

EXPANDING THE SUSTAINABILITY HORIZON



In 2004-05, Shree Cement Limited (SCL) published its 1st sustainability report in accordance with the reporting framework of the Global Reporting Initiative. Over the years, we have always strived to be a thought leader in the broad strategic planning for sustainability, thereby accomplishing various milestones. This year 2019 marks the culmination of our 15-year sustainability legacy reflecting our accelerated performance achieved through development of a focused strategy and operational excellence. The key to our excellent performance is due to the incorporation of ingenious sustainable thinking attitude in all our operations. As we are progressing towards 'Expanding the Sustainability Horizon', we manifest our commitment to embed sustainability not just in our operations but going beyond and sowing the seeds of sustainability across our value chain. This report highlights our efforts towards 'Expanding the Sustainability Horizon' across our operations and is in alignment with the GRI Standards released on 19th October 2016.

Reporting as per GRI standards: Comprehensive Option

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Transcending our own boundaries



B. G. BANGUR | CHAIRMAN

“*Sustainability is ingrained in our DNA and we continuously strive to embed it throughout our operations.*”

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It gives me immense pleasure to share that our 15th Corporate Sustainability Report – ‘Expanding the Sustainability Horizon’, especially during a time when India has been ranked third in Asia for environmental sustainability. With Asia all set to lead the economic growth in the coming decade, companies in India are expected to play a critical role, and even lead the way in terms of environmental sustainability.

We, at Shree, have always believed in creating prosperity and happiness for all stakeholders through innovation and sustainable practices. We have been successfully integrating responsible, conservational actions into

business operations, hence adding value to both environmental capital and financial profitability.

This report highlights our initiatives and how we have expanded our sustainability horizon over the years and contributed to India's socio-economic development, even while expanding our operational footprint across the globe. It also focuses on our commitment to future-proof us from risks, by continuing to build up on our solid sustainability foundation.

We hope you will find our story captivating!

Sharpening our focus on solid ground

“

We have become the third largest cement producer in India by expanding our capacity from 0.6 million ton in 1986 to 37.9 million ton in FY 2018-19.”



H. M. BANGUR | MANAGING DIRECTOR

At SCL, sustainability development has always evolved through a triple bottom line approach, with focus on environmental, social and economic development. We have been growing continuously by adapting and endorsing various national and international principles of sustainability, thereby building a strong nation and contributing to Bharat Nirman.

Being a responsible company, we are mindful of creating a widespread impact in the lives of our employees, local communities and business partners. While our sustainability framework underpins every aspect of our operation and value chain, our continued focus on resource conservation, energy efficiency and climate mitigation has allowed us to sustainably transform our operations to support the environment.

With consistent efforts, we are now ranked the third largest cement producer in India by expanding our capacity from 0.6 million tonnes in 1986 to 37.9 million tonnes in FY 2018-19. In the same year, we also achieved our dream of becoming a pan India cement producer, by establishing our market presence in South India. Over the past 15 years, our share price has risen from INR 50 to INR 18,500, at a compounded growth rate of 48.3%, making SCL the best performing cement stock in India.

We are committed to be known as a high quality and cost-efficient cement manufacturer. Towards this end, we will continually strive to improve the health and safety of workers, our manufacturing process, and every aspect of conserving the environment.

We focus on doing better than what we have done



PRASHANT BANGUR | JOINT MANAGING DIRECTOR

“

We continuously embed sustainability to optimise resource efficiency, reduce carbon footprint and follow ethical business practices.”

As we persevere to become a leading cement company in India, incorporating sustainability in our growth strategy has never been as important. Cement being a resource intensive industry, SCL is continuously prioritising responsible production and consumption through operational excellence. Moreover, by embedding sustainability in everything we do, we are aiming to optimise resource efficiency, reduce carbon footprint and follow ethical business practices.

Since FY 2016-17, our focus has been to achieve the global Sustainable Development Goals (SDGs), by aligning our business strategies with global SDG targets. Towards this, we were rewarded with the prestigious 'Corporate Governance and Sustainability Vision Award 2019' by the Indian Chamber of Commerce. We had also been rated with 'B' level under Carbon Disclosure Project for our sincere initiatives towards climate mitigation.

In addition, receiving 5-star rating for 'Sustainable Mining Operations' at Ras, and 4-star rating at Bewar and Balodabazar by Indian Bureau of Mines, Ministry of Mines, further demonstrates our unwavering determination to embed sustainable practices in our mining operations.

Our successful sustainability growth can be attributed to the unity among our talent, our vision and our values. A friendly and approachable work-environment has encouraged innovative ideas to originate and transform into actionable projects across all our plants. As SCL makes a mark in the global cement industry, we ensure that our performance inspires not only ourselves but also our peers.

We inspire innovation in manufacturing by setting targets and goals, testing new systems and improving existing processes. Our long-run approach ensures favourable business performance and enables us to set benchmarks in the industry.

Today, our Waste Heat Recovery (WHR) System capacity is the largest in the cement industry around the world, except for China, while our share of renewable energy (WHR, wind and solar) stands at around 41% of the total power consumption.

Waving the flag of outstanding achievement

“
Sustainability excellence is targeted not only in manufacturing and maintenance but all spheres, including our overall business functionality.”



P.N. CHHANGANI | WHOLE-TIME DIRECTOR

Ever since inception, we have been consistently keeping sustainable development at the center of our growth and development. We have been diligently improving resource efficiency in clinker and cement production by optimising energy usage, utilising waste-in-production processes, and targeting higher alternative fuel and material usage, thus minimising the impact on climate, water and air.

With an aim to replace conventional raw materials, our team of experts has been maximising the use of several alternate raw materials such as fly ash, bed ash, synthetic gypsum and lead-zinc slag, among others. During FY 2018-19, our alternate raw material consumption was pegged at 23.2%.

Adopting a circular economy business model, we also co-process hazardous and non-hazardous wastes, where a significant amount of energy is recovered and

contributed towards building clean India. In FY 2018-19, we commissioned our WHR system at Karnataka Plant and then launched operations of our first wind power plant of 21 MW capacity in Karnataka. Further, by acquiring controlling stakes in Union Cement Company (UCC) at Ras-Al-Khaimah in UAE, which has a cement capacity of four MTPA, SCL has enhanced its global footprints. By FY 2019-20, SCL will be commissioning a new Grinding Unit (GU) in Jharkhand.* Meanwhile, activities are on in full swing to set up GUs in Odisha and Maharashtra.

With a 'Total Prosperity Management' approach, our top management and leaders envision the future, where SCL will make exemplary efforts and stay committed to expanding the sustainability horizon, and meeting expectations of our stakeholders.

*Commissioning of Jharkhand Grinding Unit in May 2019

We produce products and our customers make the brand



DIWAKAR PAYAL | PRESIDENT (MARKETING)

“
With continued efforts in building distribution networks, we have promoted market development both in India and overseas.”

Providing customer-centric products, services and building vital relationships drive Shree's marketing strategies. Also, in priority is a 360° focus on our customers. For which we understand the pulse of the market, and gently try to blend it with our sustainable development agenda. All these challenge us to continuously re-evaluate our strategies, modify our products, and formulate out-of-the-box ideas to develop value-based products, which will in turn enhance the quality and life of construction.

Shree R&D Centres have been innovating and developing quality products that comply with international standards, with minimal resource consumption. In addition, our Marketing and Logistics teams have been strategising and establishing GUs closer to the markets, thereby winning customer trust. This is illustrated in

our unique 'Hub and Spoke' model, where our GUs have been strategically set up near the key cement consuming markets to serve customers better and faster. This has resulted in an 'on-time, on-demand' service in today's fast-paced world.

During FY 2018-19, two premium cement brands - Roofon and Bangur Power - were launched, matching the attributes of world's top quality cement brands. Both were well-received in India and overseas. SCL has also earned the confidence of Engineering, Procurement and Construction (EPC) contractors through its novel 'Movable Dedicated Silos' for cement storage.

In our pursuit to provide best quality products, we determine to continuously transform and evolve, and become one of the most admired companies.

Collaboration across the value chain

“

We endeavour to create and distribute long-term environmental, social and economic value for all stakeholders in our value chain.”



SANJAY MEHTA

**PRESIDENT (COMMERCIAL) AND
CHIEF HAPPINESS OFFICER**

As we accelerate our growth in the global cement industry, we also shoulder an important responsibility of supporting those who have been a part of our journey, and outside.

Being a responsible company, we strive to inculcate sustainable practices all across our supply chain. The focus is to create and distribute long-term environmental, social and economic value for all stakeholders. This, in turn, contributes significantly to build a favourable brand identity, resilient brand integrity, optimised operational costs, and superior business performance, not to mention enabling Shree align to the principles of UN Global Compact.

Our robust and inclusive vendor assessment process assists us in identifying and filtering new suppliers, while reviewing the existing ones. We also periodically evaluate whether our suppliers are employing effective compliance programmes and systems. During FY 2018-19, we added 833 suppliers and helped them improve their sustainability performance.

Our expansion across India and overseas implies a wider network of suppliers and distributors, crossing boundaries. We strongly believe that collaborating with our suppliers on sustainability issues and challenges definitely helps us function better and innovate sustainable products, thereby contributing to minimal negative environmental and social impact.

We also make continuous efforts for the happiness and well-being of our 'Shree Parivar'. Towards this, we conduct various cultural and social activities, thereby encouraging participation of employees, along with their family members. Besides this, as part of our Corporate Social Responsibility initiative, we integrate the needs of the communities into our day-to-day operations, and focus on elimination of poverty, gender equality and rural development. This aligns with our national sentiments and aims at creating positive value in the society.

Philosophy, vision, values and guiding principles



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Our philosophy and values

Our philosophy



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

VISION

“Lead in creating prosperity and happiness for all stakeholders through innovation and sustainable practices.”

As an organisation, we spread happiness among everyone connected with our ecosystem and create wealth for investors, employees, business associates and communities where we operate by experimenting and implementing new ideas for improving efficiencies and maximising the ratio of output product to input resources.

Guiding principles



Enforce good corporate governance practices



Encourage integrity of conduct



Ensure clarity in communication



Remain accountable to all stakeholders



Encourage socially responsible behaviour

Our values and our operating strengths



Passion for Efficiency

- Ensuring optimum outcome from everything we do
- Achieve our targets consistently with minimal costs



Trust & Support

- Believing in each other with mutual respect
- Promoting honest and open communication
- Building an environment of freedom with responsibility



Creativity & Innovation

- Experimenting with new ideas to improve continuously
- Striving to take risks for adding value to the business



Simplify

- Extracting the essence and keeping communication simple



Dynamism

- Prioritising opportunities and challenges to enable swift decision-making
- Being flexible in our approach to find effective business solutions



Care

- Being compassionate towards our communities and our environment
- Working together as one family and connecting personally with each other
- Demonstrating humane touch in the way we work

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Organisational profile

With more than three decades of experience in the cement industry, SCL has emerged as one of the most trusted and responsible corporate houses in India.

SCL is among the top three cement groups in the country, in terms of cement capacity, having headquarters at Kolkata, India. Our operations are spread across seven states in India – Rajasthan, Uttarakhand, Bihar, Haryana, Chhattisgarh, Uttar Pradesh and Karnataka. Currently, we have a cement manufacturing capacity of 37.9 MTPA in India. We manufacture Ordinary Portland Cement (OPC), Pozzolana Portland Cement (PPC), Pozzolana Slag Cement (PSC) and Composite Cement (CC), to cater to the growing market demand.

Our brands Shree Jung Rodhak, Bangur Cement and Rockstrong have positioned us as market leaders in Rajasthan, Haryana, Uttarakhand, Western Uttar Pradesh and Delhi. We have recently launched two premium quality brands, 'Roofon' and 'Bangur Power' as a superior quality cement. SCL designs its products to not only meet the infrastructure demands of the nation but to also suit consumer needs. Besides cement, we also produce power. Our offerings have enabled us to emerge as one of the top 50 companies in India in terms of market capitalisation (as on 31st March 2019).

SCL's cement brands



According to Cement Manufacturers' Association, India hosts the second largest cement industry in the world, accounting for over 8% of the global installed cement capacity¹. Cement plays an influential role in India's development projects, including smart cities and affordable housing. At SCL, we unlock these opportunities by taking a bottom-up approach and an integrated thinking across our company. Our practice aligns us more suitably to the Government's vision of building a new resilient India.

The cement manufacturing process is an energy intensive process and requires essential natural resources like limestone, fossil fuels and water. As a result, greenhouse gases (GHG) are emitted. In order to conserve natural resources, improve energy efficiency and minimise emissions, SCL established its first WHR system in 2008. Our total power generation capacity stands at 646 MW, which includes 126 MW from WHRS, as of 31st March 2019. Currently, we own the largest waste heat recovery-based power plant in the cement industry globally, excluding China. Our resource efficiency measures have resulted in substantial financial savings leading, to a robust sustainable growth.

As the Company expands its footprint both within India and overseas, we pledge to incorporate sustainability across our operations. With a net worth of INR 95.97 billion as on 31st March 2019, we strive to create a positive impact on our people, communities, governments, shareholders, joint venture partners, customers and suppliers.










Shree's philosophy ensures that our decisions are led by a robust and comprehensive risk management framework monitored by the Board of Directors. We consider sustainability and business risks as two sides of the same coin while developing an action plan for relevant emerging issues across business.

Our action plan for creating a positive impact across business also involves influencing supply chain partners to adopt sustainable practices in their operations. In the last FY we have assessed 23 suppliers on the basis of sustainability and social (SA8000) parameters².

¹ <https://www.cmaindia.org/>

² The SA8000 standard protects workers from discrimination on the basis of race, origin, caste, gender, religion, political affiliation and many other attributes. Suppliers that meet this requirement cannot interfere with exercises of worker's rights to certain practices.

Milestones and recognition of Shree Cement Limited in past few years

 <p>Among the top three Cement Groups in India (in terms of cement capacity)</p>	 <p>5-star Rating for Ras Limestone Mines and 4 Star Rating for Beawar Limestone Mines for Sustainable Development. Formulated by Indian Bureau of Mines, Ministry of Mines, GOI</p>	 <p>First company in India to manufacture synthetic gypsum</p>	 <p>First Indian Company to issue Corporate Sustainability Report following the highest level "A+" for reporting Triple Bottom Line performance</p>	 <p>Acquisition of Union Cement Company in Ras al Khaimah, UAE- first overseas acquisition</p>
 <p>Highest 5-star Rating- first time to any cement company in the world by Whitehopleman, UK</p>	 <p>Among the Top 50 listed companies in India in terms of market capitalisation as on 31st March 2019</p>	 <p>Commissioned Unit VIII at Ras in a world record time of 330 Days</p>	 <p>Among Top 100 Best Places to Work and Top Five in the Manufacturing and Production Sector by 'Great Place to Work Institute' for 2017</p>	 <p>Largest WHR-based power plant in the global cement industry, excluding China</p>

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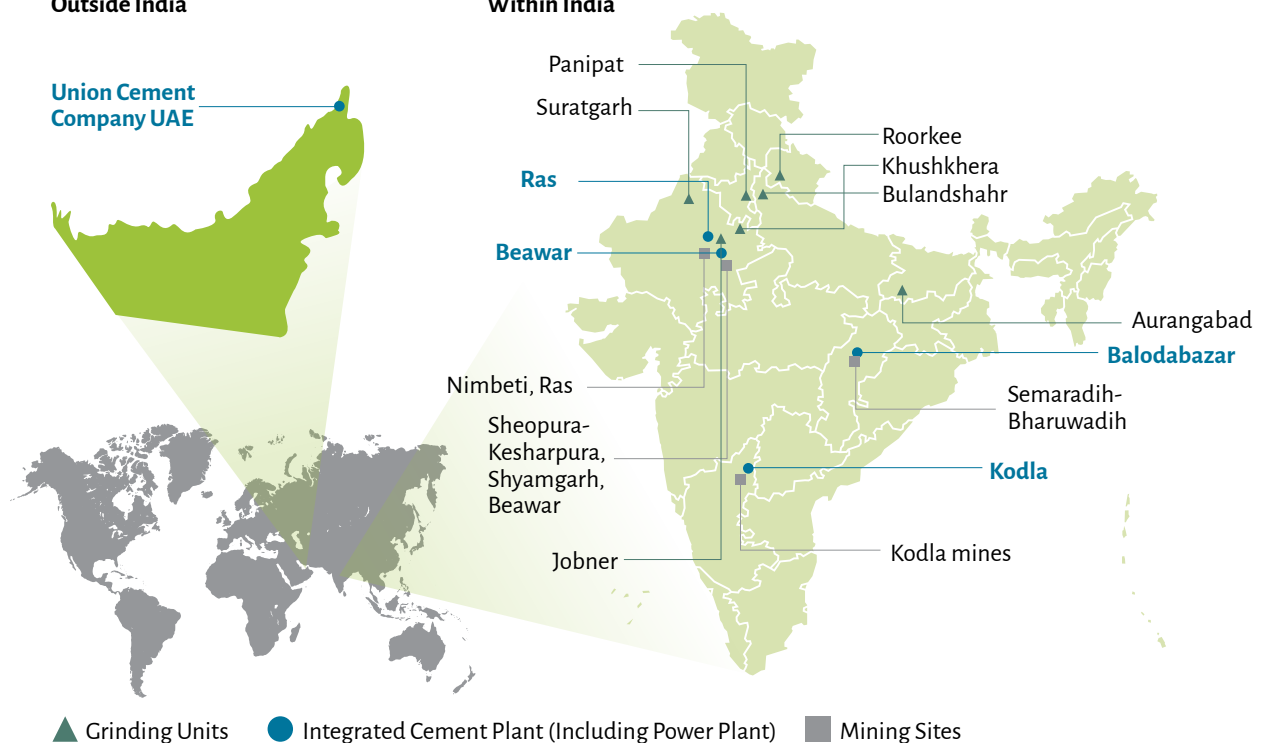
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Geographical reach and business within and outside India

Outside India

Union Cement Company UAE

Within India



Our expansion within and outside India



Within India

Completed installation of integrated cement plant of 3 MTPA at Kodla, Karnataka in 2018.



Outside India

SCL acquired a controlling stake in Union Cement Company (UCC), a UAE-based company in July 2018.

Established in 1972, UCC is one of the leading cement manufacturers in the UAE. With operations in Ras al Khaimah, UCC has a clinker capacity of 3.3 MTPA and a cement capacity of 4 MTPA producing three varieties of cement-Ordinary Portland Cement, Sulphate Resisting Cement and Oil-Well Cement.

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Membership of associations

Our evolving business landscape is accompanied by a constant exposure to new risks and challenges. The current business scenario has made it critical to keep pace with the global development in the sector. Therefore, we

regularly participate in sectoral sustainability initiatives and collaborate with various industry associations for learning as well as propagating sustainable practices.

Our associations

Cement Manufacturers Association (CMA)



SCL is the Chairman of the Environment Task Force and plays an important role in policy interventions related to emissions and energy efficiency.

Bureau of Indian Standards (BIS)



SCL engages with BIS to ensure consistent product quality. We provide suggestions for developing appropriate standards for blended cement.

Confederation of Indian Industry (CII)



Confederation of Indian Industry

SCL participates in discussions on green product development, emission reductions and energy efficiency.

The Energy and Resources Institute (TERI)



SCL supports TERI by sharing sustainability leading practices in specific domains including emissions reduction and energy efficiency.

Bureau of Energy Efficiency (BEE)



We are part of the Technical Expert Committee for cement sector which develops roadmap for improving energy efficiency through the PAT scheme.

Rajasthan State Pollution Control Board (RSPCB)



As a member of RSPCB's Environment Excellence Committee, our agenda revolves around imparting environment skills to environment professionals.

UP Grinding Unit



Global Reporting Initiative

GRI

SCL is a member of the GRI Community Program and discloses its sustainability performance annually as per the GRI Standards, 2016.

Federation of Indian Chambers of Commerce & Industry (FICCI)



We are member of the Climate Change Committee for cement sector. Our task involves developing roadmap and supporting policy interventions related to climate change.

National Council for Cement and Building Material (NCCBM)



SCL is an active member of the NCCBM Research Advisory Committee and promotes research activities for green products.

Carbon Disclosure Project (CDP)



We consistently disclose our environmental performance to CDP, thereby measuring and managing our impacts more effectively.

Dow Jones Sustainability Indices (DJSI)



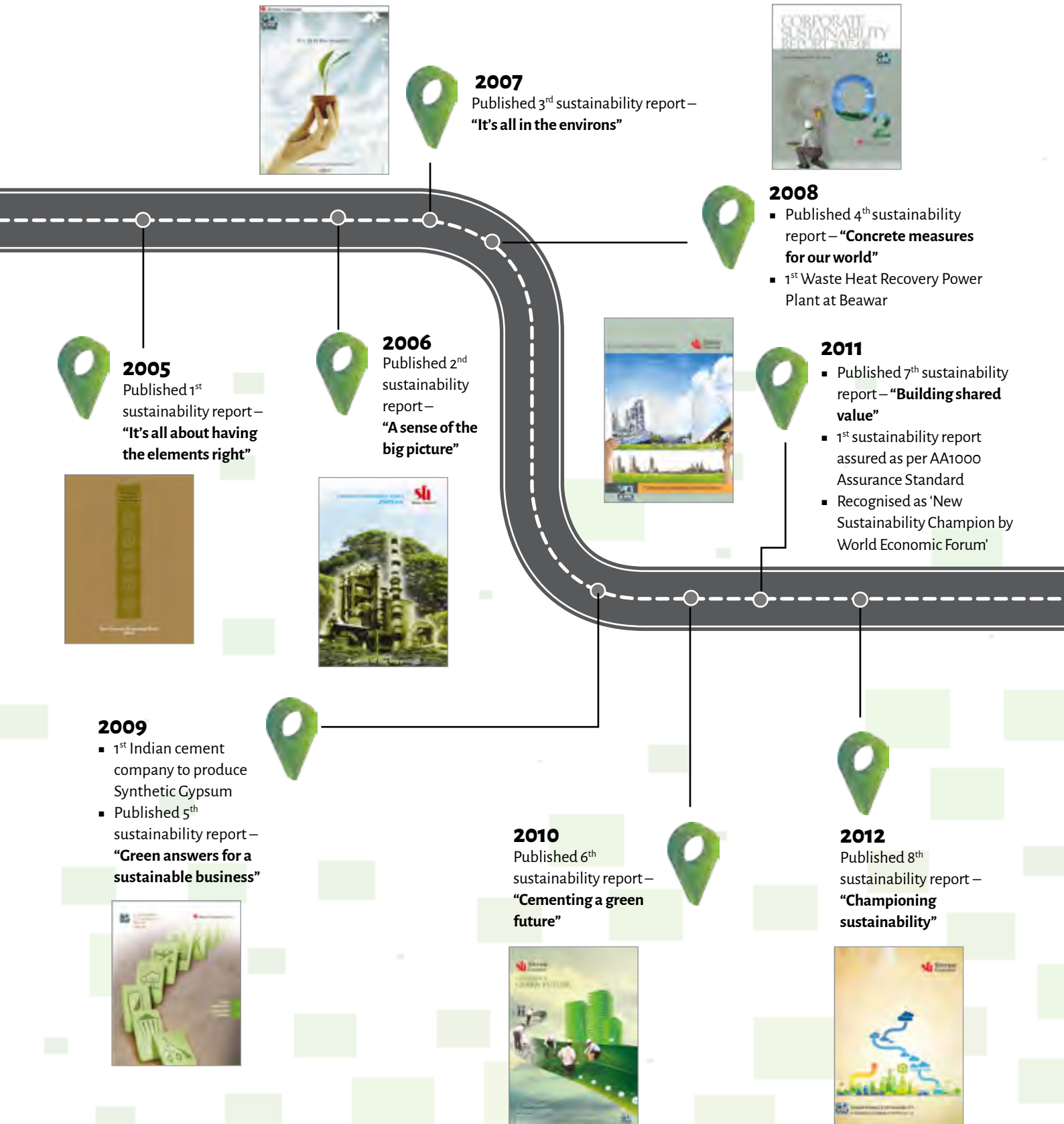
SCL participates in Dow Jones Sustainability Indices that tracks companies' performance in terms of economic, environmental and social criteria.

