Use less. Produce more
  ▶ Clean and green environment
  ▶ Sound health and safe working practices
  ▶ Compliance to the applicable laws and respecting the international instruments
  ▶ Implementation of the systems and continually improving their effectiveness
  ▶ Safety of company assets through proper system of checks, audits and inspection
  ▶ Adoption of cost-effective technologies and practices for improved productivity and profitability
  ▶ Encourage adoption of low carbon economy for reducing carbon footprints and addressing global warming and climate change
  ▶ Mutually beneficial stakeholders’ relationship and equitable sharing of benefits
  ▶ Human resource satisfaction and succession planning mechanism for sustainability
  ▶ Promotion of innovations and research and development for continual improvement in quality, profitability and productivity
  ▶ Promotion free competition and freedom of choice to consumers
  ▶ Encourage recognition and respect for rights of owners of intellectual property including traditional knowledge
  ▶ Transparent communication to relevant stakeholders of impact of policies, products and operations
  ▶ Implementation of suitable grievance handling mechanism, wherever required

➢ Identify stakeholders to understand their concerns and engage with them in a just, fair and equitable manner with special attention to inclusive growth

➢ Promote sustainable consumption of resources over the lifecycle of the products and ensure that everyone involved in the value chain are aware of their responsibility

➢ Respect and promote human rights, of all stakeholders, including vulnerable and marginalized sections, as specified in the Constitution of India and other laws across the our business value chain and avoid complicity with human rights abuse by third party
ENVIRONMENT POLICY

➢ To ensure clean, green and healthy environment through
  • Efficient use of natural resources, energy, plant and equipment
  • Reduction in emissions, noise, waste and greenhouse gases
  • Promotion to reuse and recycle wastes
  • Continual improvement in environment management with proper systems to
    prevent, mitigate and control environmental impacts due to operations across the
    value chain and in local community
  • Building awareness amongst all stakeholders including employees, customers,
    vendors etc. on environmental issues
  • Green belt development for local biodiversity management and conservation in
    coalition with local communities, authorities and other stakeholders
  • Compliance of relevant environmental legislations

Signature
Ramakant Sharma, Director

INFORMATION TECHNOLOGY (IT) POLICY

➢ To create a robust IT platform that would focus on better efficiency & transparency in
  a constantly changing and competitive business environment by ensuring:
  • Availability of best in class IT system for employees and across value chain
  • Safety and security of all data through implementation of appropriate storage
    and security systems
  • Implementation of Disaster Recovery Plan to prevent loss of data
  • Implementation system to ensure IT access control with prior authorization
  • Systems to ensure prevention of company’s IT system and IT assets for any
    illegal or antisocial activity by any person including employees
  • Education of the value chain including employees for better usage of IT systems
  • Continuous monitoring of the IT environment to ensure that company’s IT
    infrastructure is regularly updated and at par with latest technologies and
    systems

Signature
Ramakant Sharma, Director

HIV / AIDS POLICY

➢ Being a socio-economic issue concerning stakeholders of the society Shree Cement
  is committed to:
  • Create awareness on HIV / AIDS and its prevention among all stakeholders of the
    society
  • Treatment of HIV / AIDS infected patient in the Company’s Dispensary without
    any discrimination

Signature
Ramakant Sharma, Director

WATER POLICY

Ø we are committed to efficient water management practices viz:
• Develop means & methods for water harvesting
• Treatment of waste discharge water for reuse
• Educate people for effective utilization & conservation of water
• Water audit & regular monitoring of water consumption

To provide sufficient and safe water to people & plant as well as to conserve water,

Signature
Ramakant Sharma, Director

HEALTH & SAFETY POLICY

Ø Promoting awareness on sound health and safe working practices
• Continually improving health & safety performance by regularly setting and
  reviewing objectives & targets
• Identifying and minimizing injury and health hazards by effective risk control
  measures
• Complying with all applicable legal and other requirements

To ensure Good Health and Safe Environment for all stakeholders by:

Signature
Ramakant Sharma, Director

SOCIAL ACCOUNTABILITY POLICY

Ø work place conditions by:
• Conforming to all the requirements of SA 8000 standard specially related to child
  and forced labor, freedom to collective bargaining, health and safety, non-
  discrimination to ensure happiness in all stakeholders
• Respecting the international instruments for Social Accountability and complying
  with all applicable laws
• Making efforts to complement and support development priorities at local and
  national levels
• Making efforts to assure appropriate resettlement and rehabilitation of
  communities displaced owing to company’s business operations

To operate in a socially responsible manner and focus on continual improvement of

Signature
Ramakant Sharma, Director

TAX POLICY

Ø Timely and accurate compliance with the applicable tax rules and paying all
  taxes in accordance with the applicable taxation laws
• Fair and transparent reporting and disclosures of the tax matters in its reports

We at Shree Cement Limited (SCL) are committed to ensure:

Signature
Ramakant Sharma, Director
ENVIRONMENT POLICY
- Efficient use of natural resources, energy, plant and equipment
- Reduction in emissions, noise, waste and greenhouse gases
- Promotion to reuse and recycle wastes
- Continual improvement in environment management with proper systems to prevent, mitigate and control environmental impacts due to operations across the value chain and in local community
- Building awareness amongst all stakeholders including employees, customers, vendors etc. on environmental issues
- Green belt development for local biodiversity management and conservation in coalition with local communities, authorities and other stakeholders
- Compliance of relevant environmental legislations

To ensure clean, green and healthy environment through

INFORMATION TECHNOLOGY (IT) POLICY
- a constantly changing and competitive business environment by ensuring:
  - Availability of best in class IT system for employees and across value chain
  - Safety and security of all data through implementation of appropriate storage and security systems
  - Implementation of Disaster Recovery Plan to prevent loss of data
  - Implementation system to ensure IT access control with prior authorization
  - Systems to ensure prevention of company’s IT system and IT assets for any illegal or antisocial activity by any person including employees
  - Education of the value chain including employees for better usage of IT systems
  - Continuous monitoring of the IT environment to ensure that company’s IT infrastructure is regularly updated and at par with latest technologies and systems

To create a robust IT platform that would focus on better efficiency & transparency in

HIV / AIDS POLICY
- is committed to:
  - Create awareness on HIV / AIDS and its prevention among all stakeholders of the society
  - Treatment of HIV / AIDS infected patient in the Company’s Dispensary without any discrimination

Being a socio-economic issue concerning stakeholders of the society Shree Cement

WATER POLICY
- To provide sufficient and safe water to people & plant as well as to conserve water, we are committed to efficient water management practices viz:
  - Develop means & methods for water harvesting
  - Treatment of waste discharge water for reuse
  - Educate people for effective utilization & conservation of water
  - Water audit & regular monitoring of water consumption

To provide sufficient and safe water to people & plant as well as to conserve water,

HEALTH & SAFETY POLICY
- To ensure Good Health and Safe Environment for all stakeholders by:
  - Promoting awareness on sound health and safe working practices
  - Continually improving health & safety performance by regularly setting and reviewing objectives & targets
  - Identifying and minimizing injury and health hazards by effective risk control measures
  - Complying with all applicable legal and other requirements

To ensure Good Health and Safe Environment for all stakeholders by:

SOCIAL ACCOUNTABILITY POLICY
- To operate in a socially responsible manner and focus on continual improvement of workplace conditions by:
  - Conforming to all the requirements of SA 8000 standard specially related to child and forced labor, freedom to collective bargaining, health and safety, non-discrimination to ensure happiness in all stakeholders
  - Respecting the international instruments for Social Accountability and complying with all applicable laws
  - Making efforts to complement and support development priorities at local and national levels
  - Making efforts to assure appropriate resettlement and rehabilitation of communities displaced owing to company’s business operations

To operate in a socially responsible manner and focus on continual improvement of workplace conditions by:

TAX POLICY
- We at Shree Cement Limited (SCL) are committed to ensure:
  - Timely and accurate compliance with the applicable tax rules and paying all taxes in accordance with the applicable taxation laws
  - Fair and transparent reporting and disclosures of the tax matters in its reports

We at Shree Cement Limited (SCL) are committed to ensure:
PRODUCT QUALITY AND CUSTOMER SATISFACTION POLICY

- To provide products conforming to applicable standards and meeting customers' requirements to their total satisfaction for overall well-being of the society
- To continually improve performance and effectiveness of quality management system by setting and reviewing quality objectives for:
  - Customer satisfaction
  - Cost effectiveness
- Disclose all information truthfully and factually including risk to people and planet from use of products
- Educate customers towards their rights as well as safe and responsible usage of product

ENERGY POLICY

- To continue to ensure energy sustainability, we are committed to:
  - Continual reduction of specific energy consumption
  - Utilization of alternate and renewable energy sources especially to produce green power
  - Adoption of eco-friendly and more energy efficient technology
  - Low carbon economy through regular energy audit and implementation of corrective actions
  - Data collection, analysis, monitoring and supporting system for continual benchmarking and improvement
  - Compliance of all applicable legal and other requirements
PRODUCT QUALITY AND CUSTOMER SATISFACTION POLICY

- To meet or exceed the requirements to their total satisfaction for overall well-being of the society.
- To continually improve performance and effectiveness of quality management system by setting and reviewing quality objectives for:
  - Customer satisfaction
  - Cost effectiveness
- Disclose all information truthfully and factually including risk to people and planet.
- Educate customers towards their rights as well as safe and responsible usage of product.

ENERGY POLICY

- Continual reduction of specific energy consumption.
- Utilization of alternate and renewable energy sources especially to produce green power.
- Adoption of eco-friendly and more energy efficient technology.
- Low carbon economy through regular energy audit and implementation of corrective actions.
- Data collection, analysis, monitoring and supporting system for continual benchmarking and improvement.
- Compliance of all applicable legal and other requirements.

To continue to ensure energy sustainability, we are committed to:

COMPANY’S PLANTS & MARKETING OFFICES

Integrated Cement Plants and Power Plants

Beawar:
Bangur Nagar, Beawar - 305 901,
Distt.: Ajmer, Rajasthan (India)
Phone: +91-1462-228101-06
Fax: +91-1462-228117 / 228119
Email: shreebwr@shreecementltd.com

Ras:
Bangur City, Ras, Tehsil: Jaitaran - 306 107
Distt.: Pali, Rajasthan (India)
Phone: +91-1462-228101-06
Fax: +91-1462-228117 / 228119
Email: shreebwr@shreecementltd.com

Raipur:
Village Khapradih,
Tehsil- Simga,
Distt.: Balodabazar,
Chhattisgarh (India)
Phone: +91-771-2430007 / 2430023

Split Grinding Units

Khushkhera:
Plot No. SP 3-II, A-1, RIICO Industrial Area,
Khushkhera (Bhiwadi), Distt.: Alwar, Rajasthan

Suratgarh:
Near N.H. 15, Udaipur Udasar, Tehsil: Suratgarh,
Distt.: Sriganganagar, Rajasthan

Panipat:
Village – Khukhrarna, P.O. – Asan Kalan,
Tehsil – Madlouda, Distt.: Panipat, Haryana

Bulandshahr:
12, Sikandrabad Industrial Area, Sikandrabad,
Distt.: Bulandshahr, Uttar Pradesh

Jobner (Jaipur):
Mahela-Jobner Road, Village: Aslapur,
Distt.: Jaipur, Rajasthan

Laksar (Roorkee):
Akbarpur - Oud, Distt.: Haridwar,
Uttarakhand

Aurangabad:
Industrial Growth Centre, Biada, Near Jasoia,
More, Post: Mojurahi, Distt.: Aurangabad, Bihar

Marketing Offices

Shree Ultra Cement

Delhi:
122-123, Hans Bhawan
1 Bahadur Shah Zafar Marg,
New Delhi - 110 002
Phone: +91-11-23370828, 23379829
Fax: +91-11-23370499