World Business Council for Sustainable Development



Formerly member of CSI participated in development of low carbon technology roadmap and cement sector SDG roadmap

Shree's 15 year sustainability legacy





2013

Published 9th sustainability report –
“Building relationship,
trust and creating
happiness”



2014

- Published 10th sustainability report –
“Envisioning a happy
future for the finite
planet”



2019

Published 15th sustainability report –
“Expanding the
sustainability horizon”



2018

- Published 14th sustainability report –
“Embedding harmonious
growth”
- Wind power generation
started in Kodla, Karnataka
- Acquisition of UAE-based
firm, Union Cement
Company (UCC)



2017

Published 13th sustainability
report – “Evolve
today. Secure
the tomorrow”



2015

Published 11th sustainability report –
“Sustaining responsible
growth”



2016

Published 12th sustainability report –
“Sustainability our
cultural ethos”



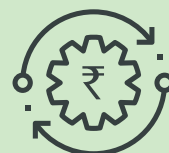
2018 sustainability performance highlights



Cement production capacity
37.9 MTPA



Employee strength
6,299



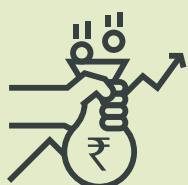
Business volume spent on local suppliers
INR 6.28 billion



Net worth
INR 95.97 billion

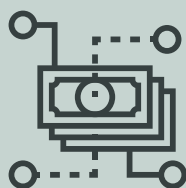


Suppliers assessed on environmental and social parameters
23



Adjusted revenue from gross sales
INR 138.79 billion

Economic value distributed
INR 121 billion



Procurement spent on indigenous materials
90.16%



Power generation capacity
646 MW



Contribution to benefit schemes
INR 737.2 million



Alternate fuel rate
1.2%



Alternate raw material utilisation
23.20%



Environmental expenditure
INR
318.38
million



Specific electrical energy
consumption
69 kWh/tons
of cement

Emission reduction from
energy efficiency initiatives
39,694 tons
of CO₂



Internal
training
programmes
provided
686



CSR expenditure
INR 313.2
million



Established company's
first wind power project at
Karnataka
21 MW



Number of contract
safety training
sessions
1,669



Share of green power
(WHR, Wind and Solar) in
total power consumption
41%



Specific net
CO₂ emissions
543 kg
CO₂
equivalent per
ton of cement



Water recycled/
re-used as a
percentage of total
water withdrawal
14%



Funding for external
training
INR 13.55
million



Sites in compliance
with OHSAS
certification
100%

Our growth strategy towards sustainability

At SCL, we have been constantly striving to integrate sustainability attributes across our cement manufacturing life cycle. In alignment with our growth strategy, we have

interlinked our activities across life cycle with the global sustainable development goals giving more resilience to our business strategy.

Our Green Procurement Policy, Supplier Selection Criteria and Vendor Code of Conduct ensure that our manufacturers and suppliers respect human rights, eliminate forced labour and child labour, and provide healthy and safe work environment including clean water and sanitation. Where possible, we buy local, recycled and recyclable products and use less chemicals, among others.



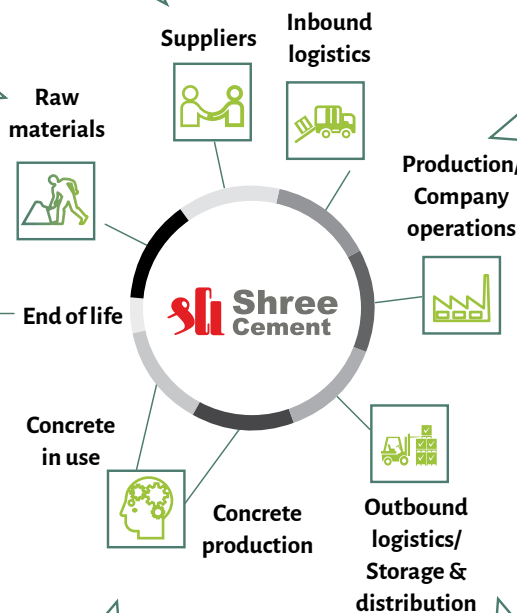
We work with our logistics partners for optimum utilisation of resources including trucks and rails. Moreover, we procure low-emission vehicles, reduce fuel consumption through eco-driving or tyre pressure monitoring system, ensure correct management of used lubricant oils and tyres and encourage vehicles made with recycled or bio-materials.



Our mining sites are rehabilitated and restored through green cover and rainwater collection systems.

A new process of mining has been initiated that promotes proper mining, appropriate waste dumping and improves quality control.

We also use alternative raw materials to conserve our natural resources.



SCL commits to production of quality cement in an eco-friendly, safe and healthy work environment. Few instances of SCL's continual improvement include clean and green environment, sound health and safe working practices, regulatory compliances, cost-effective technologies, non-discrimination, water audits and regular monitoring, life cycle analysis and carbon footprint reduction.

Our 'Concrete Testing Labs' ensure that our cement delivers the best quality concrete. Our labs are equipped with modern facilities test quality of raw materials and concrete cubes. Our initiative also drives performance improvement, product development and innovative business solutions.



In addition to initiatives in inbound logistics, SCL has assembled a team of experts to train labourers about the correct use of cement. We provide movable steel silos with compressors to cater to customers who do not have the facility to store cement. We have, thereby, taken environment friendly action through no bags and no dusting.

Overarching goals



SDG 3: Good Health and Well-being - We adopt several practices to secure a safe and healthy work environment for our stakeholders. We promote awareness about health and safety among our workmen and along our value chain, identify and minimise injury and health hazards, as well as comply with relevant legal and other requirements.



SDG 12: Responsible Consumption and Production - We seek to enhance product quality and customer satisfaction while fulfilling our environmental and social responsibilities. We ensure responsible consumption especially through our policies and code of conduct for suppliers and vendors.

Additionally, our commitment to the SDGs is aligned with our every day activities and the impact we create across our local communities and society.

	SDG 1 – Distribution of High yielding variety, Hybrid seeds and trainings of villagers and SHGs on latest horticulture techniques are few initiatives by SCL that help farmers increase productivity
	SDG 2 – We provide access to healthy nutrition, education, and basic services through initiatives such as Support for below poverty line families and women and 'Mamta Project' to improve nutrition of pregnant women
	SDG 4 – We provide necessary infrastructure, basic education for girls and school dropouts, and have increased the standard of computer education by collaborating with institutions
	SDG 10 – We progressively work towards increasing sustained economic growth for all our employees through 'equal remuneration' practice irrespective of age, sex, disability, race, ethnicity, or religion
	SDG 11 –We ensure safe transportation of our goods by providing training to our truck drivers through the 'Defensive Driving Program'
	SDG 16 – We actively participate in helping address global policy issues on climate change and energy efficiency and instigate responsible business operations through ethics and integrity
	SDG 17 – We use our footprint to influence our partners to adopt responsible practices. We participate in various external sustainability initiatives to drive sustainability improvements within the sector

■ Sustainability targets for FY 2018-19

Material topic	Goal for FY 2018-19	Progress for FY 2018-19	Goal for FY 19-20
Supply chain	To cover 20% of critical suppliers under sustainability assessment ³	Achieved 18% coverage of critical suppliers under sustainability assessment	On site assessment of 20% of critical Tier-1 and Non-Tier 1 suppliers
	Include sustainability components in all contracts (100%)	All contracts include sustainability components	Include sustainability components in all contracts (100%)

³ 'Sustainability assessment' is being used in this report instead of 'sustainability appraisal' as in FY 2017-18

Energy	To reduce specific electrical energy by 2% from FY 2017-18	Specific electrical energy increased by 0.48% from FY 2017-18	To reduce specific electrical energy by 0.5% from FY 2018-19
	To reduce specific thermal energy by 2% from FY 2017-18	Specific thermal energy reduced by 1.24% from FY 2018-19	To reduce specific thermal energy by 1% from FY 2018-19
	Consume 5% of alternative fuel usage for clinker production	1.2% use of Alternative Fuel for clinker production	Increase consumption of Alternate Fuel by 1%
Climate change	Reduce specific GHG emissions by 45% from base year 1990	Achieved 42.6% reduction in specific GHG emissions from base year 1990	Reduce specific GHG emissions by 45% from base year 1990
Atmospheric emissions	Reduce dust emissions by 2% from last year	Achieved 1.20% reduction in dust emissions from last year	Reduce dust emissions by 2% from last year
			Keep SO ₂ and NO _x emissions within permissible limit
Water	Reduce water withdrawal by 0.5% from last year	Increase in water withdrawal by 3.37% from last year	Reduce specific water consumption by 5% from 2018-19
	Use 100% waste water generated within premises	Achieved 100% usage of waste water generated within premises	To maintain Zero Liquid Discharge facility, outside plant boundary
Materials and resources	Increase usage of alternate raw material by 1%	23.2% achieved, whereas it was 23.6% in FY 2017-18	Increase AFR by 5%
Employee training and development	Achieve 16 man hours training per employee	Achieved 13.79 man hours of training per employee with 253 training sessions	Achieve 14 man hours training per employee
Employee retention	Maintain employee retention rate greater than 95%	Retention rate was 94%	Maintain employee retention rate greater than 95%
Occupational health and safety	Ensure zero fatality across all units	Achieved zero fatality	Reduce workmen fatality rate to zero
			Reduce workmen injury rate to zero
Biodiversity	Plant 110,000 saplings across all plant locations	Planted 85,008 saplings with 90.85% survival rate	Maintain sapling survival rate above 90%

Other targets	Target year
Reduce Scope 1 GHG emissions by 12.7% per ton of cementitious materials from base year 2019	2030
Reduce Scope 2 GHG emission 27.1% per ton of cementitious materials from base year 2019	2030
Reduce hazardous waste generation by 5% from last year	2020

Waste Heat Recovery Unit at Ras



Recognition of our efforts in FY 2018-19

Awards and accolades



5-star rating for Ras Mines by Indian Bureau of Mines

4-star rating for Beawar Mines by Indian Bureau of Mines

4-star rating for Balodabazar Mine by Indian Bureau of Mines



Best Company in Cement Sector in the State of Rajasthan at the 1st Edition of CNBC-AWAAZ Rajasthan Ratna Award



Supply Chain and Logistic Excellence (SCALE) Award 2018 by CII



Green Tech HR 2019 Gold Award in the Employee Engagement Category



Winner of Fly Ash Utilisation Awards, 2019 by the Mission Energy Foundation



Certificate of Appreciation from FICCI for Quality System Excellence



National Energy Conservation Award by Bureau of Energy Efficiency (BEE)



Certificate of Appreciation from FICCI for CSR Activities



Award for Best HR Organisation to Work for and Award for Managing Health at Work by World HRD Congress



CSR Leadership Award for Best CSR Practices by ET Now, 2019



Corporate Governance and Sustainability Vision Award 2019 by Indian Chamber of Commerce



Second Fastest Growing Cement Company- 'Large Category' by Indian Cement Review



Sustainable Business of the Year Award by World CSR Day & World Sustainability



Sustainability Award by Indian Cement Review



Golden Peacock Award for Sustainability – 2018 by Institute of Directors

Best Employer 2017 Award by the Employers' Association of Rajasthan – presented in FY 2018-19



Asia's Most Trusted Company 2018 by International Brand Consulting Corporation, USA



2nd Rank for Best Health & Wellness Initiative by Society of Human Resource Management



1st Prize in Renewable Energy & Waste Heat Recovery by Quality Circle Forum of India



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



State Level Bhamashaha Samman for Corporate Social Responsibility by Government of Rajasthan for Ras and Khushkhara Units



Golden Peacock Award for Corporate Social Responsibility-2018 by Institute of Directors

Reporting approach and Shree's materiality

Khushkhera Grinding Unit



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Continuing our sustainability journey

Since SCL's inception, we have been constantly striving to excel in the arena of sustainability, leveraging on our holistic strategic planning to maintain our leadership. We started publishing our annual sustainability performance report in FY 2004-05, thereby becoming the first Cement Company in India to publish sustainability report. We have progressively expanded our sustainability disclosures to bring in transparency between our stakeholders and operations.

In addition to sustainability report, we voluntarily disclose our energy and GHGs emissions performance to the globally recognised organisations i.e. Carbon Disclosure Project (CDP) and Dow Jones Sustainability Index (DJSI) by RobecoSAM.

We have become signatory to Science-Based Target Initiatives (SBTi).

Reporting framework, scope and limitations

Our 15th sustainability report for the reporting period 1st April 2018 to 31st March 2019, showcases our manufacturing approach towards sustainability and environment. Moreover, it highlights the mitigation measures undertaken by SCL. Our sustainability legacy reflects our accelerated performance achieved through development of a focused strategy and operational excellence. This year, as we progress towards 'Expanding the Sustainability Horizon', we align our strategies as well as manage our contribution to the United Nations SDGs. This report has been prepared in accordance with the GRI Standards: Comprehensive option, adhering to the GRI principles of materiality, stakeholder inclusiveness, sustainability context, completeness, consistency, comparability, accuracy, timeliness, clarity and reliability.

Our reporting boundary for FY 2018-19 brings minimal changes to the boundary from the preceding year. The scope of reporting includes three integrated plants (including captive mines and power plants) at Ras and Beawar in Rajasthan; Balodabazar in Chhattisgarh; as well as seven GUs at Panipat in Haryana, Suratgarh, Jobner and Khushkhera in Rajasthan, Roorkee in Uttarakhand, Bulandshahr in Uttar Pradesh and Aurangabad in Bihar.

The new additions to the reporting boundary this year covers the following units:

1. Clinkerisation unit-II at Balodabazar
2. Grinding units
 - a. Line-II Bangur Cement Unit (BCU) at Suratgarh
 - b. Line-II New Bihar Cement Plant (NBCP) at Aurangabad

Besides these additions, details about the scope, aspect boundaries and organisation structure remain unchanged. The reporting boundary in the succeeding year will further include the new integrated unit at Kodla, Karnataka and the GU in Jharkhand.

We employ comprehensive data management system for collecting, analysing and managing data for our sustainability report. We not only revise and upgrade our existing systems but also devise new systems to improve the scope and quality of data managed.

We have been continuing our engagement with Thinkthrough Consulting Private Limited (TTC) for assurance of our Sustainability Report for FY 2018-19. The assurance complies with 'Type 2 Moderate' assurance as per the AccountAbility's AA1000AS (2008) Standard.

Our alignment with various sustainability reporting principles



SCL has been proactive in aligning its sustainability performance with the following globally accepted methodologies, benchmarks and guidelines:

- International Finance Corporation (IFC) Performance Indicators and Monitoring
- United Nations Global Compact (UNGC) Principles on Environment, Human Rights, Labor Practices and Anti-Corruption
- National Voluntary Guidelines (NVG) on Social, Environmental and Economic responsibilities of business released by the Ministry of Corporate Affairs, Government of India

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Our strategic approach to climate change and sustainability

SCL has been systematically incorporating sustainability in its core business. As an environmentally and socially responsible organisation, we emphasize adoption of the triple bottom line to manage our corporate performance. We strive to improve our operational efficiency by experimenting and implementing new concepts periodically. Moreover, we implement various leading practices in the cement industry to minimise our ecological footprint.

SCL regularly assesses material topics affecting the Company and its stakeholders to ensure embedding sustainable practices in its business. The key material sustainability topics identified for the reporting year include occupational health and safety, energy, water, emissions, biodiversity and waste. For further details, regarding materiality, please refer to section 'Our material topics across three key sustainability dimensions'.

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Stakeholder engagement

Our Sustainability Policy guides us to identify stakeholders, understand their concerns and engage with them in an appropriate, fair and equitable manner, with special attention to inclusive growth. In addition to gaining fresh insights and perspectives on issues that help us to recalibrate materiality, we are also able to manage stakeholders' expectations systematically through this process.

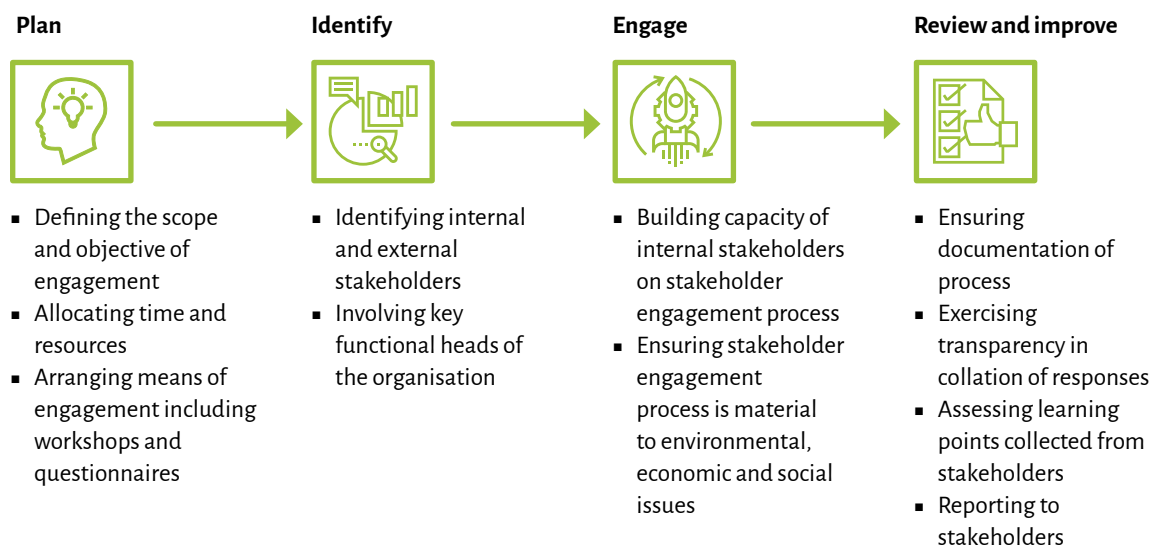
Our approach for stakeholder management

We consistently engage with our stakeholders through different platforms in order to identify and leverage opportunities and mitigate potential risks including operational inefficiency, human rights violations and non-compliance. As a result, we are able to analyse our impacts on the external environment and take corrective action as needed.

Process of engagement

SCL utilises formal and informal platforms for a comprehensive stakeholder engagement process. Periodic meetings, web-based communication modes, customer and employee feedback surveys, customer grievance mechanisms, audits, training programmes, workshops and CSR activities contribute to an effective engagement.

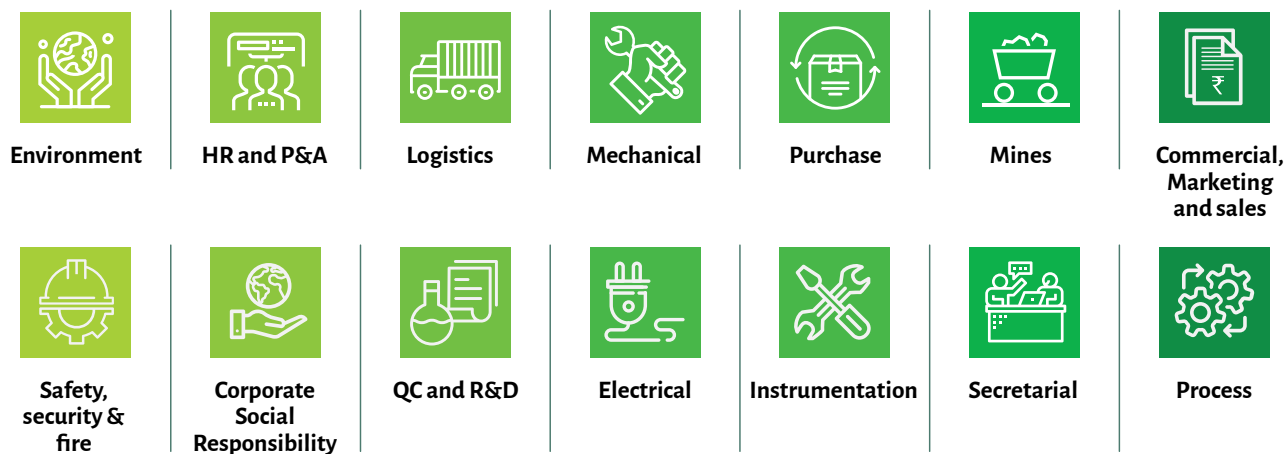
Our stakeholder engagement process



We conduct several discussions at our plants to re-examine our material topics. Our internal stakeholders including the Unit Heads, Departmental Heads and staff from cross-

functional departments participate in workshops to assess stakeholders as well as the mode, frequency and agenda of engagement.

Departmental representatives for stakeholder identification



Key stakeholders identified and engagement process

Stakeholder	Engagement objective	Key concerns	Mode and frequency of engagement
Employees	High productivity, professional development and personal well-being can drive our business performance to newer heights	<ul style="list-style-type: none"> ▪ Balance career and personal development ▪ Suitable learning and development opportunities ▪ Performance appraisal and fair remuneration ▪ Effective and efficient grievance redressal mechanism 	<ul style="list-style-type: none"> ▪ Monthly meetings of safety and environment departments ▪ Annual employee feedback surveys ▪ Continuous employee grievance mechanism ▪ Continuous training and workshops



Stakeholder	Engagement objective	Key concerns	Mode and frequency of engagement
Customers	Customer retention, loyalty and satisfaction is significant for sustained business expansion and success	<ul style="list-style-type: none"> Responsible production Customer stewardship Quality product Timely and efficient services Prompt redressal of customer complaints Design thinking for product development 	<ul style="list-style-type: none"> Annual customer satisfaction survey Continuous meetings with customer representatives Continuous online communication
Media	Addressing concerns of media expediently is crucial for brand reputation, positioning, visibility and market development	<ul style="list-style-type: none"> Preventing false broadcast Preventing misinterpretation of corporate announcement Preventing disclosure of business strategies Reach of media 	<ul style="list-style-type: none"> Meetings with media representatives, as and when required
Government	Cordial relations with government and compliance to rules and regulations ensure smooth business operations	<ul style="list-style-type: none"> Compliance with relevant regulations Keeping pace with sudden alterations Management of social and environmental impact 	<ul style="list-style-type: none"> Regulatory filings, as and when required Facility inspections, as and when required Regular meetings with government officials
Shareholders	Shareholders are key to business growth. Their satisfaction includes increased financial growth, business performance, strategy, governance and return on their investment	<ul style="list-style-type: none"> Improved financial performance Increasing market value of investment Strengthening revenue streams Effective corporate governance Consistent return to shareholders 	<ul style="list-style-type: none"> Annual meetings Continuous access to corporate website Continuous management of investor relations Corporate filings with stock exchanges Press releases Annual reports and quarterly results
Local communities	Strengthening relations with the local community provides a social license to operate and drives intangible benefits to the company	<ul style="list-style-type: none"> Supporting local economy Hiring local community members Minimum environmental and social impact on community 	<ul style="list-style-type: none"> Continuous dialogues for identifying concerns to be addressed under CSR programmes Periodic meeting with community representatives Executing CSR interventions in collaboration with NGOs
Supplier	Supplier engagement can build long-term association, bring in collaboration opportunities, knowledge and infrastructural support	<ul style="list-style-type: none"> Preventing violations such as human rights, along the supply chain Fair and accountable business practices Impact on product and service quality 	<ul style="list-style-type: none"> Periodic supplier inspection audits Assessing suppliers before signing an agreement Meetings with suppliers
Trade association	Freedom of association allows healthy practices in the organisation. Robust policies, practices for remuneration, and health build an employee and worker-friendly environment	<ul style="list-style-type: none"> Organising industry events Managing resistance of trade unions to any changes 	<ul style="list-style-type: none"> Meetings with trade association representatives, as and when required

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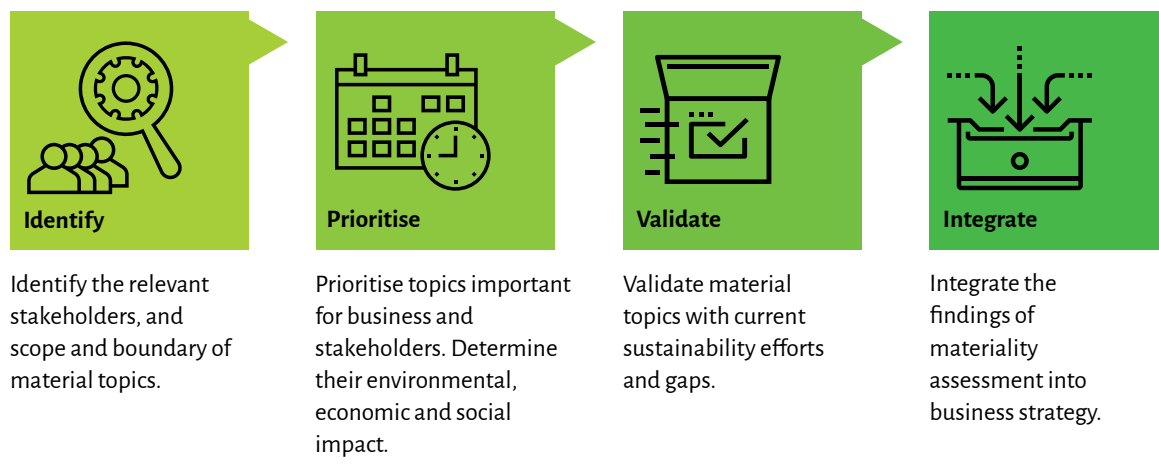
Our materiality assessment

The Company regularly examines its sustainability topics important both for business and its stakeholders. Accordingly, we evaluate our progress on current sustainability issues and identify any new issue that may require our attention. The progress on each of these is disclosed annually in our sustainability report.

SCL follows the principle of materiality to identify

and report on economic, social and environmental (material) topics as under GRI. We have identified our key material topics and developed an internal scoring scheme for its comprehensive understanding. Material topics are plotted against two dimensions: 'Influence on Stakeholders' and 'Potential Impact on Business'. We also assess the boundary of impact for each topic reviewed.

Our materiality assessment process



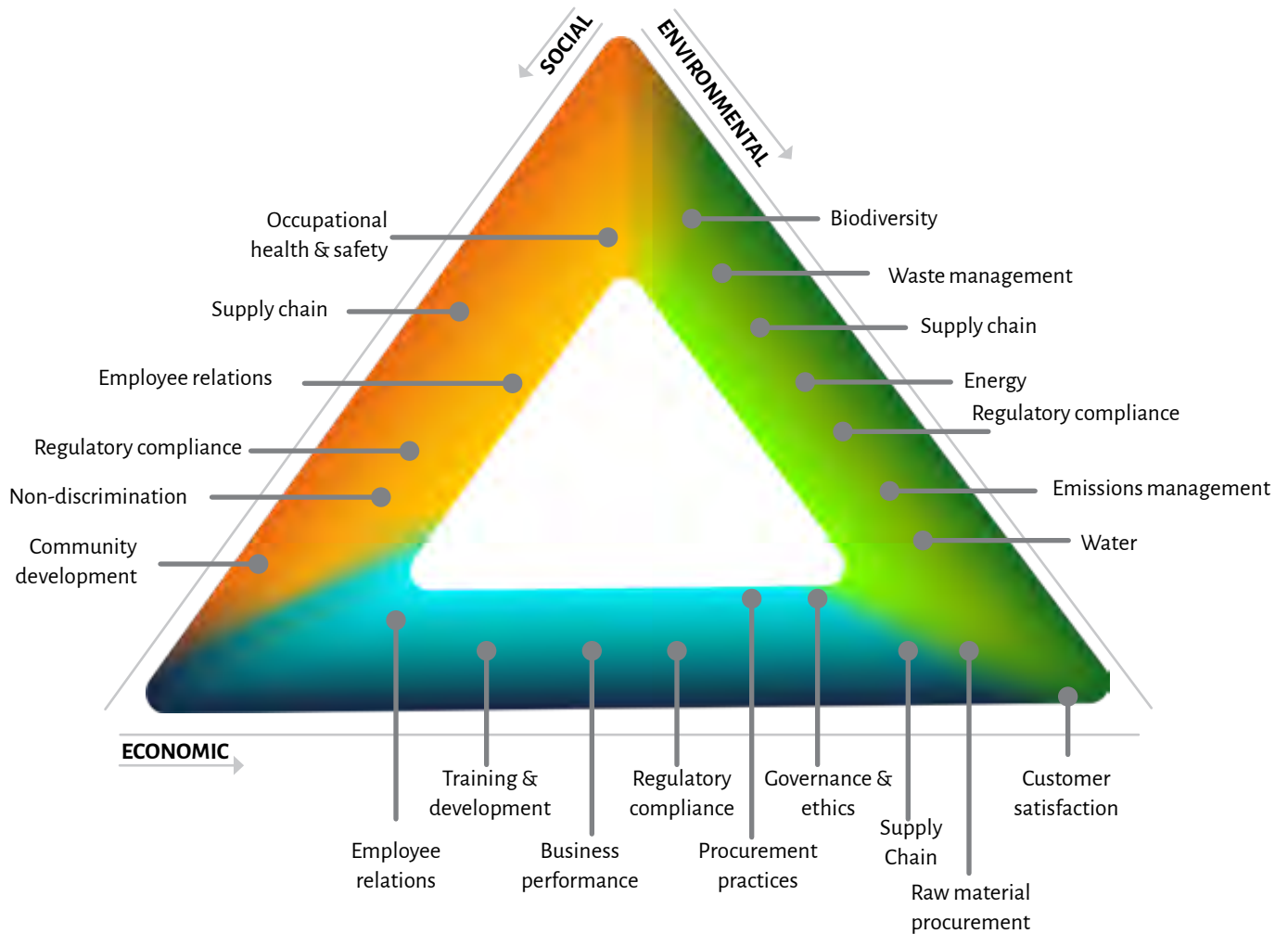
The present dynamic socio-economic and regulatory landscape demands periodic re-assessment of each material topic; it is also important to regularly analyse initiatives to manage them. In the reporting year, we re-assessed material topics in consultation with our internal stakeholders, including Department Heads of all

operating units. We developed a detailed questionnaire on material topics aligned to the GRI Standards, 2016 and circulated it among internal stakeholders. Based on the feedback, we redefined and prioritised existing and new material issues.

Dealers Meet at Beawar Unit



Our material topics across three key sustainability dimensions



Legend:

Impact boundary	
ECONOMIC	Within the organisation
	Within and outside the organisation
	Outside the organisation
ENVIRONMENTAL	Within the organisation
	Within and outside the organisation
	Outside the organisation
SOCIAL	Within the organisation
	Within and outside the organisation
	Outside the organisation

Stakeholder mapping of our material topics

Dimension	Primary stakeholder	Material topic	Significance of material topic
Economic	Customers	Customer satisfaction	Customer satisfaction drives continual business growth in terms of innovation, efficiency, effectiveness and quality enhancement. SCL, therefore, considers it a priority to deliver superior products to customers in a timely and responsible manner.
	Employees	Training & development	We ensure that our employees benefit from both on-the-job practice and off-the-job learning. We conduct internal trainings and fund external trainings to develop our employees' skills, knowledge and confidence to their fullest potential.
	Shareholders	Business performance	We commit to creating and distributing direct value among our shareholders. We strive to improve business performance by partnering with strategic organisations.
		Governance & ethics	Robust governance and risk systems integrate integrity, reliability, efficiency, care and creativity in our processes. We are, therefore, able to create value across our business.
	Suppliers	Raw material procurement	Growing demand for natural resources accompanied with their limited availability encourage us to adopt a circular model for raw material procurement. We commit to reducing our dependence on virgin raw material while expanding use of renewable or alternate raw materials.
		Procurement practices	Our superior quality product and a robust supply chain are the results of good procurement practices. Our green procurement policy is applicable to all suppliers and ensures that ethical and responsible business expectations are met by them.
Social	Employees	Occupational health & safety	High-risk nature of our business makes safety a top priority and a core value. We adhere to international standards of safety and upgrade our systems proactively.
		Non-discrimination	As a progressive organisation, we empower people and provide equal opportunity to employees. We do not discriminate on the basis of caste, creed, gender, race, color, language, religion or ethnicity, etc.
	Local communities	Community development	SCL endeavours to strengthen its engagement with all stakeholders including local communities. We generate economic opportunities and distribute value among local community members.



Dimension	Primary stakeholder	Material topic	Significance of material topic
Environmental	Government	Energy	Among several components, our climate action also involves conscious management of energy. We upgrade existing practices and adopt best technologies to lower our carbon emissions and contribute to a low-carbon economy.
		Emissions management	We strive to adopt efficient processes, set specific, measurable, attainable, relevant and timely goals and revise our targets to reduce specific GHG emissions, dust emissions, specific energy intensity and increase alternate fuel usage.
	Local communities	Waste management	We endeavour to reduce waste generated in our processes by adopting efficient and latest technologies. We co-process waste of other organisations including fly ash from thermal power plants to optimise resource consumption.
		Water	We are resolute in saving essential resources including water. We strive to reduce specific water consumption as well as reuse waste water generated within our boundaries to minimise water consumption.
		Biodiversity	We enhance the green cover and carbon sinks by regularly planting trees across our manufacturing plants and near-by local communities. Our endeavour creates an environment of improved productivity.
Economic and social	Employees	Employee relations	Cordial employee relations not only ensures smooth operations but also motivates employees to excel at their work. Our workforce management establishes a healthy work environment, retains and upgrades best talent and maintains diversity and inclusiveness among employees.
Economic, social and environmental	Government	Regulatory compliance	SCL complies with all government regulations and follows ethical operations across the three aspects of business- environmental, social and economic. Our conduct communicates our commitment to a responsible and reliable business.
	Suppliers	Supply chain	An elaborate supply chain requires careful attention for a successful business. Regular audits of existing suppliers, meticulous screening of new suppliers and assessing critical suppliers for sustainability appraisals are few means to ensure responsible consumption and production.

Governance, risk management & ethics

Suratgarh Grinding Unit



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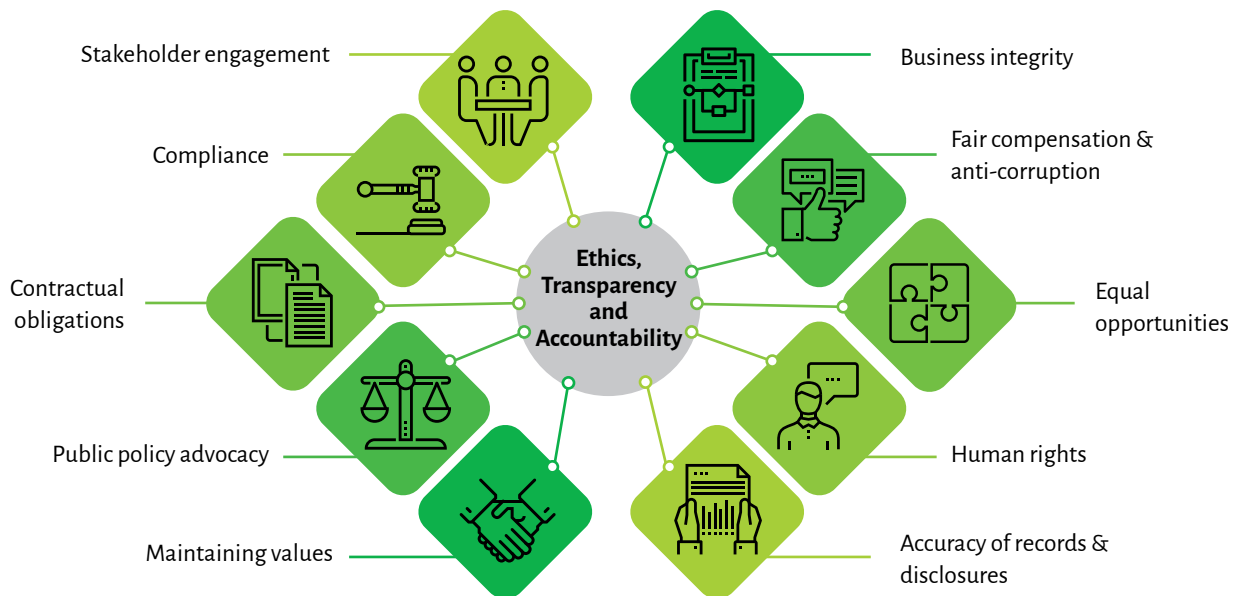
Our code of business conduct

With our vision of being a leader in creating prosperity and happiness for all stakeholders through innovation and sustainable practices, we constantly strive to maintain a responsible governance structure.

As an organisation, we aim to spread happiness among everyone connected with our ecosystem and create wealth for investors, employees, business associates and communities where we operate by experimenting and implementing new ideas for improving efficiencies and

maximising the ratio of output to input resources. SCL believes in the principle of trust which can be derived through ethical practices, transparency and accountability to stakeholders. At SCL, this forms the core philosophy of conducting business. In alignment with this core philosophy, SCL always strives to promote structured approach and practices which ensure transparent communication to all its stakeholders and ethical conduct of business at all levels.

Shree's code of conduct



Shree's conduct in all its spheres and activities and while dealing with both internal and external stakeholders, in lieu with the areas outlined

Guiding principles

Our vision and commitments define expectations and responsibilities and ensure that we progress continuously towards our goals. With highest ethical standards and integrity, SCL expects Board of Directors, Senior Management, Employees and its Business Partners to act responsibly. SCL's code of conduct outlines aspects such as human rights, equal opportunity, corruption, fair competition. For further details on our code of conduct, please visit https://www.shreecement.com/pages/code_of_conduct.php. The compliance of this code of conduct is mandatory for all directors and employees. This also facilitates SCL to conduct its day-to-day business operations in line with its principled approach and be accountable to both internal and external stakeholders.



SHYAM SUNDER KHADELWAL
COMPANY SECRETARY
AND CHIEF RISK
COMPLIANCE OFFICER

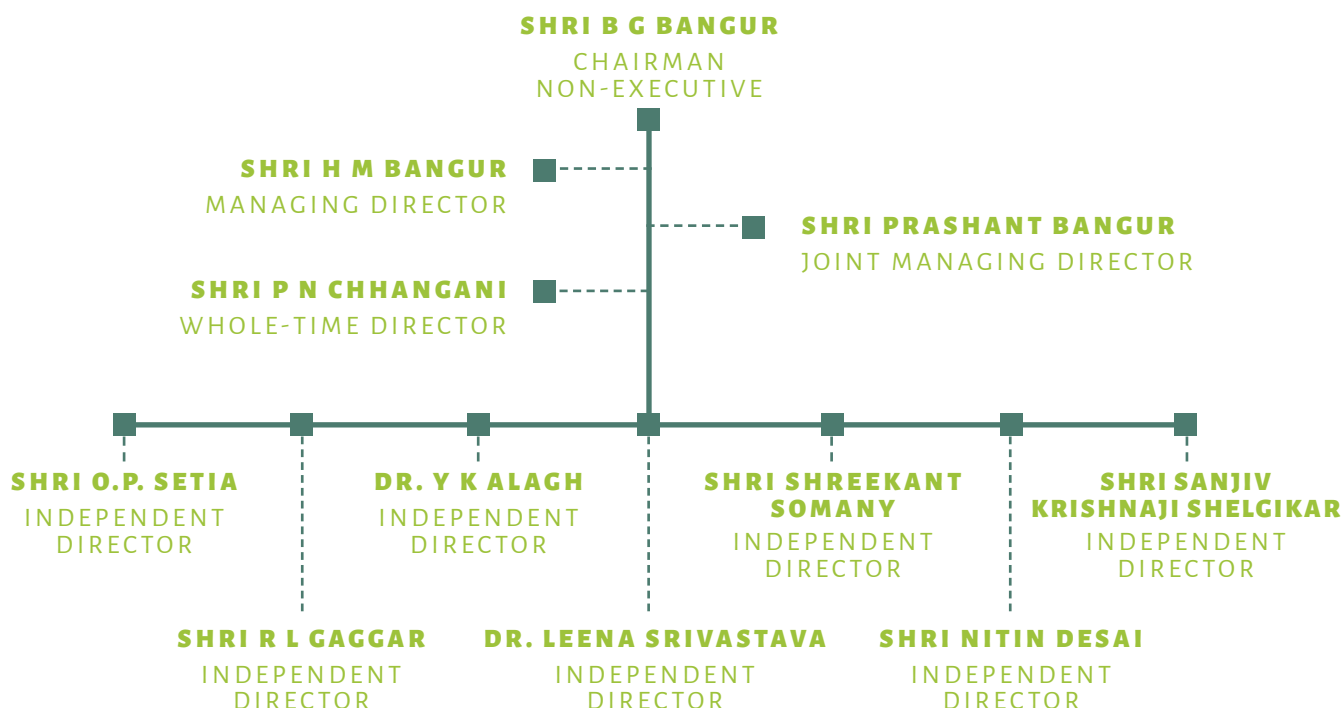
“At Shree Cement, we believe in creating long term sustainable value for all our stakeholders. Our focus on operational excellence is driven by our entire team working to bring continuous innovations in their respective domains. That in turn translates into our strong financial performance matrix. A robust governance structure, active risk management system and focus on environmental sustainability are the levers that help us ensure long term sustainability of our business.”

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Corporate and responsible governance

SCL's governance structure formalises the decision-making process and ensures accountability for all its activities. Through a strong internal governance structure coupled with a culture of accountability, SCL has integrated sustainability considerations into the decision-making process. The overall responsibility of guiding and steering SCL through the vision and principles lies with Board of Directors ('the Board'), whereas the execution of the objectives is streamlined through the Board Committees and Senior Management.

The governance structure delineates the roles and responsibilities for every Board member who work with a purpose to ensure that SCL fulfils its commitments to all stakeholders. The Board is accountable for reinforcing the vision and guiding principles by providing the necessary leadership and guidance to the management. SCL is governed by a Board consisting of 11 members. The Board of SCL has been established in line with the business requirements and compliance requirements of the Companies Act, 2013 and Securities and Exchanges Board of India (SEBI) (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations').

Board governance structure of SCL (as on 31st March 2019)

In order to carry forward SCL's growth agenda, the Board comprises of appropriate mix of Executive, Non-Executive and Independent Directors as required under the Companies Act, 2013 and Listing Regulations, 2015 to maintain the independence of the Board and also to maintain an optimal mix of professionalism, knowledge and experience to enable it to discharge its responsibilities.

The Board members are eminent persons of the society and company has been growing rapidly under their supervision. Our market capitalisation has grown at CAGR of more than 38% in past 10 years. The members of the Board are from diverse background having expertise in the fields of law, banking, accountancy, industry, economics, sustainability, energy conservation, finance and taxation, etc. To maintain independence, all the Directors of the Company are required to disclose their interests in other entities to the Board on an annual basis as mandated under the Companies Act, 2013. If any director has conflict of interest with respect to any contract/arrangement being discussed by the Board, he/she does not participate in the respective proceedings of the meeting. The Company has a female Director on its Board as required under the provisions of SEBI's Listing Regulation and Companies Act, 2013.

As an effective governance practice, selection of the Board Member is made on the recommendation of Nomination-cum-Remuneration Committee (NRC) of the Board as per the requirements of Companies Act, 2013 and Listing Regulations, 2015. All the members of the NRC Committee are Independent Directors, whose role is to identify people who are qualified to become members of the Board and/or may be appointed in Senior Management of the Company. Accordingly, NRC recommends to the Board for appointment of Director or Senior Management.

The Chairman of the Board leads at the top by translating awareness about Company's vision, mission and long-term goals to the senior management, thereby enabling the Board to deliver its functions efficiently and amicably. The key responsibility of the Managing Director, along with the Joint Managing Director, is to oversee the management of Company and more importantly, devise and strengthen the long-term business strategy of SCL. Alongside this, SCL has constituted Committees of Directors, entitled with monitoring issues which fall within their purview. The Board fulfils its duties with the assistance of the various committees, headed by Independent Directors. The roles and responsibilities of SCL's committees are summarised below:

Roles and responsibilities of SCL's committees

Name of committee	In compliance with	Functions of committee	Committee members	Category
Audit and risk management committee	Section 177 of the Companies Act, 2013 and Regulation 18 of Listing Regulations	<ul style="list-style-type: none"> 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 Other functions as per terms of reference 	Shri O. P. Setia – Chairman of Committee	Independent & Non-Executive Director
			Shri R.L. Gaggar	Independent & Non-Executive Director
			Dr. Y.K. Alagh	Independent & Non-Executive Director
			Shri Nitin Desai	Independent & Non-Executive Director
			Shri Shreekant Somany	Independent & Non-Executive Director
			Shri Sanjiv Krishnaji Shelgikar	Independent & Non-Executive Director
Nomination-cum-remuneration committee	Section 178 of the Companies Act, 2013 and Regulation 19 of Listing Regulations	<ul style="list-style-type: none"> 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 	Shri R. L. Gaggar – Chairman of the Committee	Independent & Non-Executive Director
			Shri O. P. Setia	Independent & Non-Executive Director
			Shri Shreekant Somany	Independent & Non-Executive Director
			Dr. Y. K. Alagh	Independent & Non-Executive Director
Stakeholder relationships' committee	Section 178 of the Companies Act, 2013 and Regulation 20 of Listing Regulations	<ul style="list-style-type: none"> 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 	Shri R.L. Gaggar – Chairman of the Committee	Independent & Non-Executive Director
			Dr. Y.K. Alagh	Independent & Non-Executive Director
			Shri Nitin Desai	Independent & Non-Executive Director

Name of committee	In compliance with	Functions of committee	Committee members	Category
Corporate Social and Business Responsibility (CSBR) committee	Section 135 of the Companies Act, 2013	<ul style="list-style-type: none"> Formulating of Corporate Social Responsibility (CSR) Policy to the Board Provide supervision and guidance to the ESG committee Recommend CSR expenditure Review company performance on environment, social and governance aspects Oversee reporting responsibility of business performance 	Shri O.P Setia - Chairman of the Committee	Independent & Non-Executive Director
			Shri Prashant Bangur	Non-Independent & Executive Director (also the Jt. Managing Director)
			Shri Nitin Desai	Independent & Non-Executive Director
			Dr. Leena Srivastava	Independent & Non-Executive Director
			Shri Sanjiv Krishnaji Shelgikar	Independent & Non-Executive Director

On an annual basis, the Board's performance is evaluated in accordance with the statutory guidelines of the Companies Act, 2013 and Listing Regulations, 2015. The Board evaluates its performance as well as that of the Committees of the Board along with that of the Individual Directors. For more efficacy, SCL appoints an External

Facilitator for carrying out the performance evaluation process in a fair and transparent manner. As required under provisions of Indian Companies Act, 2013 and SEBI Listing Regulations, all Independent Directors are meeting Indian legal requirement of being appointed for maximum of two terms with each term of 3-5 years.

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Sustainability governance

At SCL, the Environmental, Social and Governance and Climate Change (ESG & CC) Committee consisting of senior executives of the company, has been appointed by the Board to administer the performance of the Company's ESG & CC and other sustainability related aspects. The Committee functions under the guidance and supervision of the Corporate Social and Business Responsibility (CSBR) Committee, which also includes the Joint Managing Director who oversees the activities undertaken by the company.

Sustainable governance structure



ESG & CC Committee reports to the CSBR Committee

To help meet SCL's goals, the primary responsibility of the ESG & CC committee, among others, translates to implementing environmentally friendly interventions across SCL's operations and undertaking activities to ensure commitment to the society and formulation of effective governance mechanisms to conform compliance to applicable ESG regulations.

Climate change governance

SCL's Board has the overall responsibility of guiding and steering the climate change vision and set-up systems and procedures to conduct operations of the company in adherence to its vision. To ensure compliance with laws and regulations concerning environment and climate change, CSBR Committee along with the ESG & CC Committee monitors and reviews compliance requirements specified under various statutory requirement.