Jaipur:
SB-187, 2nd Floor,
Shree Corporate Tower
Opp. Rajasthan University, JLN Marg,
Jaipur - 302 015
Phone: +91-141-6611200
Fax: +91-141-6611219

Bangur Cement

Delhi:
6B, 6th Floor, Hansalaya Building,
15, Barakhamba Road,
New Delhi - 110 001
Phone: +91-11-23702794-95

Jaipur:
SB-187, 3rd Floor,
Shree Corporate Tower
Opp. Rajasthan University, JLN Marg,
Jaipur - 302 015
Phone: +91-141-6611000, 6611322
Fax: +91-141-6611315

Rockstrong Cement

Delhi:
10-A, DCM Building, 16-Barakhamba Road
Connaught Place,
New Delhi - 110 001
Phone: +91-11-23731084-85
Fax: +91-11-23731084

Jaipur:
SB-187, 4th Floor,
Shree Corporate Tower
Opp. Rajasthan University, JLN Marg,
Jaipur - 302 015
Phone: +91-141-6611000
Fax: +91-141-6611421

HUMAN RESOURCE POLICY

- Empower people and provide congenial workplace.
- Promote wellbeing of all employees and work life balance of people to let them live a happy life.
- Honor individuality of every employee.
- No discrimination of any form in recruitment process and during employment.
- Develop competency through training on non-discriminatory basis.

- All Employees shall be given enough opportunity for betterment.

- None of the persons below the age of 18 years shall be engaged to work.

- Incidence of Sexual/Mental or any other type of Harassment shall be viewed seriously.

- Statute enacted shall be honored in letter and spirit and standard Labour Practices shall be followed. Every employee shall be accountable to the law of the land & is expected to follow the same without any deviation.

- Ensure observance and compliance of business ethics and code of conduct.

- Ensure observance and compliance of Safety & Health, quality, environment, energy and other policies.

- Respect the right to freedom of association, participation and collective bargaining.

We at Shree Cement are committed to:

Signature
Ramakant Sharma, Director

Signature
Ramakant Sharma, Director
FEEDBACK FORM

Your feedback is valuable to us and will help us to improve our report

1. Quality of the content covered in the report
   a) High    b) Medium    c) Low

2. Clarity of information provided in the report
   a) High    b) Medium    c) Low

3. The quality of design and layout of the report
   a) Good    b) Average   c) Poor

4. Suggest what other issues should be covered in the report

5. Suggest the areas, if any, where more details should be reported

Name:
Designation:
Organization:

Contact Address
E-mail:

Please mail your feedback to:
Rakesh Bhargava
Chief Climate and Sustainability Officer
Shree Cement Limited
Bangur Nagar, Post Box No. 33,
Beawar - 305 901, Dist. Ajmer, Rajasthan, India
Email: bhargavar@shreecementltd.com
FEEDBACK FORM

Your feedback is valuable to us and will help us to improve our report

1. Quality of the content covered in the report
   a) High    b) Medium    c) Low

2. Clarity of information provided in the report
   a) High    b) Medium    c) Low

3. The quality of design and layout of the report
   a) Good    b) Average    c) Poor

4. Suggest what other issues should be covered in the report

5. Suggest the areas, if any, where more details should be reported

Name:

Designation:

Organization:

Contact Address

E-mail:

Please mail your feedback to:
Rakesh Bhargava
Chief Climate and Sustainability Officer
Shree Cement Limited
Bangur Nagar, Post Box No. 33,
Beawar - 305 901, Dist. Ajmer, Rajasthan, India
Email: bhargavar@shreecementltd.com

NOTES
Registered office:
Bangur Nagar, Beawar-305 901,
District-Ajmer, Rajasthan.
Phone: (+91) 1462-228101-06
Fax: (+91) 1462-228117/228119
Toll Free: 1800 180 6003/6004

Corporate Office:
21 Strand Road, Kolkata-700 001, West Bengal.
Phone: (+91) 33-22309601-04
Fax: (+91) 33-22434226