Risk management framework

At SCL, risk management is considered as a strategic activity and our ability to manage risks generates opportunities as well. With the necessary endorsement from the top management and other executives, company-level identification and management of risk is systematically achieved using Enterprise Risk Management (ERM) framework. The framework entails timely identification and assessment of risks as well as timely implementation of appropriate mitigation measures. It also helps in monitoring and managing risks and opportunities that arise out of internal and external forces such as:

Risk and opportunity identification across dimensions

Social
Political

Environmental
Technological

Legal
Economic

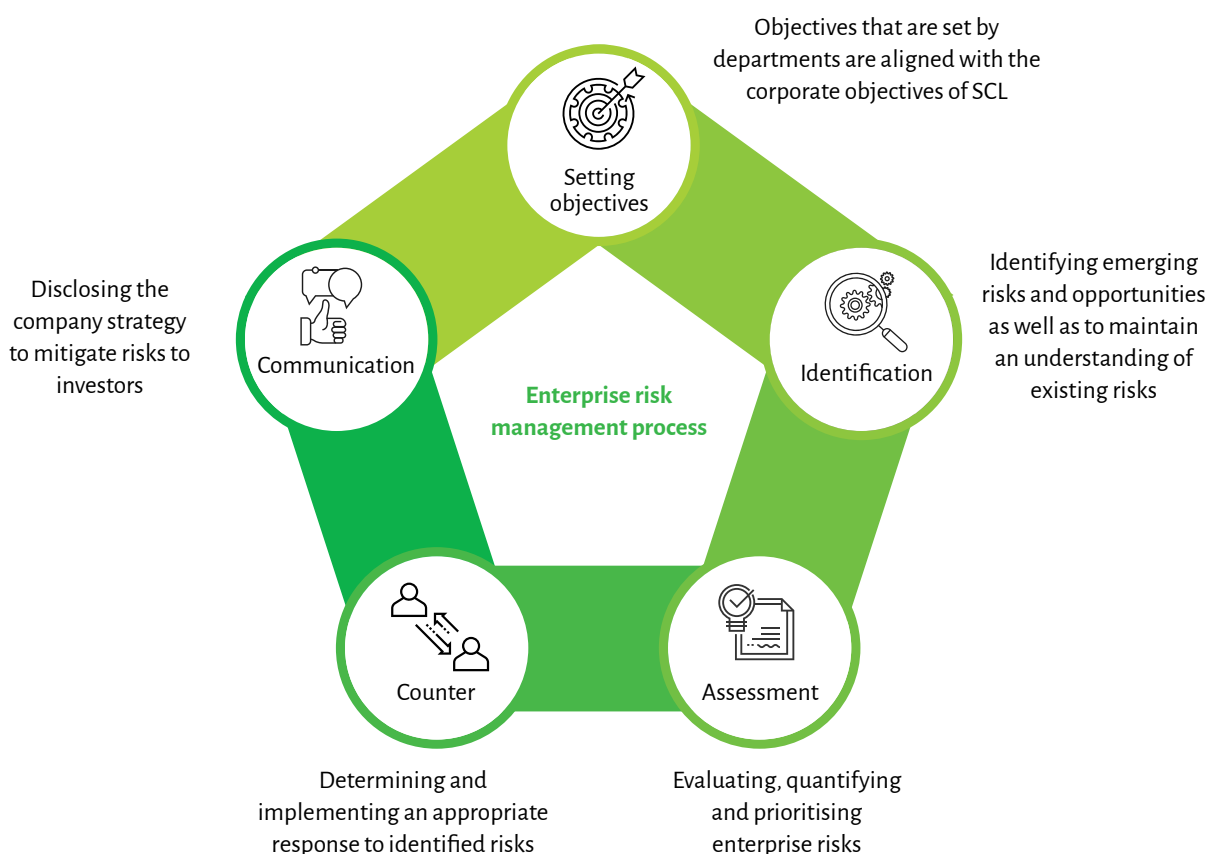
The nature of party transaction for shareholders is below 0.1% at fair market value as well as approved by the Board. The amount is negligible and has been made after getting free approval from the Board Audit Committee. The voting rights of the shareholders are as provided in the Indian Companies Act.

The framework contains mechanism of regular review of the identified risks and their mitigation measures. The Board of Directors is responsible for overseeing the overall risk management framework of SCL. The Audit and Risk Management Committee of Board oversees execution and efficiency of the risk management plan of the company and overviews strengthening of mitigating measures from time to time.

The Audit and Risk Management committee is constituted of members who have rich experience in the field of Audit and Risk Management. The members have long and diverse working experience in the domain of banking and finance, law and regulatory, accounts, audit and economics. Their ability to manage risk is reflected in SCL's steady performance on all parameters. Shri O. P. Setia is ex-MD of State Bank of India, Shri S.K. Shelgikar is a renowned Chartered Accountant and Shri Shreekant Somany is an industrialist. The audit committee is independent to take its decisions.

The Company takes into consideration the quintessential importance of updating the stakeholders on the significant risks and approach taken by SCL to mitigate them, as well as relevant opportunities. Company's external communication to its stakeholders contains disclosure on such matters.

Enterprise risk management process



Significant sustainability risks identified during reporting year

Risk	Description of risk
Overcapacity in industry	Continued over capacity in the industry pose risk of under-utilisation of production capacities and prices falling to levels which are non-remunerative levels, thus causing losses. For this purpose, SCL has invested in building customer loyalty through consistent high quality of its products, faster delivery to consumers and continued customer engagement through its dedicated marketing teams. It also keeps adding capacity in markets where demand-supply conditions are considered to be relatively favourable.
Availability of limestone and other resources	Limestone is the key raw material for cement production and its availability for existing and future plant requirements is essential. With limited reserves at existing mines and acquisition of new limestone mines being uncertain due to regulatory and competition issues, conservation of limestone is quite important. SCL has been making all efforts to optimise its usage thereby conserving the deposits and enhancing their life. To conserve the high-grade limestone, SCL is mixing the same with marginal grade limestone and using it for clinker production. Its emphasis on enhanced production of blended cement has also helped conserve limestone significantly. Additionally, the Company continuously undertakes exploratory activities at its existing deposits areas to find more reserves. SCL's plants in Rajasthan are in water deficient areas and as such conserving water becomes very important. Realising this, it installed Air Cooled Condensers (ACC) in all its power plants which though involve additional capital expenditure, have helped reduce water consumption significantly. Shree has also installed WHRS in its cement plants, thereby eliminating the need for cooling of waste hot gases and thus, saving water. Water harvesting reservoirs have also been constructed within plant and mines area.
Fuel cost	SCL sources fuel from open market and hence is exposed to volatility of market prices of the fuel. It has deployed multi-fuel usage strategy as well as state-of-the-art-technology, which allows it to use different fuels and use the most economical fuel among a basket of different fuels as per prevailing trends in the market. Shree participated in e-auction and secured coal linkage for partly meeting the fuel requirements of its Raipur, Chhattisgarh plant. Additionally, to reduce reliance on conventional fuel for its captive thermal power plant, the company has extensively invested in WHR Power Plants thereby, cushioning itself from fuel price volatility to that extent. Additionally, to reduce reliability on conventional fuel, the company has commissioned 21 MW Captive Wind Power Plant in Karnataka.
Power prices	SCL sells its surplus power under short term contracts. This is because it does not have any long-term arrangement for coal. This exposes it to price volatility in this segment. It is managing this risk by ensuring advance sale contracts for part of the capacity and keeping the balance for running the same with market volatility.
Cyber security and disaster recovery	Considering the increasing importance of digitisation to business, majority of businesses activities of the Company have been seeing digital transformations, whether related to logistics, marketing or manufacturing. Significant advantages of digitisation reflect in faster customer servicing, enhanced process efficiency, better controls and speedy decision making. Digitisation is however fraught with risk of cyber security and disaster recovery. This could be misuse of hardware and software, interference, loss, unauthorised access, modification and disclosure. Shree has taken necessary measures for better monitoring and control, and more effective regulatory compliance to mitigate any risks arising due to digitisation.
Climate change	Global warming and consequent impact in the form of erratic and frequent climate changes has emerged as a major risk across the globe. This impacts our operations also as cement manufacturing releases CO ₂ due to calcination process and combustion of fuels. Efforts to address climate change by reducing emissions of GHGs through national, state and regional laws and regulations as well as international agreements will bring about various regulatory requirements affecting our operations and creates uncertainties for our business. New legislative, or regulatory controls may pose risks which could include costs to purchase allowances or credits to meet GHG emission caps, costs required to procure advanced equipment to reduce emissions to comply with GHG limits or required technological standards or higher production costs. In addition, physical risks arising from extreme weather or high temperatures may impact any manufacturing sector in terms of property damage and disruption to operations. We have integrated sustainability as core to our operations and are thus prepared to meet new regulatory and legislative requirements resulting from climate change risks.

Board remuneration

The objectives of SCL's remuneration programme are to align executives' compensation with its strategic objectives and operational performance. SCL's remuneration policy is framed to provide fair compensation to attract, retain and motivate the directors, executives, senior management and other employees, playing a critical role in operationalising SCL's vision and strategy. For instance, the policy provides that while nominating appointment of a director, the NRC shall consider the level and composition of remuneration which is reasonable and sufficient to attract, retain and motivate for delivering high performance.

The primary objective of SCL's remuneration policy is to create value for all its stakeholders in an efficient and responsible manner. For further details about the objectives of remuneration policy, structure and remuneration, please refer our Annual Report FY 2018-19. For details, please refer our Annual Report FY 2018-19 (<https://www.shreecement.com/pdf/shree-cement-ar-2018-19.pdf>). Company has linked remuneration and performance appraisal of key executives with their performance on sustainability linked KPI's fixed for them.

Remuneration ratio of Directors/ Key Managerial Personnel (KMP)

S. No.	Name of Director / KMP and designation	Ratio of remuneration of each Director to median remuneration of employees	% increase in remuneration for FY 2018-19
1	Shri B.G. Bangur Chairman (Non-Executive)	6.0	0.0%
2	Shri H.M. Bangur Managing Director / KMP	771.2	8.7 %
3	Shri Prashant Bangur Jt. Managing Director / KMP	383.7	18.0%
4	Shri P.N. Chhangani Whole Time Director / KMP (w.e.f. 30 th July 2018)	43.5	N.A.*
5	Shri R. L. Gaggar Independent & Non-Executive	6.9	10%
6	Shri Shreekant Somany Independent & Non-Executive	6.4	1.9%
7	Shri O.P. Setia Independent & Non-Executive	6.9	3.8%
8	Dr. Y.K. Alagh Independent & Non-Executive	6.9	0.0%
9	Shri Nitin Desai Independent & Non-Executive	6.9	0.0%
10	Dr. Leena Srivastava Independent & Non-Executive	6.3	0.0%
11	Shri Sanjiv Krishnaji Shelgikar Independent & Non-Executive	6.8	0.0%
Key managerial personnel (other than Managing Director and Joint Managing Director)			
1	Shri S. S. Khandelwal Company Secretary	Not Applicable	14.4%
2	Shri Subhash Jajoo Chief Finance Officer	Not Applicable	12.1%

*Remuneration considered after appointment as Director of the Company i.e., 30th July 2018.

Details of remuneration (INR million)

S. No.	Particulars of Remuneration	Shri H. M. Bangur (Managing Director)	Shri Prashant Bangur (Jt. Managing Director)	Shri P. N. Chhangani (WTD)*	Total
1	Gross salary				
	(a) Salary as per provisions contained in Section 17(1) of the Income-tax Act, 1961	234.83	112.26	21.324	368.409
	(b) Value of perquisites under Section 17(2) Income-tax Act, 1961	0.276	0.313	1.407	1.996
	(c) Profits in lieu of salary under Section 17(3) Income-tax Act, 1961	-	-	-	-
2	Stock option	-	-	-	-
3	Sweat equity	-	-	-	-
4	Commission				
	- as % of profit	-	-	-	-
	- Others, please specify	210.00	105.00	-	315.00
5	Others, please specify				
	Retirement benefits (contribution to Provident Fund and Superannuation Fund) & others	17.325	12.534	3.349	33.208
	Total (A)	462.426	230.107	26.080	718.613
	Ceiling as per the Act				1,792.270

Annual General Meeting



21 MW Wind Power Plant at Karnataka



Shree's economic contribution



Building economic value

Our efforts towards building an economic value also contribute to:



102-45

A key measure of SCL's sustainability is its ability to maintain and develop economic viability. During the reporting year, our adjusted revenue increased by 16.67% reaching INR 138.79 billion - a demonstration of our focus on diverse offerings to achieve sustained value for stakeholders. We created and delivered value at every touch point of our operations, resulting in an increase in sales and profitability. Our detailed financial report is available in our Annual Report FY 2018-19 highlighting the list of our entities.

We understand that a company's growth is attained through environmental and social support. As a responsible producer, we address possible environmental and social issues with strategic measures which not only align with the 'Triple Bottom Line' approach but also nurture sustainable development within and outside the Company's boundary.



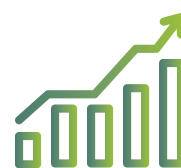
**37.9 (Indian) +
4.0 (Overseas)
million tons
per annum (MTPA)**
Cement production
capacity
(as on 31st March 2019)



**INR 95,973.90
million**
Net worth
(as on 31st March 2019)



**INR 9,510.50
million**
Net profit
(as on 31st March 2019)



**INR 28,982.20
million**
Operating profit
(as on 31st March 2019)

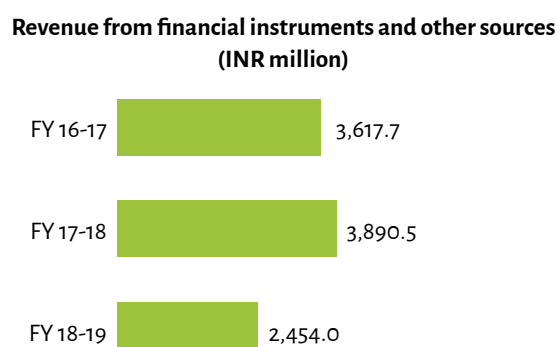
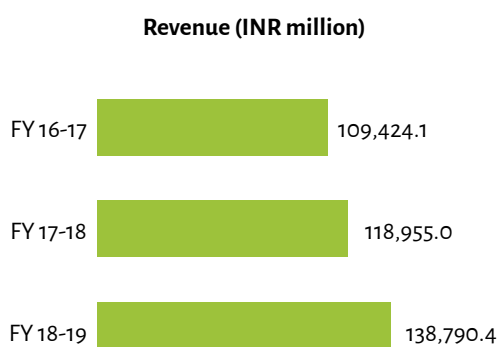
India is the second largest producer of cement in the world with 502 MTPA of cement production capacity as of 2018, which is expected to touch 550 MT by 2025⁴. Of the total capacity, 98% lies with private sector and the rest with public sector. India's export of cement, clinker and asbestos

cement increased at CAGR of 10.37% between the period of FY 2012 to FY 2018 to reach USD 433.87 million. During the same period, import of cement, clinker and asbestos cement grew at a CAGR of 11.14% to record USD 174.36 million in FY 2018⁵.

■ Economic value generated and distributed

Adjusted revenue of SCL has increased by 16.67%, from INR 118,955 million in the preceding year to INR 138,790.4 million in FY 2018-19. In addition, our cement and clinker

sales grew by 12.67%, from INR 9,433 million in the previous year to INR 106,280 million in the reporting period.



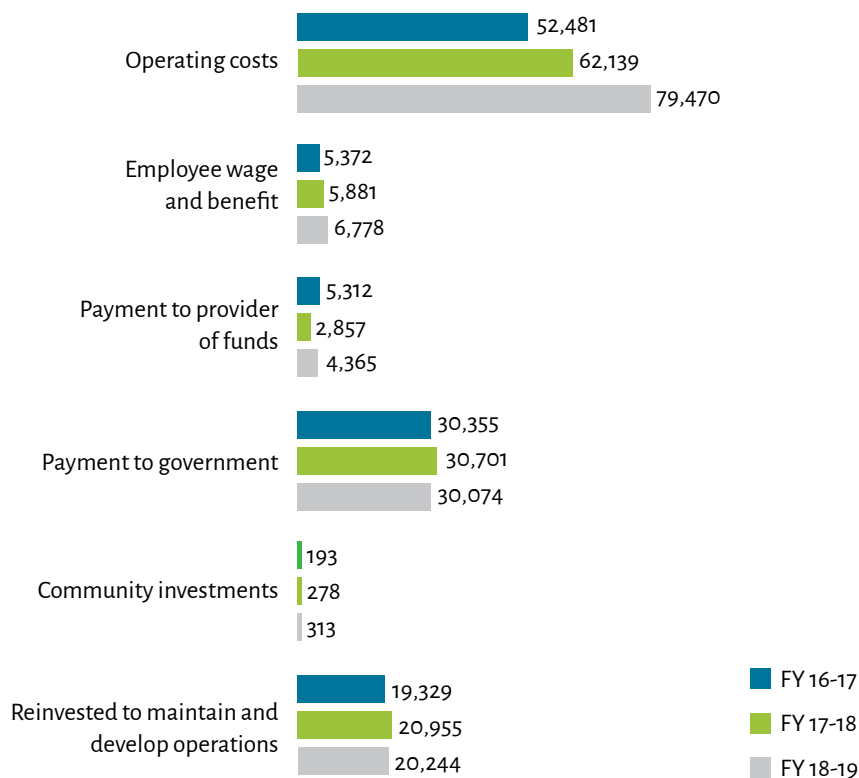
⁴ India Brand Equity Foundation - <https://www.ibef.org/industry/cement-india.aspx>

⁵ <https://www.ibef.org/download/cement-dec-2018.pdf>

Our economic value distributed increased by 18.76%, reaching INR 121 billion from INR 101.89 billion in the previous year. Our contribution to employee wages and benefits increased by 15.27% over the previous year. In the

reporting period, we provided our shareholders a dividend of INR 60 per share, an increase from INR 50 per share provided in FY 2017-18.

Economic value distributed and retained (INR million)



Empowering Women

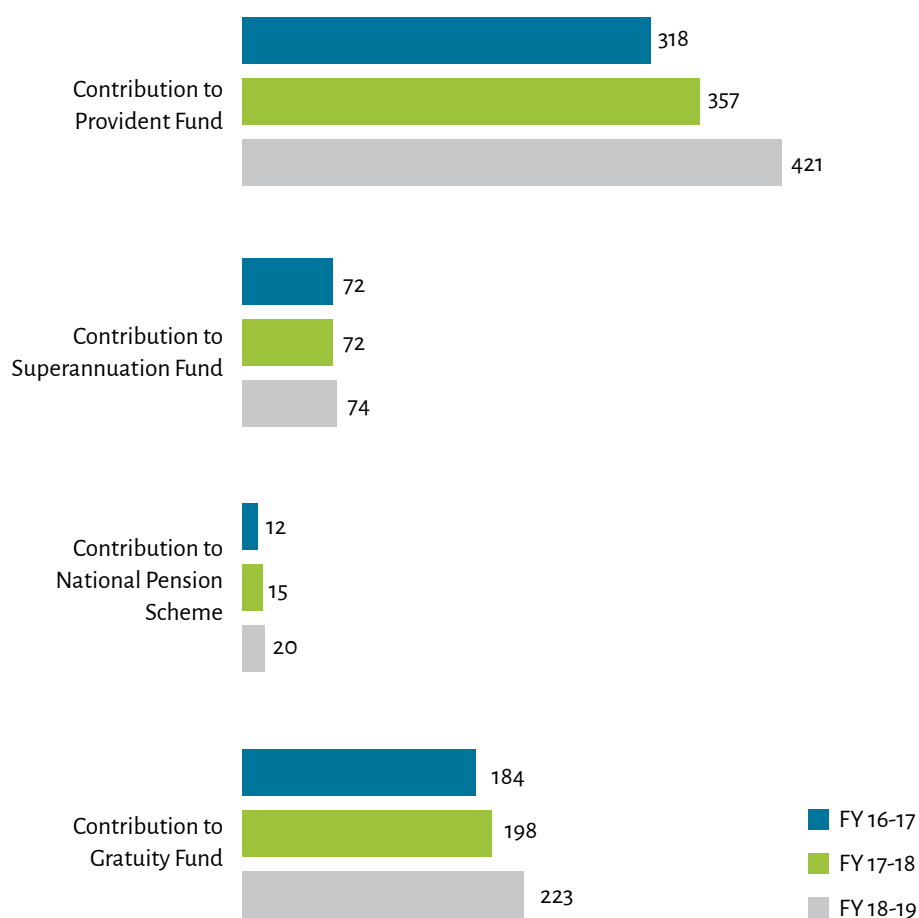


Defined benefit schemes

We attribute our substantial growth to our passionate and enthusiastic workforce who constantly strives to improve their performance year-on-year basis. They foster creative and innovative skills which, allow us to adapt to dynamic situations and maintain leadership position within the industry. As a responsible employer, SCL provides a diverse pool of benefits to its full-time employees. Our

contribution to defined benefit schemes increased by 14.89%, reaching INR 737.2 million in comparison to INR 641.6 million during the preceding year. PF and Gratuity benefits are available to all employees. All employees are eligible to participate in the other retirement benefits schemes such as NPS and superannuation

Contribution to defined benefits scheme(INR million)



Grade-wise revenue from cement for FY 2018-19

Particulars	Total
Quantity (Lac MT)	248.66
Cement sales	10,255.58
Clinker	332.56
Autoclaved Aerated Concrete (ACC)	40.03
Other operating income	291.95
Cement sales as per Annual Report FY 2018-19	10,920.11

Particulars	Quantity (Lac MT)	Cement sales
Portland Pozzolana Cement (PPC)	177.50	7,435.37
Ordinary Portland Cement (OPC)	66.33	2,573.61
Pozzolana Slag Cement (PSC)	4.83	246.60

*Expenses/discounts are allocated on sale quantity basis

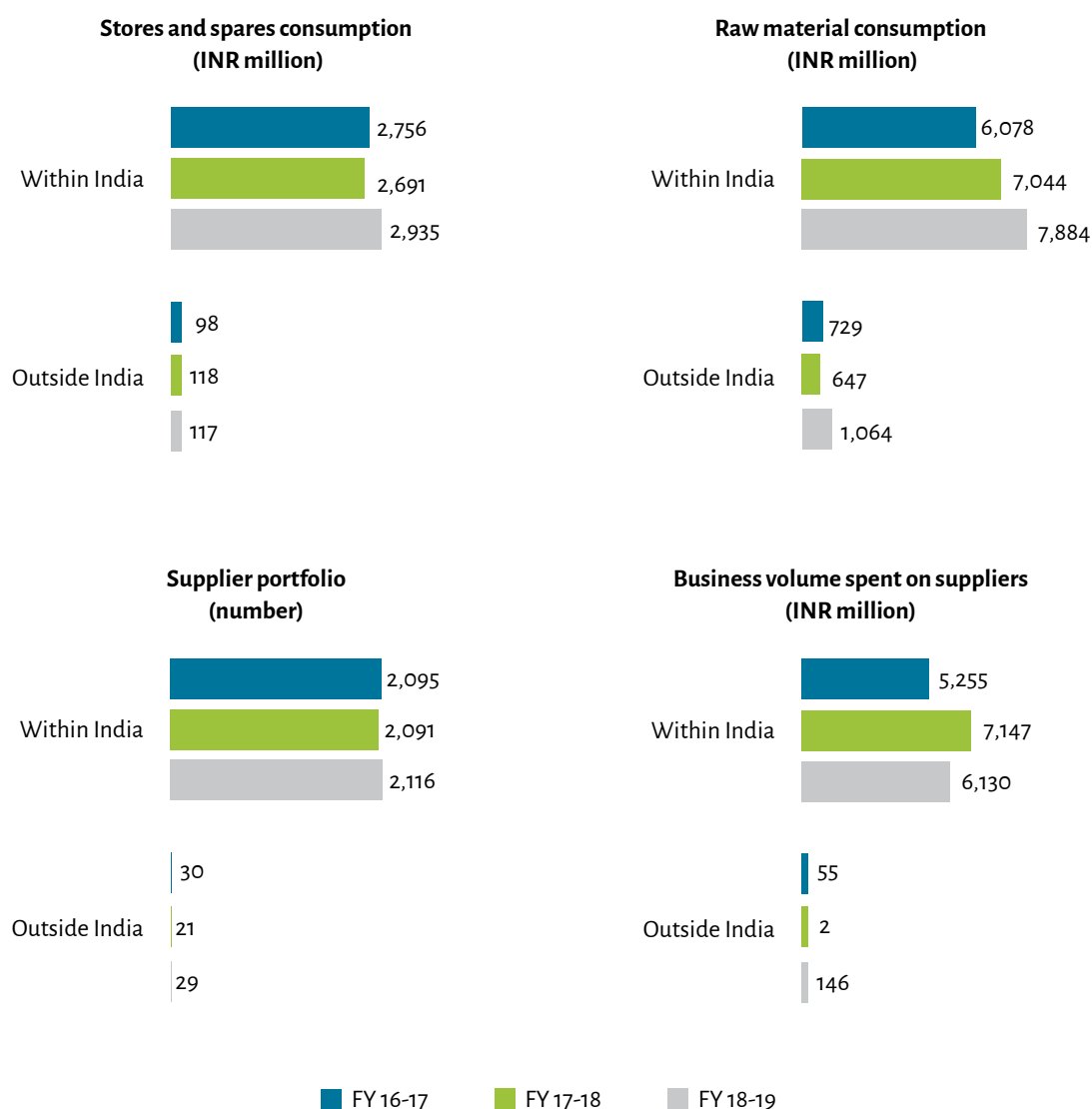
Figures in INR Crores

■ Towards fostering a local supplier base

As we expand our footprint within and outside India, we recognise that the key to retaining license to operate and achieving development depends on generating economic value for local stakeholders. We are attentive towards creating indirect economic benefits to build our societies.

As of FY 2018-19, we engage with 2,145 suppliers, out of which 29 are international suppliers. This includes

addition of 833 new suppliers in the reporting year, of which 11 are international suppliers. About 90.16% of our consumption of raw materials and spares and stores materials were from indigenous sources. Overall business volume spent on suppliers during this FY was INR 6.28 billion. We classify our economic value generated for suppliers as 'local', as our operations are based in India.



Research and development expenditure

At SCL, Research and Development (R&D) has been an integral part of improving our capability. We constantly strive to develop quality product with minimal resource consumption. R&D focuses on identifying alternative fuels, utilising waste materials, adopting new technologies, optimising resource and energy

consumption and enhancing product quality. Our R&D facilities at Beawar and Ras carry expertise in cement manufacturing including chemistry, environment, mechanical and energy management. The reporting year witnessed total R&D expenditure of INR 320.7 million.

Expenditure incurred on Research and Development

Particulars (INR million)	FY 2016-17			FY 2017-18			FY 2018-19		
	Beawar	Ras	Other Units	Beawar	Ras	Other Units	Beawar	Ras	Other Units
Capital (Cost of equipment and machinery)	0.30	65.30	9.85	0.10	258.8	12.20	-	41.30	81.80
Total Capital		75.45			271.10			123.10	
Revenue (Cost of chemicals and usable, etc.)	59.10	51.30	36.60	40.00	70.80	53.40	40.00	101.30	56.30
Total Revenue		147			164.20			197.60	
Total R&D expenditure		222.45			435.30			320.70	
Turnover (INR million)		109,424.1			118,955			138,790.4	
Total R&D Expenditure as a % of Turnover		0.26%			0.44%			0.27%	



Strengthening our environmental commitment



DR. ANIL KUMAR TRIVEDI
CHIEF CLIMATE CHANGE AND SUSTAINABILITY OFFICER

“Sustainability is a culture at Shree. We work for bringing in equilibrium between our operations and ecosystems. For us ‘sustainable development’ refers to the holistic approach and temporal processes that will lead us to meet our sustainability vision.”

Responsible consumption and production

Our efforts aligns with:



A resource-intensive industry such as cement has the opportunity to play a substantial role in supporting a low-carbon economy. Being conscious about this, SCL values responsible consumption and production as a focus area for robust financial performance. Sustainable cement production involves judicious consumption of natural resources including limestone, fuel and water, utilisation of alternate fuels and raw materials and generation of less waste.



23.20%
Use of alternative
raw material



69.60%
Use of synthetic gypsum in
total gypsum consumed

Raw materials are processed in several steps to produce cement in our manufacturing facilities. We secure captive limestone mines on lease and comply with all the laws of the land to extract limestone from Nimbeti and Sheopura-Kesharpura deposits in Rajasthan and Semaradih and Bharuwadih deposits in Chhattisgarh. During the reporting period, the consumption of limestone accounted to 98.11% of the total conventional raw materials used.

As a responsible producer and consumer, we adopt interventions including reuse of low-grade limestone and quarry rejects to increase usage of alternate raw materials. We also make substantial efforts towards co-processing of waste by utilising waste of other industries in our processes. These efforts significantly reduce environmental impacts and economic cost without compromising on our product quality and output.

Alternate raw material consumption

Use of industrial waste as alternate material in cement manufacturing provides two major benefits:

1. Reducing natural raw material consumption without comprising on product quality
2. Moderating carbon footprint

In addition, alternate material offers enhanced workability, lowered energy consumption and improved durability. Synthetic gypsum, slag, fly ash, Granulated Blast Furnace Slag (GBFS) and bed ash are few alternate materials used for cement production at SCL. During FY 2018-19, 75.47% of the total alternate material used was fly ash, while 12.64% was synthetic gypsum produced at our synthetic gypsum plants. We use spent acid (waste from other industry) in production of synthetic gypsum. Use of spent acid also minimise the use of water.

Our raw material consumption

Raw Material	Unit	FY 2016-17	FY 2017-18	FY 2018-19
Conventional Raw Materials				
Limestone	MMT	20.8	22.29	26.05
Gypsum	MMT	0.37	0.32	0.43
Red ochre	MMT	0.22	0.24	0.05
Associated Process Materials				
Sulphuric acid	MMT	0.15	0.18	0.15
Grease	MMT	0.0003	0.0002	0.0001
Lubrication	kl	0.0006	0.0007	0.0008
Packaging Materials				
PP bags	MMT	0.026	0.028	0.031
Alternate Raw Materials				
Fly ash	MMT	4.82	5.15	5.92
Bed ash	MMT	0.32	0.45	0.45
Synthetic gypsum	MMT	0.72	0.88	0.99
Chemical gypsum	MMT	0.05	0.11	0.16
Marble Slurry	MMT	-	-	0.16
Lead zinc slag	MMT	0.057	0.004	0.004
GBFS slag	MMT	0.59	0.45	0.27
Sludge	MMT	0.009	0.011	0.002
Spent sulphuric acid	MMT	0	0.03	0.03

CASE STUDY 1:**Adopting a more effective and efficient method to explore limestone deposits of Nimbeti Limestones Mines****Background**

- Complex and intricate nature of Nimbeti mines makes exploration difficult and generates large quantities of waste.
- Adopting new method of exploration at 200 X 200 and 100 X 100 metres spacing improves mining operations.
- Machine installation is being done in coordination with mining operation team. Hence, production and exploration of limestone can occur simultaneously.

Benefits gained

Increased life of mines due to improved mineral conservation

Upgraded mines planning

Efficient quality control

Proper waste dumping plan

Managing energy and minimising our emissions

Our efforts towards managing energy and minimising our emissions aligns with:



A prime challenge the world faces today is to meet growing demand for energy, while addressing various environmental issues including climate change. At SCL, energy optimisation and emission reduction in operations is crucial to us. Our efforts towards energy efficiency have positioned us as one of the lowest specific-energy consuming cement companies in the world. Our green interventions have enabled us to save 48,408 MWH of energy and 39,694 tons of CO₂ emission in the reporting year.

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302-2

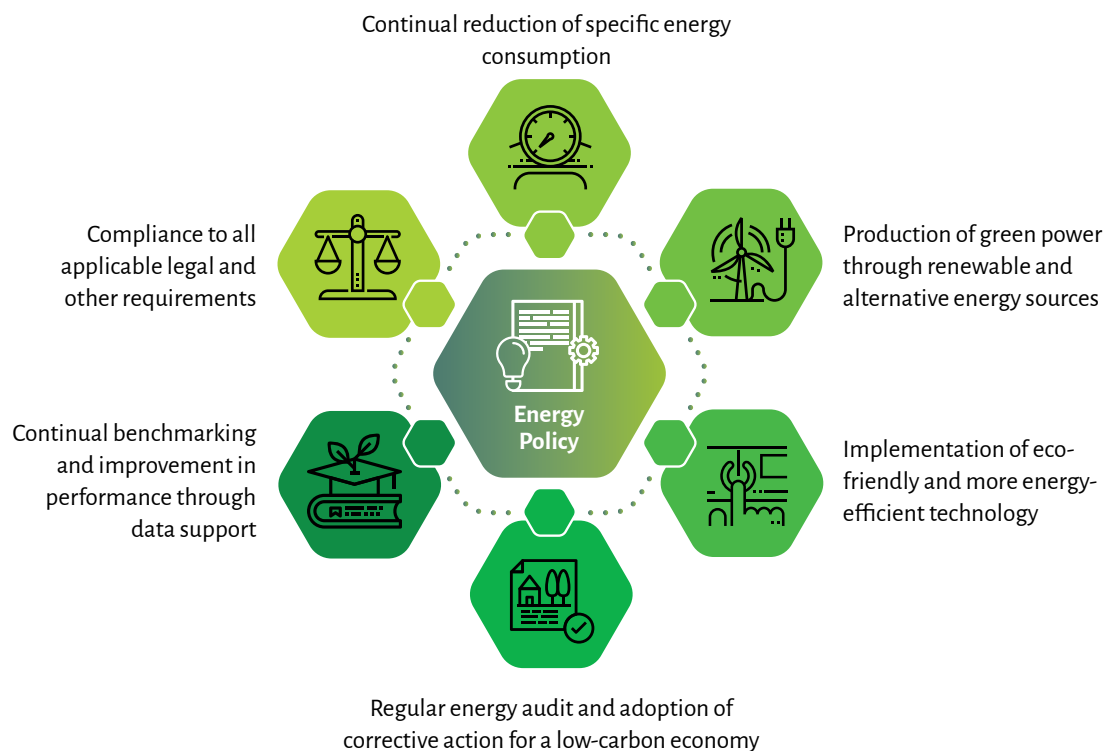
302-3

SCL is committed to energy optimisation at every stage of its operations. Conserving energy allows us to reduce costs and improve profitability. In efforts to achieve excellence in energy management, we have a rigorous energy policy addressing different aspects of energy management.

Cement Silo



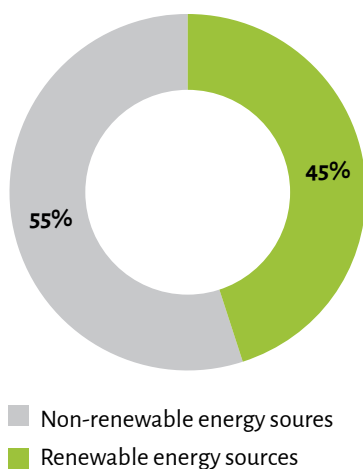
Energy policy



Our total energy consumption within the organisation increased by 12.37%, from 51.1 million GJ in the preceding year to 57.42 million GJ in the reporting year. Also, direct energy consumption grew by 11.63%, from 50.2 million

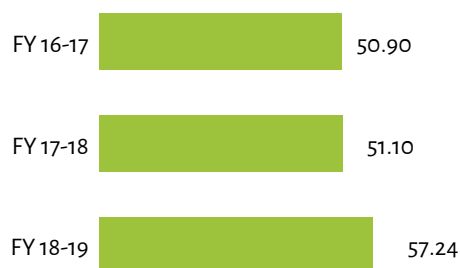
GJ in FY 2017-18 to 56.04 million GJ. Whereas, our cement production increased by more than 13% over the same period, resulting in reduced thermal energy consumption (specific) by 1.23% from last FY.

Total energy production from renewable and non-renewable energy sources*



*Waste Heat Recovery (WHR) is included in renewable-energy sources

Total energy consumption (million GJ)



Energy conservation initiatives for FY 2018-19

S. No.	Description	Energy Savings (kWh)	CO ₂ Savings (Tons of CO ₂)
Beawar			
1	Installation of spare Slip Power Recovery System (SPRS)	1,051,200	862
2	Installation of Medium Voltage Drive (MVD)	1,314,000	1,077
3	Installation of tri-lobe blower	613,200	503
4	Installation of Intelligent Flow Control (IFC)	876,000	718
5	Stopped various idle drives	99,163.2	81
6	Installation of LED lights	54,136.8	44
Total for Beawar		4,007,700	3,285
Balodabazar			
7	Removed 11 kW fan motor by optimising the air requirement	96,360	79
8	Changed operation of motor of belt conveyor from Direct On-Line (DOL) to Delta Star panel	78,840	65
9	Removed 1.5 kW fan motor from raw mill's medium drive slip ring chamber	13,140	11
Total for Balodabazar		188,340	155
Ras			
10	Installation of energy saver, booster fan, high efficiency motor and lighting energy savings	2,10,000	172
11	Up-gradation of RNCU MVR (Classifier, retrofit of MVR, new ducts and fan)	71,46,005	5,859
12	Additional cell installation for vacuum improvement at Green Power Plant (GPP)	2,510,000	2,058
13	Clinker dust cooler efficiency improvement	460,000	377
14	Duct size modification at GPP boiler	4,660,000	3,821
15	Installation of Computational Fluid Dynamics (CFD) analyser	340,000	278
Total for Ras		1,53,26,005	12,565
Grinding Units (GU)			
16	Optimised operation of Bore Well pump	1,014,869	832
17	Installation of LED lights	8,501,328	6,971
18	Modification in compressor feeder panel	1,824,768	1,496
19	Stopped idle blowers	2,787,840	2,286
20	Installed Variable Frequency Drive (VFD)	1,156,320	948
21	Improvement in Bag Filter operation	11,284,416	9,253
22	Reducing running load of Heater	35,640	29
23	Change in feeding system	58,608	48
24	Power Factor improvement	2,067,120	1,695
25	Optimisation of Bucket Elevators	36,432	30
26	Optimisation of Heating Pad of Packers	118,800	97
Total for GUs		28,886,141	23,686
Total		48,408,186	39,694

Specific energy consumption

Particulars	FY 2016-17	FY 2017-18	FY 2018-19
Specific electrical energy consumption (kWh/ ton of cement)	69.99	68.67	69
Specific thermal energy consumption (kcal/ kg of clinker)	718	728	719

302-4

Perform, Achieve and Trade (PAT)

In 2008, the Ministry of Power, India launched the PAT scheme, a regulatory instrument to reduce specific energy consumption in energy-intensive industries. It promotes the use of PAT scheme through tradable excess energy saving certificates (ESCerts). SCL actively takes

part in the scheme and has over-achieved its targets set by the Ministry in the first cycle of FY 2012-15. We were awarded 'Best Performer' for energy savings under PAT Cycle I by Bureau of Energy Efficiency (BEE) for Beawar and Ras units.

Our performance in PAT scheme

	Target	Result
PAT Cycle I (2012-2015)	<ul style="list-style-type: none"> Reduce energy consumption by 4.56% and 5.1% from baseline for Beawar and Ras respectively 	<ul style="list-style-type: none"> Reduction in energy consumption by 15.52% and 24.46% for Beawar and Ras respectively Earned 86,117 and 72,140 ESCerts for Beawar and Ras respectively
PAT Cycle II (2016-2019)	<ul style="list-style-type: none"> Reduce energy consumption by 3.74% and 4.18% from baseline for Beawar and Ras respectively Maintain existing energy consumption level for SMP <p>PAT cycle II audited 300 MW Shree Mega Power Plant (SMP)</p>	<ul style="list-style-type: none"> Monitoring and verification audit is in-process. Results will be disclosed on its completion
PAT Cycle III (2017-2020)	<ul style="list-style-type: none"> Reduce energy consumption by 4.55% from baseline for SRCP <p>PAT cycle III included Shree Raipur Cement Plant (SRCP)</p>	<ul style="list-style-type: none"> Conducted audit of baseline data in Jan 2018. Assessment year for the third cycle in 2019-20 after which results will be disclosed

As part of compliance to Renewable Purchase Obligations (RPO), we have procured non-solar and solar non-transferrable Renewable Energy Certificates (RECs) for various units during FY 2018-19.

Units	REC procured during FY 2018-19		
	Non-solar	Solar	Total
Bulandshahr GU	1,281	233	1,514
Roorkee GU	117	67	184
Panipat GU	30	33	63
Bihar cement plant	298	136	434

305-1

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305-4

305-5

Minimising our emissions

The nature of our business entails extensive consumption of natural resources and generation of pollution up to acceptable limits. Being a responsible and sustainable organisation, we take necessary steps to monitor our direct and indirect emissions. We at SCL ensure to release minimal emissions from our operations to prevent considerable impact on nearby communities and surroundings. We maintain transparency in our undertakings by regularly disclosing our atmospheric and GHG emissions performance in accordance with Cement Sustainability Initiative's (CSI) Cement CO₂ and

Energy Protocol, World Business Council for Sustainable Development (WBCSD), GHG Protocol and CDP Climate Change Reporting Guidance (2018) for the cement sector.

Adding to our large WHRS power capacity, 21 MW of wind power plant are also now in operation. Company has taken steps to further increase its wind power capacity. We are at different stages of setting up captive Solar Power Plants and around 12 MW of Solar Power capacity is expected to be commissioned in FY 2019-20.

Our carbon footprint

	SCOPE 1	SCOPE 2	SCOPE 3
What it includes	Emission from chemical reaction, fuel consumption in producing cement and clinker and fuel consumed for power generation	Indirect emission from external power generation or purchased electricity	Emission from transportation of raw materials, cement, clinker by rail, road, employee commute, air travel and leased assets
CO ₂ emissions (tCO ₂ eq.)	15,426,305 tCO ₂	190,726 tCO ₂	235,938 tCO ₂
% variation from FY 2017-18	10.11%* (increase)	0.72% (decrease)	3.70% (increase)

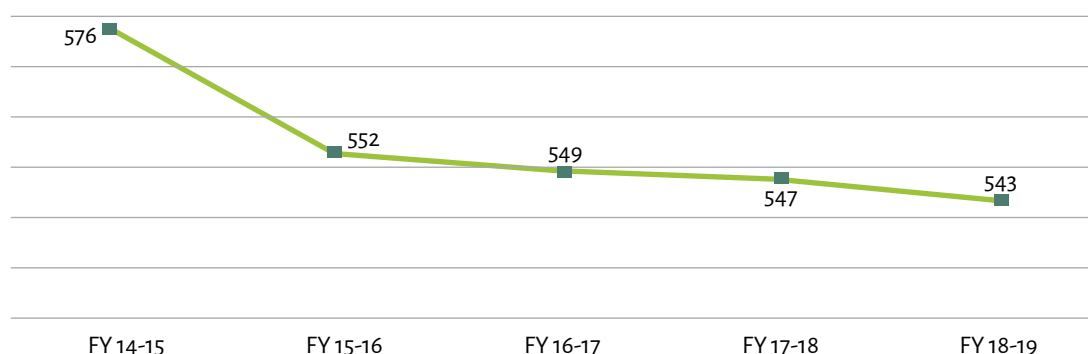
* The increase in emission can be attributed to an 8.6% growth in cement production capacity over FY 2017-18.

We believe that industries play a key role in climate change mitigation and therefore, endeavour to reduce our GHG emissions and achieve a low-carbon growth. As a result, our specific CO₂ emission in the reporting year has decreased overall from the preceding year. During reporting period, specific net GHG emission was 543 kg CO₂ equivalent per ton of cement produced that was 42.6% less than that of base year 1990.

GHG emission mitigation

Earlier, company had prepared its carbon mitigation strategy and is following its recommendations. Company installed WHRS, utilised AFR, installed wind power and solar plants, reduced thermal & electrical energy consumption etc. to further strengthen its carbon mitigation actions. The company is exploring to partner with the technology providers to capture and utilize the GHG emissions from its operations also.

Specific net GHG emissions trends for past five years (kg CO₂ per tonne of cement)



Footprint of our atmospheric emissions

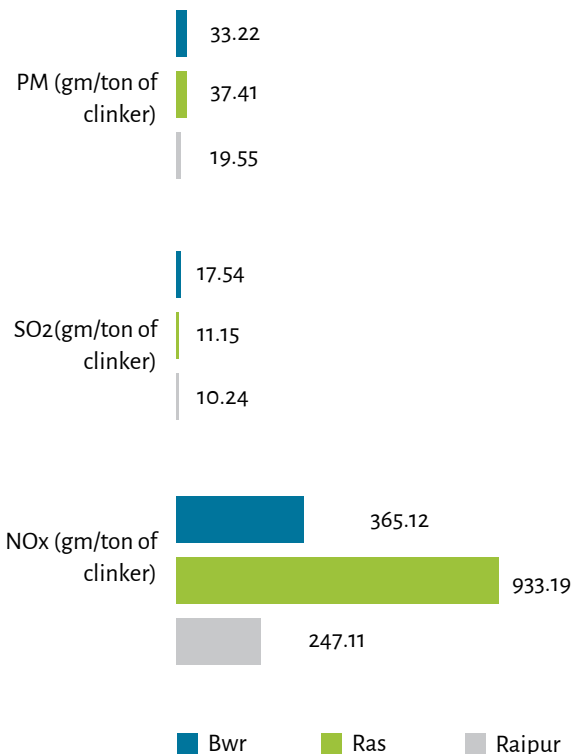
In addition to minimising GHG emissions, we also make conscious efforts to control our stack emissions by adopting advanced interventions like dust suppression systems, bag houses and electrostatic precipitators (ESPs). We undertake numerous initiatives across our plants to further minimise the emissions for the well-being of employees and local communities. These initiatives include water sprinkler system, paving and constructing concrete road network.

We have a Continuous Emission Monitoring System (CEMS) in place wherein concentration of stack pollutants like particulate matter (PM), oxides of nitrogen (NO_x) and oxides of Sulphur (SO_2) are monitored. This system is installed at all our plants (including power plant) for capturing real time emissions data. Emissions from all major stacks and ambient air quality data is uploaded on websites of Central Pollution Control Board (CPCB) and State Pollution Control Board (SPCB), as well as displayed on factory gate to comply with regulatory norms.

Over the past year, we have achieved 15.86% reduction in NO_x emissions across our integrated cement plants - Beawar, Ras and Raipur. During the reporting year, NO_x and SO_x emission amounted to 247.11 gm/ton of clinker and 10.24 gm/ton of clinker, respectively. Furthermore, dust emissions from all our GUs amounted to 8.22 gm/ton of cement.

In the reporting year, we spent approximately INR 318.38 million on waste disposal, emissions treatment, remediation costs, prevention and environmental management costs.

Air emissions across integrated plants for FY 2018-19 Beawar, Ras, Raipur



Environment and Sustainability Team

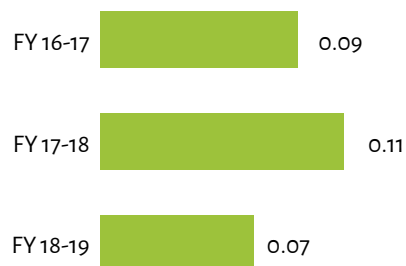


Bag-house at Ras Unit



Our R22 gas consumption for the reporting period is 1.318 MT with 0.07 MT of CFC-11 equivalent. R22 is one of the main Ozone Depleting Substances (ODS) which is used as a refrigerant in our premises. Year on year, we are decreasing our ODS emission and will preferably phase out by 2030.

ODS consumption as MT of CFC-11 equivalent

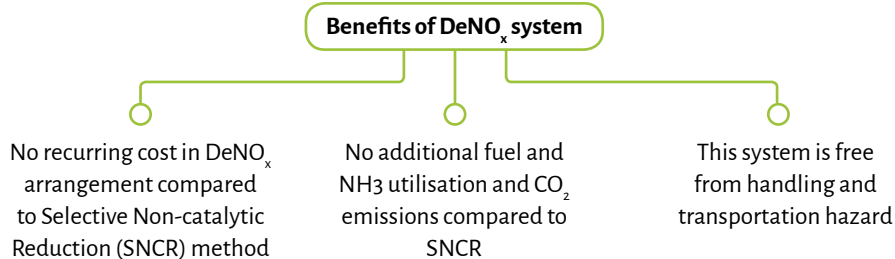


CASE STUDY 1

Installation of Ammonia/Urea free De-NO_x system

Background

- Fuel, raw meal feed and air fed into the calciner lead to formation of NO_x under oxidising conditions
- Increased NO_x formation leads to higher emissions and poorer air quality
- Adopted unique system of NO_x reduction for the first time in Indian cement industry

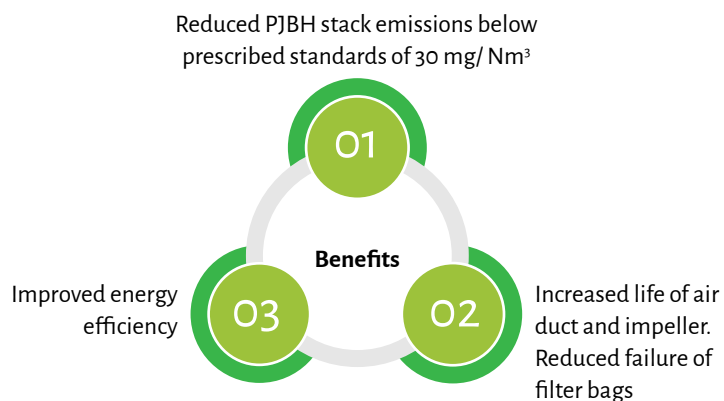


CASE STUDY 2

Using Computational Fluid Dynamics (CFD) Analysis to optimise efficiency and decrease emissions

Background

- Frequent failure of filter bags in Pulse Jet Bag House (PJBH) led to higher emissions and wearing out of impeller.
- SCL conducted CFD analysis to identify and rectify barriers in smooth operation.
- Improved PJBH performance by replacing perforated plates, U-profiles, hopper guide vanes, etc., repositioning baffle plates and installing vertical guide frames.



Policy advocacy and compliance

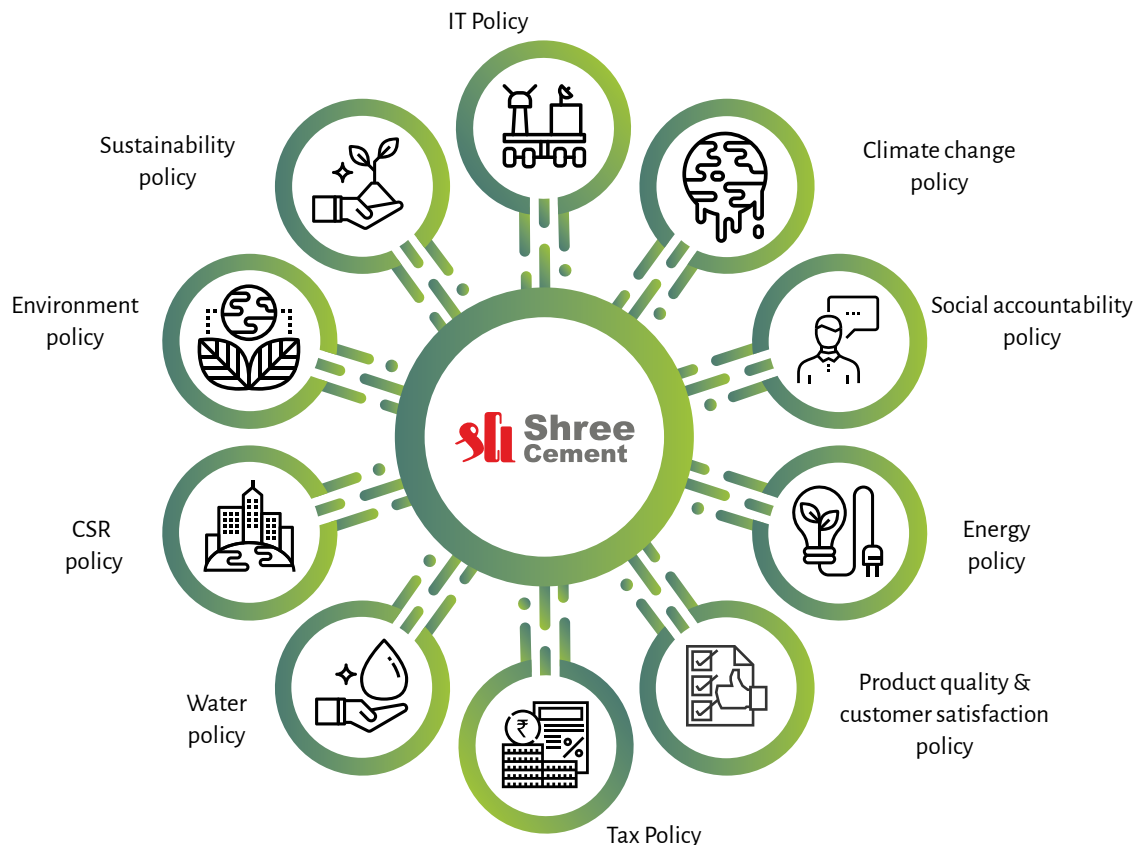
Our efforts towards policy advocacy and compliance aligns with:



307-1 | 419-1

SCL's code of conduct promotes transparency, consistency and accountability, which benefits not only our employees but also investors and all of our stakeholders. It guides us to conduct business ethically and in compliance with applicable laws. In addition, we adhere to statutory regulations and voluntary codes associated with operations. We maintain 100% compliance and ensure that all our processes are in accordance with requisite management systems.

Our comprehensive set of policies and voluntary codes govern several aspects of our business philosophy such as ethical conduct, health and safety at workplace, labour laws, product and services and related norms. During the reporting year, we maintained 100% compliance with environmental laws and regulations including international treaties/conventions, international or national dispute mechanisms, national or state regulations, environmental aspects and fair conduct.



Link to SCL's detailed policies: <https://www.shreecement.com/pages/policies.php>

During FY 2018-19, we witnessed zero incidents of significant monetary fines or non-monetary sanctions. Even though we work in coordination with various industry associations, policy advocacy entities and think-tanks, we remain apolitically and neutral and do not support any political organisation by means of donations, marketing campaigns or other. Our product range do not fall under inspection process of any regulatory body and have not received any negative review from the public.

100% of our integrated cement plants and grinding units comply with ISO 9001, ISO 14001, OHSAS 18001, SA 8000 and ISO 50001. In the future, we may upgrade to newer international management standards, including ISO 45001 in place of OHSAS 18001.

We ensure that all our units adhere to the relevant recent laws, regulations and codes related to our operations.

Reducing our water footprint

Our efforts towards reducing water footprint aligns with:



Water is the largest natural resource for humankind and only 2.5% of the water available on the planet is freshwater. Of the available freshwater, nearly 68.7% is stored in glaciers and ice caps, 30.1% is groundwater and 1.2% is surface water⁶. At SCL, we recognise water security is a serious issue across the world and also specifically in

the country; therefore, we make relevant contribution through adopting efficient water management approach across our operations. We undertake initiatives to reduce and recover water in our processes. In the reporting period, we reused 100% of wastewater generated, recycling nearly 13.65% of the total water withdrawn.

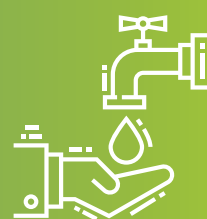
SCL's two-pronged approach for water management

01

Water conservation initiatives in and around the plant boundaries by constructing water harvesting structures

02

Organising awareness generation camps on water conservation



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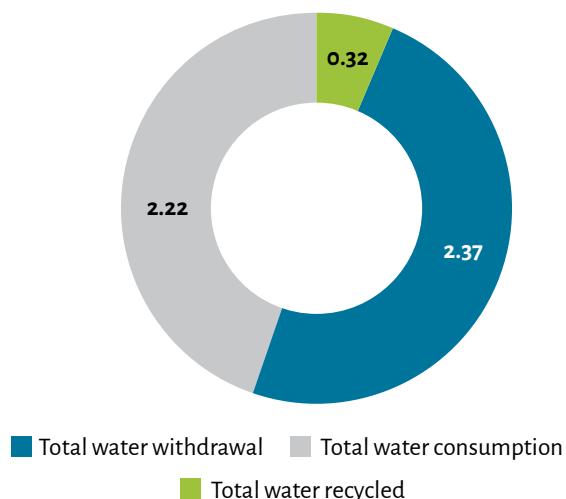
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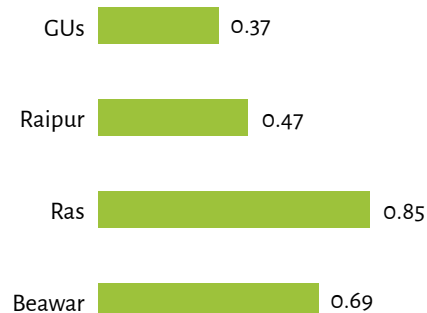
We maintain zero liquid discharge (ZLD) in accordance with our philosophy of responsible consumption and production. Also, none of the water withdrawal source is significantly affected by our activities or lies in protected areas. We have adopted an efficient data management system for water withdrawal; our Water Management Cell (WMC) tracks and monitors real time data on water

withdrawal, which is captured continuously by meters installed at the inlets of water distribution networks. In the reporting year, while our total water withdrawal stood at 2.37 million m³, our water consumption amounted to 2.22 million m³, a decrease of 1.81% over the preceding year.

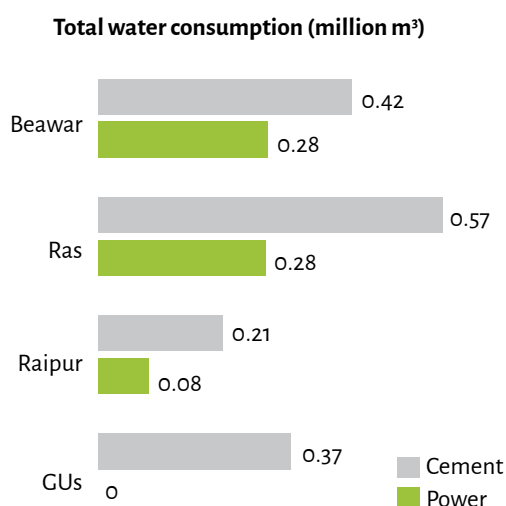
Water statistics (million m³)



Total water withdrawal (million m³)



⁶ https://www.usgs.gov/special-topic/water-science-school/science/where-earths-water?qt-science_center_objects=0#qt-science_center_objects



Specific water consumption
(m³/MT of cement produced)



We have deployed various interventions including ACC and Sewage Treatment Plants (STPs) to minimise water consumption. For FY 2018-19, total STP capacity was 1,360 KLD leading to recycle and reuse of 0.32 million m³ water or 13.65% of total water withdrawal. As a result of our

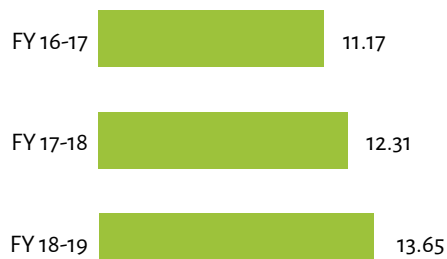
continuous efforts for efficient water management, our specific water consumption has dipped by 15.27% from previous year, standing at 0.061 m³/metric ton of cement produced. This exhibits our commitment to expanding sustainability horizon within the sector.

Particulars	Unit	FY 2016-17	FY 2017-18	FY 2018-19
Total water withdrawal	million m ³	2.26	2.29	2.37*
Total water consumption – Cement	million m ³	1.72	1.60	1.57
Total water consumption – Power	million m ³	0.68	0.60	0.64
Total water consumption	million m ³	2.30	2.20	2.22
Total water recycled	million m ³	0.25	0.28	0.32
Water recycled as a percentage of total water withdrawal	%	11.17	12.31	13.65

*Water withdrawal has increased due to increase in production



Water recycled as a percentage of total water withdrawal (%)



Rain water harvesting pond

CASE STUDY 1

Installation of automatic water sprinklers along permanent haul road of mines and plant area at Ras mines

Background

The use of water tanker for sprinkling water on permanent haul road for dust suppression was resulting in around 300 kl per day of water consumption. In addition, other parts of the road and phase haul roads were not covered by the water tankers, resulting in fugitive dust emissions across the area.

Initiative implemented

For dust suppression and water conservation across the mining and plant area, we installed automatic water sprinklers along the permanent haul road, material unloading area, and vehicle movement area

Highlights, payback period and savings

91 nozzles installed	11.5 lit/min discharge per nozzle	Project investment INR 1 million
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Water savings – 98 kl/day

Cost savings – INR 3.22 million/annum

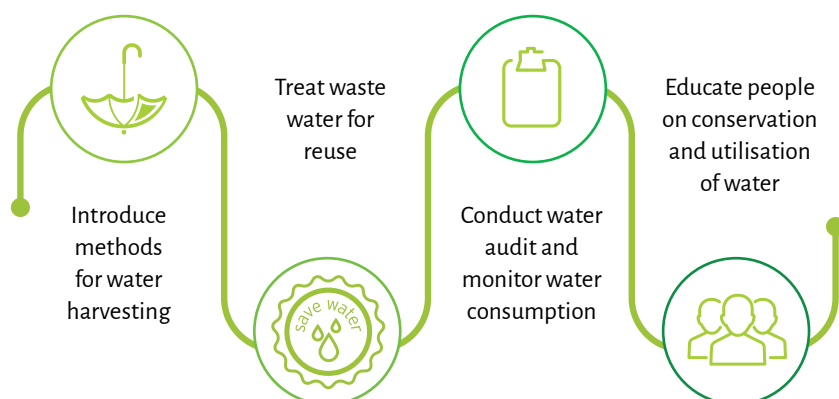
Pay back period – 78 days

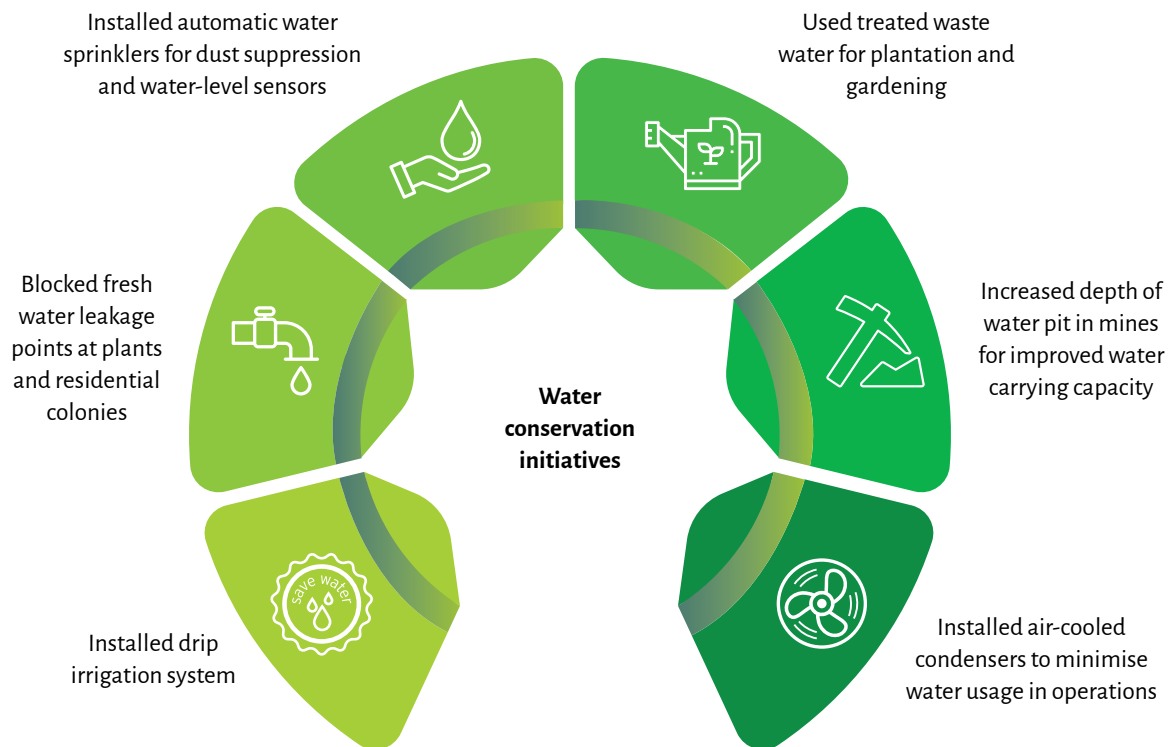
Challenges faced during project

As the width of Haul Road was around 20 m, there was a need to install water sprinklers on both sides of the road, but this was increasing the cost of installation. Later, looking at the flexibility in the sprinkler system to rotate at 360° with a trajectory of 13 m, we decided to install sprinklers in the middle of Haul Road by making a divider and widening the road, thereby saving on project cost as well.



Our water policy





■ Harmonising our ecological impact

Our efforts towards harmonising ecological balance aligns with:



SCL constantly strives to be ecologically positive with an aim to meet the needs of the present without compromising the needs of future and ensure the world is a better place as a result of our role in it. Future of our business and associated communities is linked to

survival of land ecosystems. We recognise the need to protect and maintain a healthy biodiversity for long-term sustainability. With extensive mining and quarrying activities, we endeavour to balance our impact with biodiversity management efforts.



INR 46.74
million
Horticulture
expenditure



85,008
Saplings
planted



90.85%
Survival rate of
sapling

SCL's biodiversity management efforts

01

Enhancing natural carbon sinks

02

Increase green landscape within our plant and mining sites



As a responsible company, we comply with all applicable laws of the land; our sites have received all relevant environmental clearances, thereby harmonising our ecological impact.

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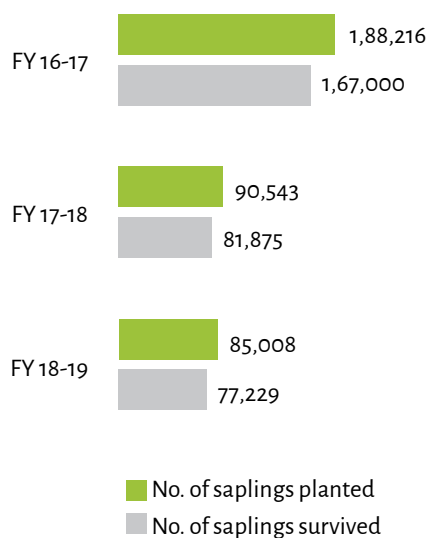
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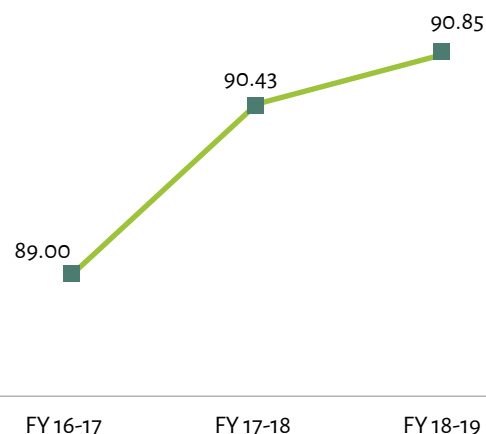
Biodiversity risk from SCL's operations is minimal as our plants do not fall under any protected areas with high biodiversity sensitivity. Our processes do not have significant direct or indirect impacts on biodiversity. Additionally, none of the Red List species of International Union for Conservation of Nature (IUCN) is affected by our activities.

We ensure rehabilitation of our decommissioned mining sites by facilitating forest cover. We practice recharging groundwater through rainwater harvesting wherever practical and possible. All these initiatives help in maintaining micro-climatic conditions and reduce dust pollution around affected areas.

No. of saplings planted and survived

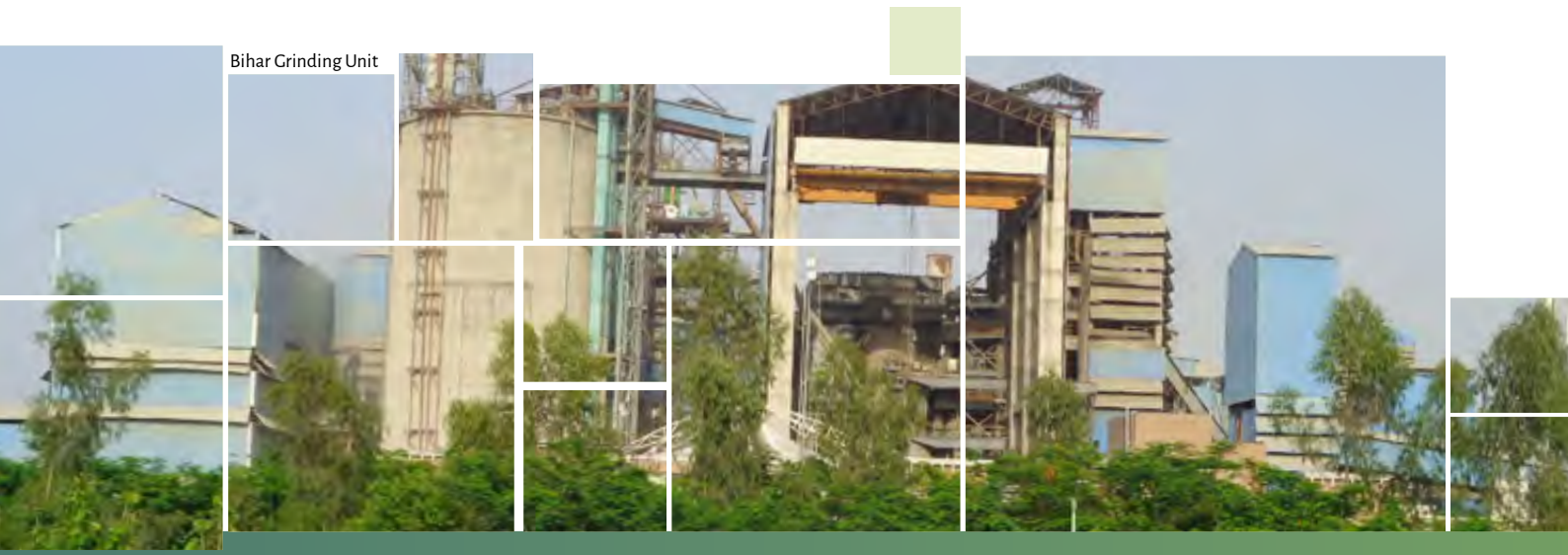


Survival rate of saplings



We planted 85,008 saplings with an overall survival rate of 90.85% across our integrated plants and grinding units. The increased survival rate of saplings this year could be attributed to robust monitoring systems and our passion for a balanced and healthy ecology.

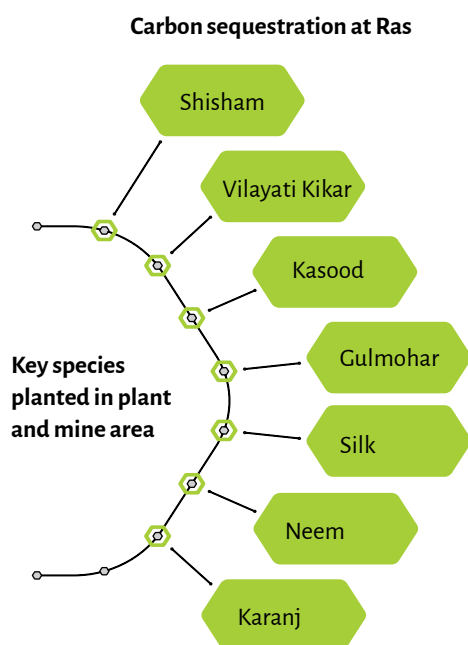
Bihar Grinding Unit



Our water conservation initiatives enabled us to save 51,978 kl or 43.95% of water in Beawar cement plant and colony in FY 2018-19. Similarly, we also saved 10,151 kl or 35.03% of water in Shree Mega Power plant at Beawar in the reporting year.



For FY 2018-19, our integrated cement plants at Beawar, Ras and Raipur planted 69,242 saplings with a survival rate 89.79% and GUs planted 15,766 saplings with a survival rate of 95.48%

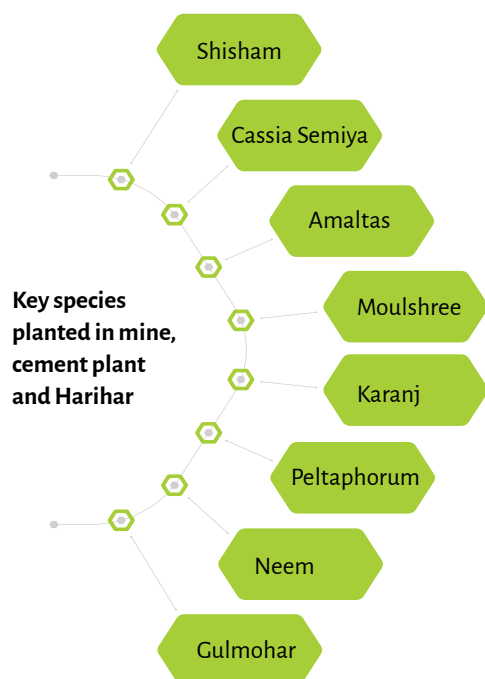


Total carbon sequestered in Ras

	Tonnes of Carbon sequestered	Tonnes of CO ₂ sequestered
Mine Area	194.43	713.54
Plant Area	843.90	3,097.12
Total	1,038.33	3,810.66
	Tonnes of total Carbon sequestered	Tonnes of CO ₂ sequestered




Additionally, species planted at Ras cement plant area only: Saona, Sawani & Farash, Pangara (Indian Coral Tree), Black Poui, Kaniar, Peepal, Mahanimb & Maharukh, Indian Tulip, Saptparni, Amaltas, Weeping Bottle Brush (Cheel), Kanak Champa, Ashoka, Indian Almond and Australian Babul

Carbon sequestration at Balodabazar



Additionally, species planted at Raipur site: Bougainvillea, Tecoma, Kadam, Royal Palm, Ficus Black (Panda), Mahaneem, Safed Siris, Babul, Subabul, Mango, Jackfruit, Arjun, Rain Tree and Pangara.

Total carbon sequestered in Balodabazar

	Tonnes of Carbon sequestered	Tonnes of CO ₂ sequestered
 Mine Area	392.03	1,438.76
 Plant Area	166.9	612.53
 Harihar	69.39	268.37
	628.32 Tonnes of total Carbon sequestered	2,319.66 Tonnes of CO ₂ sequestered

Circularity in our waste management

Our efforts towards circularity in our waste management aligns with:



With accelerating urbanisation, quantum of waste generated in the world is increasing tremendously. Thus, adopting a circular economy is the need of the hour. Circular economy is a compelling and prosperous business model that enables us to achieve growth by managing our resources without degrading the environment. We are in alignment with the concept of circular economy, thereby giving priority to waste management. We embed circularity beyond our production processes; to storage, usage, reuse, recycle and disposal of waste generated at our facilities. We achieved zero liquid discharge (ZLD) and

experienced no incidents of significant spills in our plant boundary during FY 2018-19.

SCL follows an all-inclusive framework for waste management. Our plants generate various types of hazardous and non-hazardous waste including used oil, biomedical waste, E-waste and battery waste. After collection, these wastes are sold to registered CPCB/SPCB vendors and recyclers and also, used oil is co-processed in our cement kilns.



Store

Waste is stored in appropriate storage facilities as per CPCB guidelines



Recycle

The stored waste is sold to registered vendors authorised by CPCB



Transport

- Waste is transported from plant to vendor
- Transportation of waste is the sole responsibility of the vendor

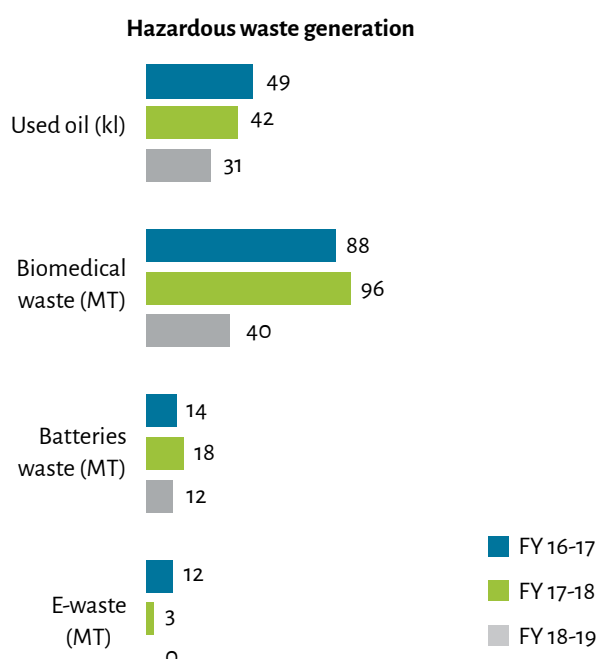


Dispose

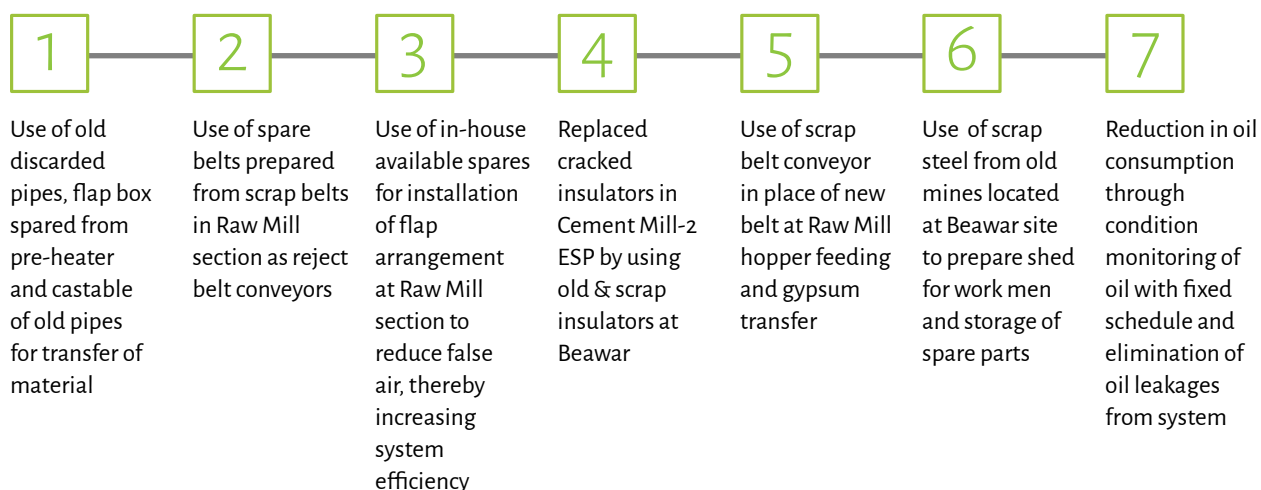
Waste is disposed either in landfill or through incineration, depending on the type of waste

We at SCL, do not transport any waste across our manufacturing plants and GUs; however, we sell our waste to outsourced vendors who are responsible for end-to-end handling of transported waste. In the reporting year, we significantly reduced our used oil generation to 31.36 kl, battery waste generation to 12.19 MT and biomedical waste generation to 40.41 MT. This reduction is attributed to our substantial efforts towards achieving sustainable waste management practices throughout SCL.

SCL is committed to reducing its hazardous waste footprint and our continuous efforts towards this have resulted in a year-on-year reduction in our hazardous waste generation. The generation of used oil, biomedical waste, batteries waste and E-waste have all reduced when compared to the previous reporting period.



Utilisation of scarp and waste material at SCL



Embracing our people and communities

Shree Raipur Cement Plant



SCL values creativity, efficiency, innovation and integrity in its engagement with stakeholders. As we strive to inculcate corporate values in our employees, we recognise the necessity of keeping sustainability at the forefront. Sustainability guides our employee engagement programme to inspire our people, deliver business

growth, contribute to a national development and work with passion. We at SCL have continually focused on establishing a workplace culture that maximises employee happiness and satisfaction, ultimately resulting in optimal performance.

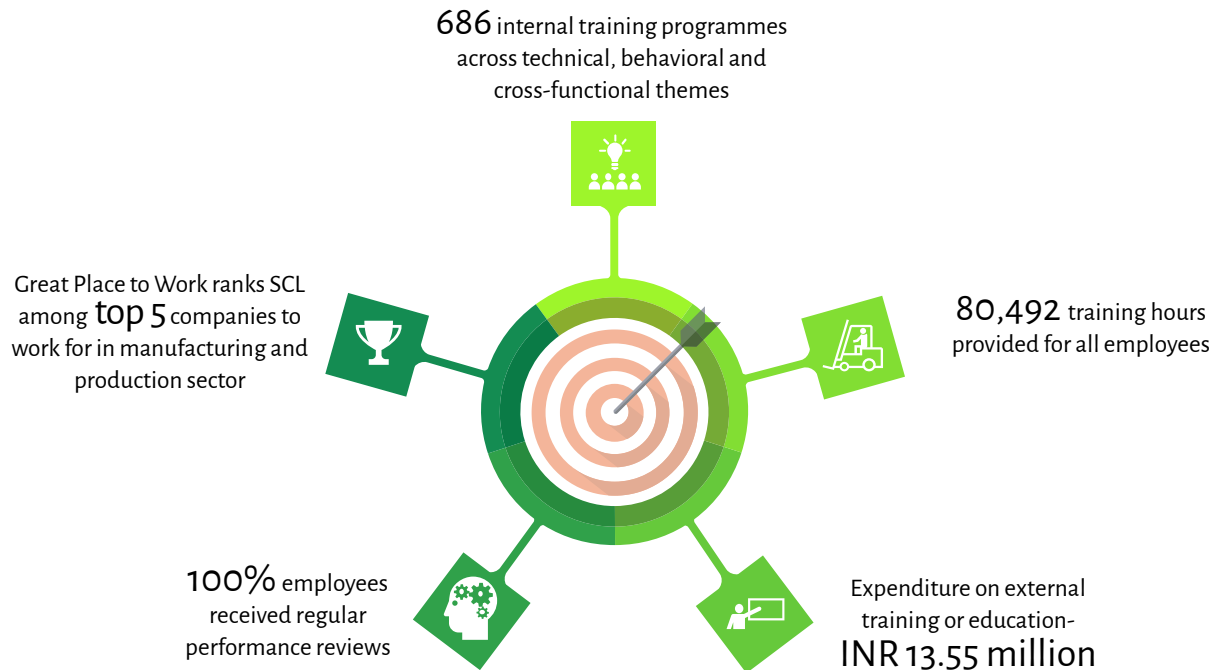
Inclusive and diverse work culture

Our efforts towards fostering an inclusive and diverse work culture align with:



We strive to attract, engage, develop and retain talented and high-performing employees. Our core philosophy, 'Care for People' guides our approach to recruitment, talent management and employee development processes and programmes.

Empowering a vibrant workforce



Approach towards managing talent

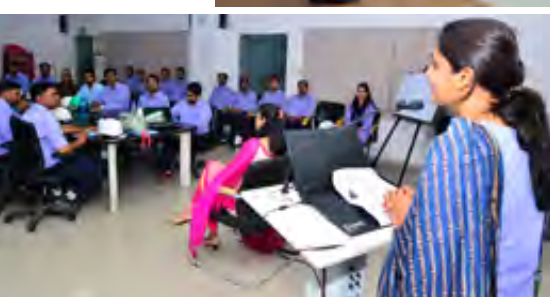
Our Human Resource team ensures availability of the right talent for the right roles to achieve the desired goal and foster our performance. Our holistic talent acquisition process helps a new entrant in our organisation to be well-versed with our organisational values and culture. At the same time, our talent management activities including employee trainings, knowledge sharing sessions, development and performance appraisals strengthen these processes. As of 31st March 2019, we are a team of 6,299 diverse employees comprising 6,103 staff members and 196 permanent workers.

SCL strives to incorporate a robust system of continuous learning and improvement to keep pace with the rapidly changing environment. We support our employees in their personal as well as professional growth through frequent

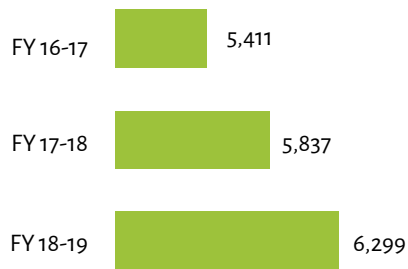
trainings and sessions by top leadership. Furthermore, we exercise two-way approach for employee development. This is done by training employees as well as measuring their performance and collecting feedback annually. We, thereby, act on corporate priorities to strengthen our support.

SCL has garnered several awards and accolades for its committed work towards building a safe workplace and promoting teamwork, creativity and innovation. We have been recognised as one of 'India's Top five Companies to Work for' in the Manufacturing and Production Sector and among 'India's 100 Best Companies to Work for' across all sectors. The recognition was given after a survey done by Great Place to Work, India.

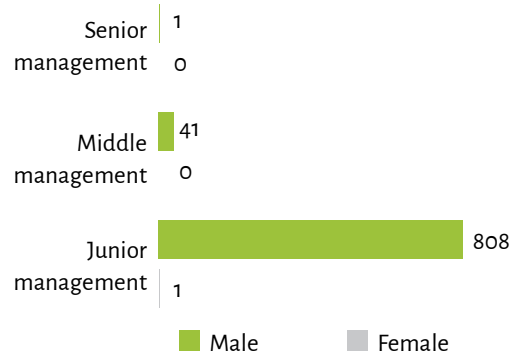
Training programmes



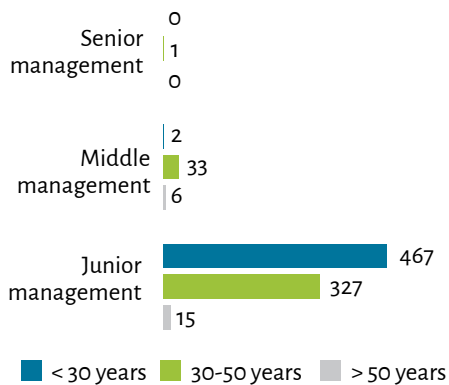
Total workforce



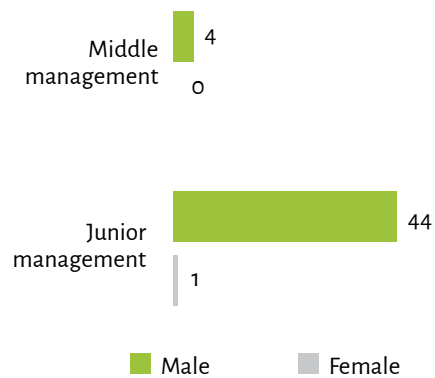
New joinee by gender



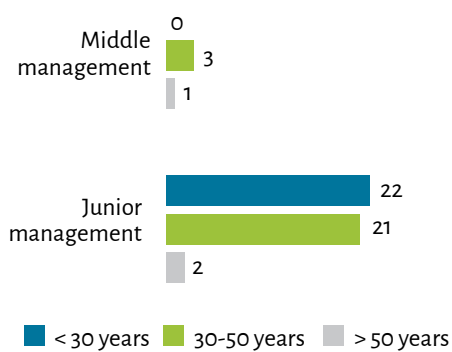
New joinee by age



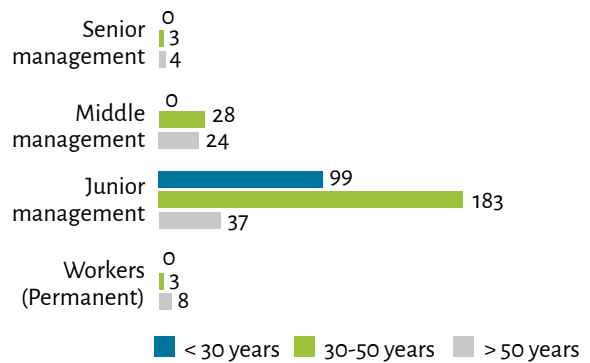
New joinee turnover by gender



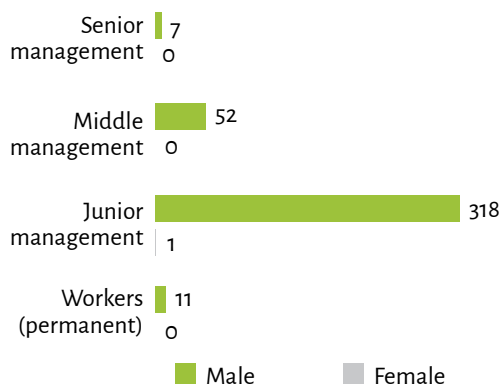
New joinee turnover by age



Workforce turnover by age



Workforce turnover by gender



Strategic initiatives for employee engagement

Leadership development process

At SCL, we take responsibility for building and supporting future leaders of the organisation. Hence, we engaged an external partner to leverage the competencies conducive to SCL's success. We assessed our middle management based on the advised competencies, mapped their strengths and areas of improvement and also implemented schemes to bridge the gaps.

Strengthening the bond between SCL and employees

We believe that employee engagement should account for professional development as well as employees' overall health. Various clubs such as Children Club, Ladies Club and Staff Clubs conduct activities for employees and their family members. Both employees and their families can avail relevant engagement programmes and facilities including gym, sports equipment, library, recreation room, Aarogya-dham, Yoga Centre, etc. We also invite families in the celebration of the anniversary of Lord Hanuman and celebrations such as World Environment Day, Safety Day, Health Day, Heart Day, Yoga Day, etc.

Families take part in various initiatives including talent show, summer camp, hobby classes. In our unique initiative, 'Kutumb Utsav', we invite families to spend one day with employees at their workplace in the plant. They visit the plant site and interact with the workmen.

The Shree Sports Complex organises a talent event named 'Shree Got Talent' (SGT) annually. The 4th year of SGT in FY 2018-19 witnessed members from 150 Shree family showcasing their talent such as dancing, singing, skit, etc. Competitions were organised for three different age groups – up to eight years, 8 to 18 years and above 18 years. The winners of SGT competitions were awarded with cash prizes.

Shree Badminton League (SBL), one of the most popular sports events at SCL, has been organised annually since 2014. In this reporting year, 60 participants from various age groups participated. We also have a certified school established inside Beawar and Ras campus.

8 differentiating competencies include:



Analytical thinking
and decision-making



Cost-consciousness



Outcome
orientation



Innovative
thinking



Productivity



Collaborative
working



Impact and
influence



People
development

Ligature with society: Talent event - Shree Got Talent



401-2

401-3

Employee benefits scheme

We ensure that our salary structure not only complies with the statutory requirements but also contributes to decent standard of living of our employees. Our employee benefits provide an enriching work experience as well as incentivize superior performance by providing certificates and monetary rewards. We

have group insurance policies, such as health insurance and life insurance, to benefit all staff including senior management, middle management, junior management and workers. Furthermore, SCL provides a maternity leave of six months to all female staff under the Maternity Benefits Act, 1961.

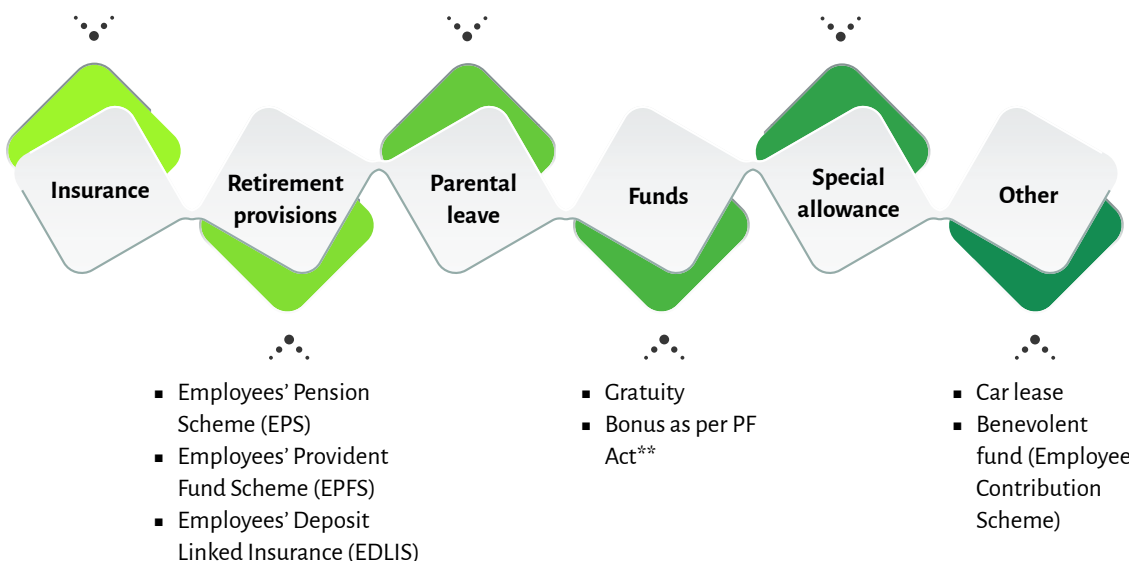
Benefits for our employees

SCL assures its employees comprehensive life insurance, personal accident insurance, health insurance as well as pension scheme. These benefits are applicable to all the employees working at our operations.

- Health insurance
- Personal accident insurance (group)
- Life insurance
- Employees State Insurance (ESI)*

- Maternity leave for all female staff

- Transportation allowance
- Uniform allowance



*Applicable as per ESI Act at covered units

**Applicable to all whose basic is less than or equal to INR 21,000/-

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Labour relations

The social aspect of sustainability encompasses SCL's impact on society within which it operates. All our employees are covered by collective bargaining agreements, which allow us to maintain cordial relations and consultative processes with them and their representatives. We boost our relationship with union, workers and employees and across the company. While the scope of collective bargaining agreements varies

with facilities, the emphasis always remains on the core philosophies of SCL and recognition of the significance of employee-related aspects of health and safety. We train our employees to understand, assess and mitigate risks related to health and safety. We have 100% coverage of permanent workmen (employed as per Contract Labour Regulation and Abolition Act 1970) with three registered trade unions affiliated with their country-wide trade

unions namely Bhartiya Shree Cement Karmachari Sang (BMS), Shree Cement Works Union (AITUC) and Rastriya Shree Cement Mazdoor Sangh (INTUC). We witnessed no strikes and lock outs for the reporting period and maintain good relationship with all our union members.

We strictly refrain from discrimination or harassment of our employees on the basis of caste, creed, color, religion, race, or gender. SCL's human resource policy embeds zero tolerance for child labour and forced compulsory labour in any of our operations. No complaints related to

child/forced/compulsory labour and discriminated work conditions or labour practices were registered in the reporting period.

As a responsible company, SCL endeavours to respect the rights of its employees in addition to providing freedom of association and collective bargaining. We exercise a variety of procedures to inform our workers of operational changes. We offer a notice period of minimum two weeks to secure smooth implementation of these changes.

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Building our employees' competencies

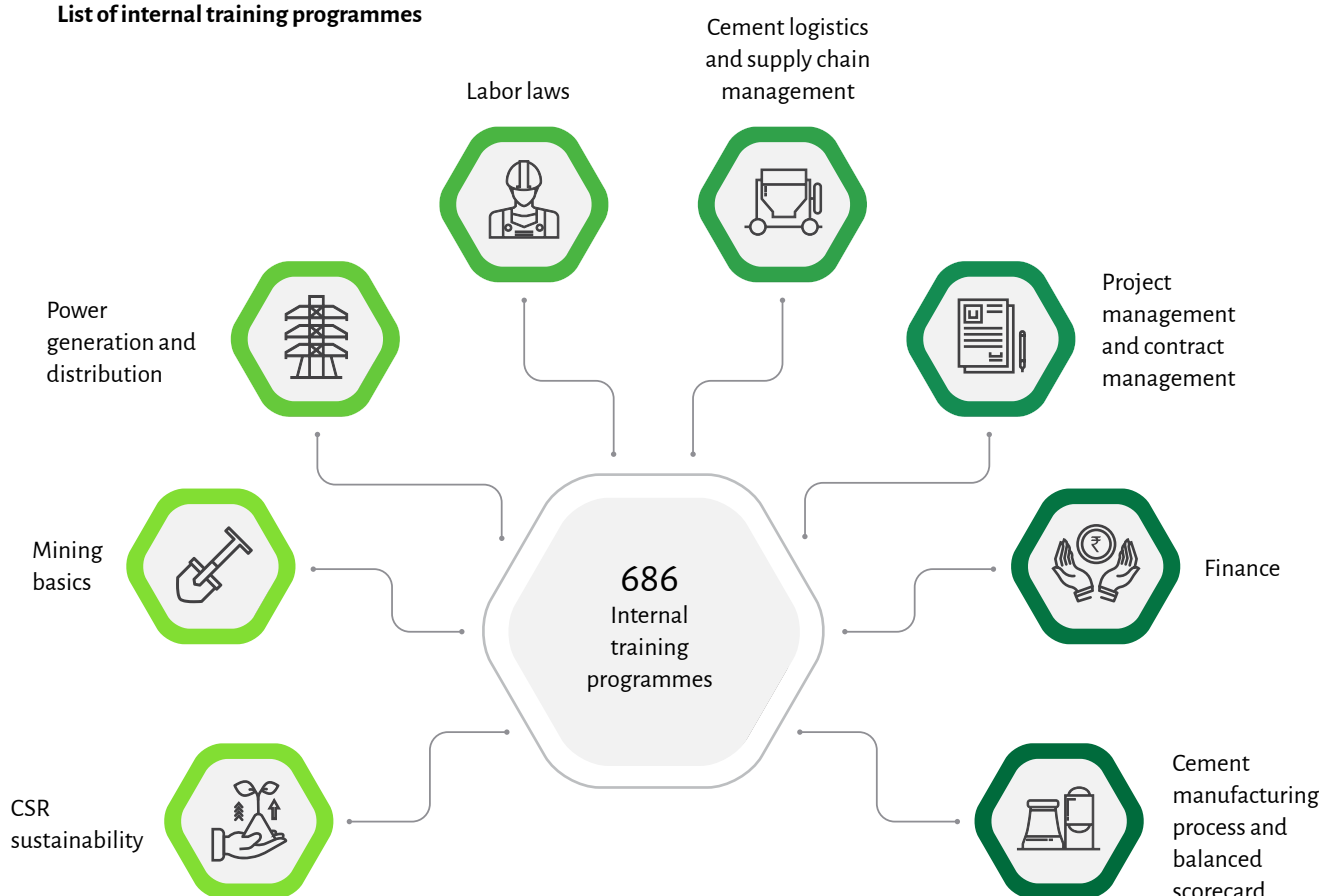
SCL values learning that is simple, related and continuous as essential for growth of an employee. Thus, at the beginning of every fiscal year, we organise 'Training Needs Identification' (TNI), a programme to enable employees to identify their training requirements. TNI assists our employees in being well-equipped and better aligned to the core responsibilities and required functional skills.

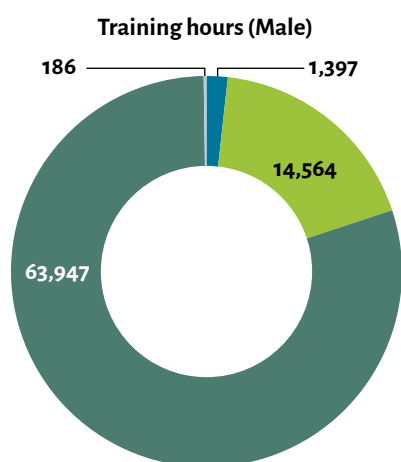
During the reporting year, we mapped a diverse range of training needs including technical, cross-functional, compliance and behavioral trainings. In addition to

introducing training programmes, we supported our people and augmented their competencies by organising sessions on Leadership and Personal Excellence by internationally acclaimed speakers as well as by SCL's senior leadership team.

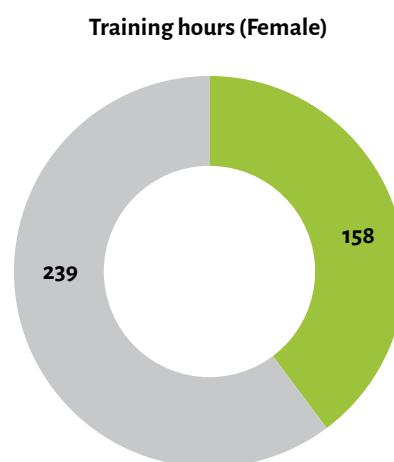
On an average, there were 13.79 hours of training per employee this year, with senior management completing 253 training sessions.

List of internal training programmes

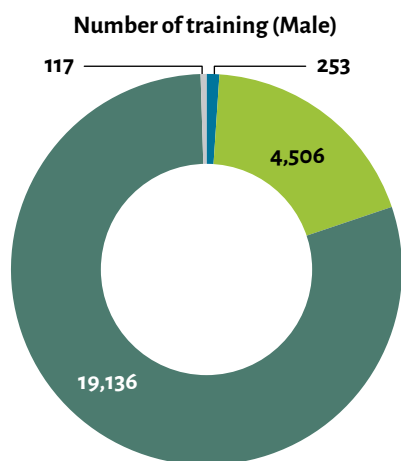




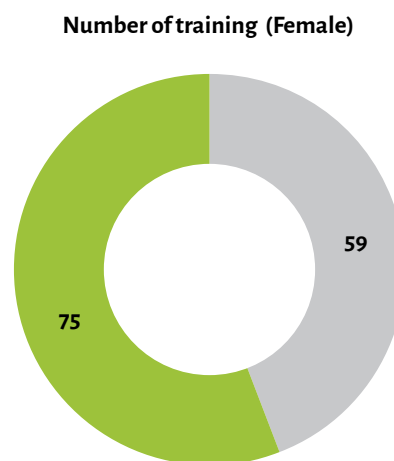
■ Senior management ■ Middle management
■ Junior management ■ Workers (permanent)



■ Middle management
■ Junior management

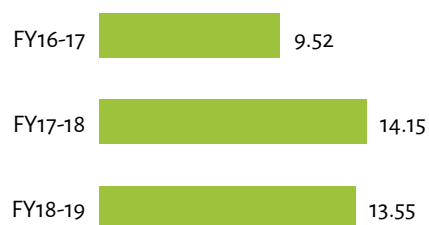


■ Senior management ■ Middle management
■ Junior management ■ Workers (permanent)



■ Middle management
■ Junior management

Expenditure for external training (INR million)



SCL delivers both onsite and offsite training programmes for skill upgradation of employees. In addition, we also fund external training by academic institutes and industry bodies for employees.

404-3

Performance management

We undertake regular performance reviews to facilitate employee development with SCL's performance. Setting SMART goals, collecting regular feedback and engaging in continuous review processes throughout the year make performance reviews effective and efficient. We also provide employees with opportunities to improve their functional skills and harmonise them with SCL's corporate philosophy.

100%

Annual Performance Review
of all employees in the senior,
middle, junior management
levels and permanent workers

405-1

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Diversity and inclusiveness

SCL's Board of Directors ('the Board') comprises appropriate mix of Executive, Non-Executive and Independent Directors as required under the Companies Act, 2013 ('the Act') and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ('Listing Regulations') to maintain the independence of the Board and also to maintain an optimal mix of professionalism, knowledge and experience to enable it to discharge its responsibilities. The Board consists of 11 members, three of whom are Executive Directors, one Non-Executive (Non-Independent), Director (Chairman) and seven Independent Directors including one Women Director. The members of the Board are from diverse background having expertise in the fields of law, banking, economics, sustainability, energy conservation, finance & taxation, etc.

As a progressive company, we promote diversity and inclusion among our people. We do not advocate gender bias and offer equal opportunity to all.

Gender & age composition of the Board

Female	9%
Male	91%
Under 30 years	0%
30 – 50 years	9%
> 50 years	91%

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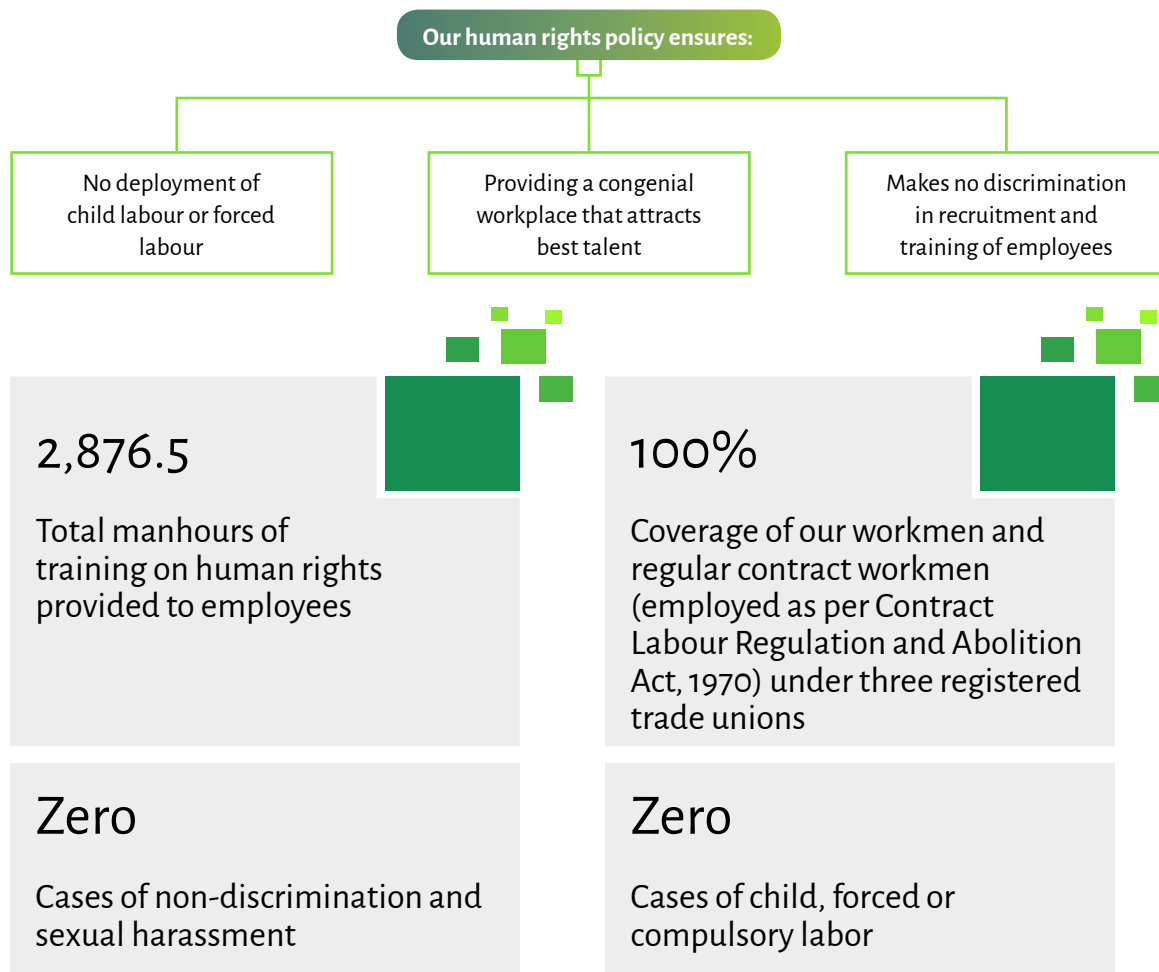
Safeguarding human rights

Our principle, 'Encourage socially responsible behavior', guides us in safeguarding human rights of people impacted by our activities. We have a well-defined policy on 'human rights' and we instill its application within SCL and our supply chain. Moreover, we strictly practice the policy on 'prevention of sexual harassment' at all our units. In the reporting year, we trained 715 employees on human rights policies and procedures, an increase of 63.9% over the preceding year.

Our policy on human rights aims at respecting and protecting the rights of people in our operating sites and

safeguards their dignity. It is guided by the UN Global Compact, UN Guiding Principles on Business and Human Rights, the International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights at Work and Sexual Harassment of Women at Workplace Act, 2013. All our plants comply with SA 8000 Standard. In addition, we encourage our suppliers to adopt the same. We have not violated any workers' right to freedom of association in any of our operations. This has been achieved through our rigorous policy and actions.

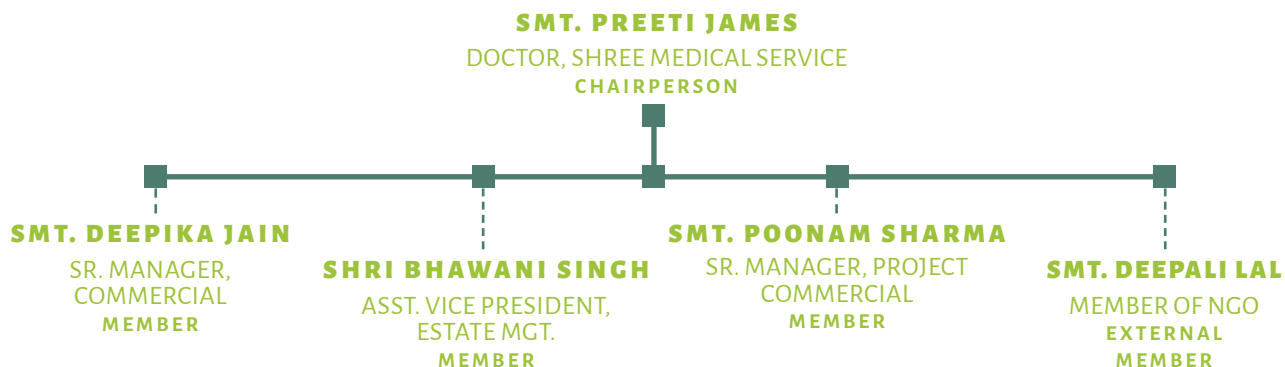
Features of our human rights policy



Prevention of sexual harassment at SCL

Our policy on prevention, prohibition and redressal of sexual harassment at workplace adheres to the 'Sexual harassment of women at workplace (Prevention, Prohibition and Redressal) Act, 2013'

Internal Complaints Committee



■ Creating a safe workplace

As a progressive and responsible organisation, SCL considers health and safety performance as a critical determinant of our ability to progress and we have established a meticulous and robust approach to manage safety risks and impacts across our operations. We are committed to eliminate workplace injuries for our employees and contract workmen working in our premises. We engage both with our employees and contract workmen to facilitate a healthy and safe work culture.

403-1

403-4

Occupational health and safety management system

Health and safety of our people is a top priority at SCL. We thereby engage with our employees in determining, managing, preventing and eliminating hazards and reducing risks to their safety. Over the years, we have built and strengthened our safety management system on the basis of globally recognised and practiced OHSAS 18001 standard. In addition to all our permanent employee strength, this system also covers 8,141 contractual employees.

403-2

Hazard identification and risk assessment

We comply with all regulations and have organised an external audit of the occupational health & safety management system at our Beawar & Ras Power Plants.

Our structured hazard identification and risk assessment process, under the safety management system, is based on the globally practiced framework of 'Plan, Do, Check and Act' cycle. We have been able to identify and avert potential risks including production disruptions, litigation and liabilities through this process. We have also established an internal hazard and incident reporting system as per the 'Factories Act'.

We conduct safety inspections at all locations to analyse the potential risk to our employees and contract workmen. Understanding the severity of the risk enable us to implement appropriate action plans and minimise recurrence in future. We regularly conduct 'inter-department' and 'inter-plant' safety inspections to make the safety process more robust. The management takes into cognizance the audit observations and ensures that appropriate action plans are prepared and implemented by responsible teams. To underline the importance of safety and inculcate it from beginning, we have included safety clauses in all our contract agreements.

100%

Locations certified as per OHSAS 18001 standard

1,063

safety inspections conducted by safety department



Health & Safety programmes and trainings



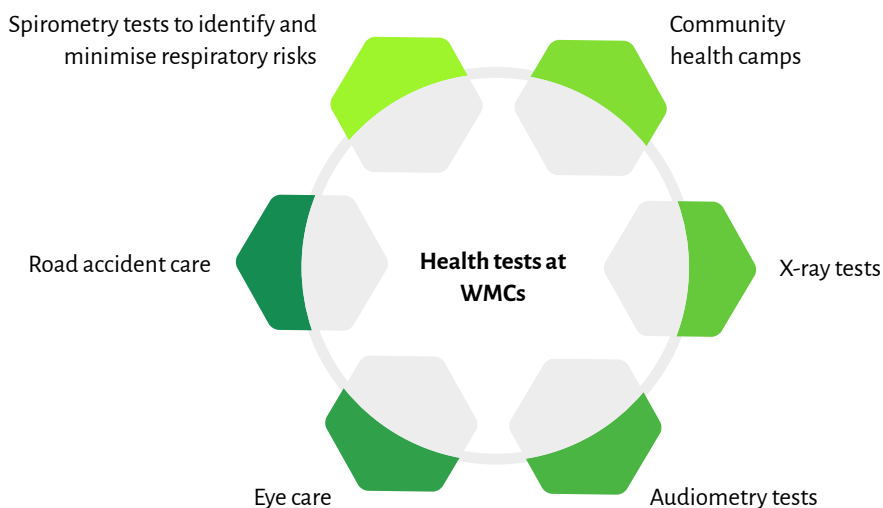
403-3

Wellness management

Under our philosophy, 'Care for People', we offer access to quality healthcare services to our employees and members of local communities. We have established the 'Wellness Management Center' (WMC) at all our locations, wherein we deploy qualified doctors to provide modern healthcare facilities. We assure employees and their families annual health checkups and various healthcare services. In addition, healthcare services and facilities extend to contract workmen depending















on their nature of work. We regularly organise blood donation camps, health talks and lectures by experts and specialists to generate awareness on chronic and lifestyle diseases for the benefit of our employees, their families, contract workmen and local community members. In the reporting year 90,732 villagers and 65,971 SCL staff and contract workmen benefitted from our services across all our locations.

Health tests at Wellness Management Centre



SCL also organises health camps in collaboration with transporters, fleet owners at their premises

Services provided and number of beneficiaries of Wellness Management Centre

 Spirometry Test 	 Audiometry Test 	 Regular Check-up 
6,139	1,760	35,654
 Pulse Polio 	 Blood Donation 	 Eye Camp 
247	6,033	398
 Ramdeora/Chatth Camp 	<p>In addition, our Wellness Management Centers also provide services for diabetes, dental care, cardiovascular concerns, X-rays, ECGs, lab tests, mobile medical units and super specialist visits.</p>	
2,265	976	

 Integrated Units

 Grinding Units

Integrating safety in management and staff

Under the safety management system, we have established 'Safety Committees' at all our facilities. Among other tasks, the Safety Committees also conduct safety inspections. Furthermore, we also constantly encourage our employees and contract workmen to raise concerns during the Safety Committee meetings at all

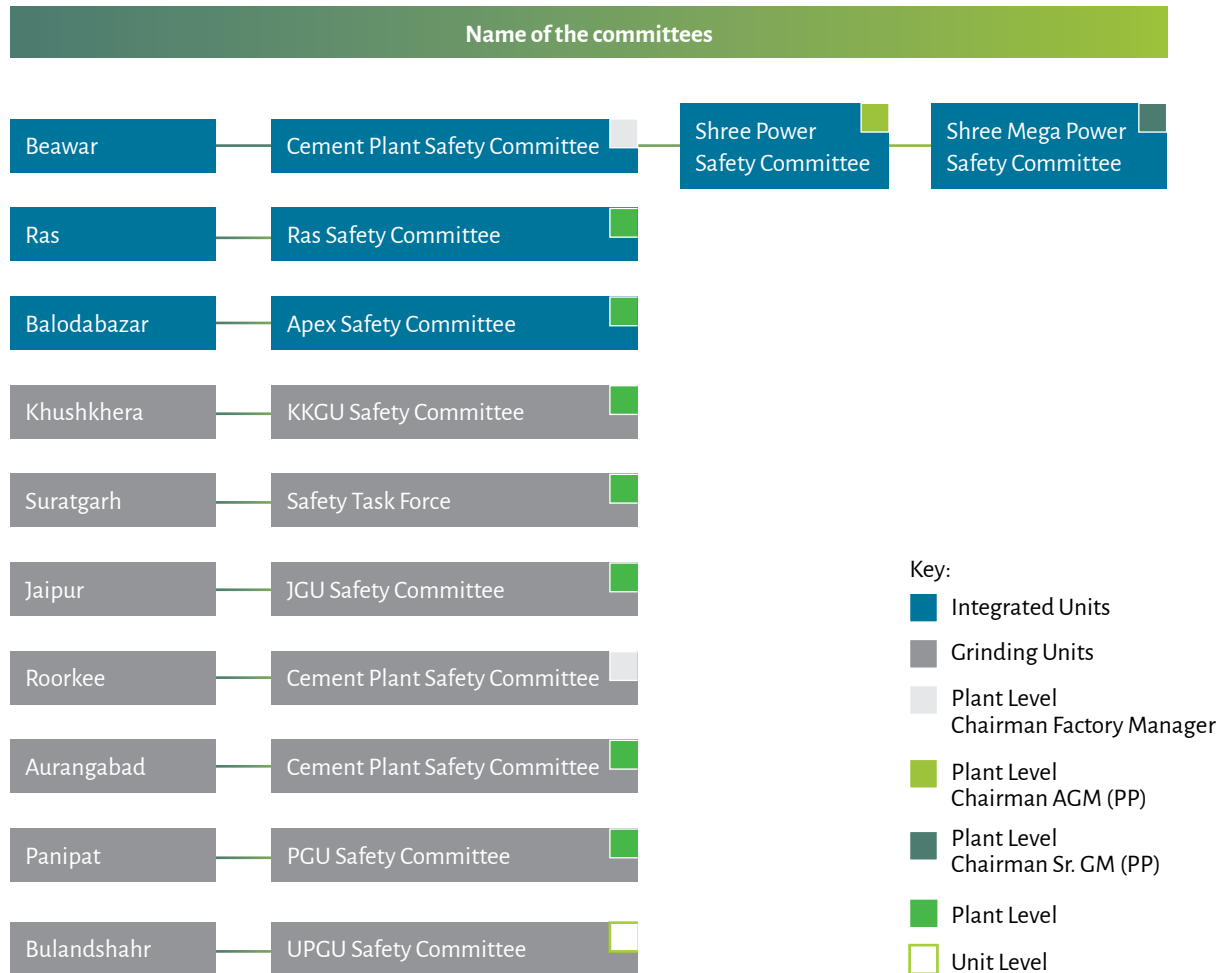
times. Our safety performance is monitored through monthly safety reports along with on-line reporting process for filing any safety incident. Employees are encouraged to identify any potential safety hazard through a reward scheme and report incidents including near misses to the safety committee.



Safety Committees at SCL

Our Safety Committees constitute equal representation from management and non-management staff.

Our Safety Committees

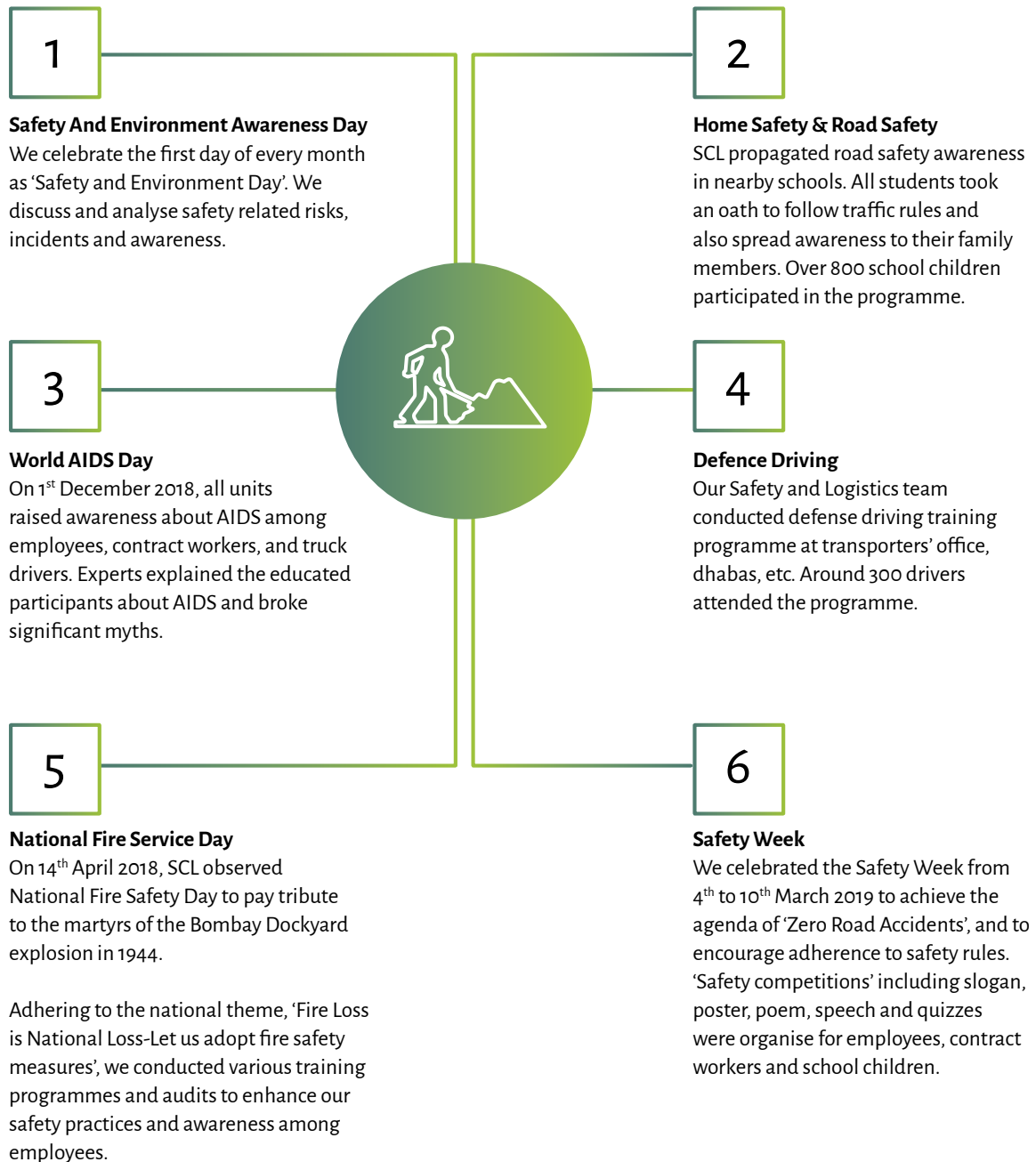


The Safety Committees undertake assessments and implement programmes to contribute to SCL's objective of 'cultural change'. The Committees typically engage local supervisors to provide training, mentoring and coaching to enhance workers' safety performance. Such initiatives have facilitated identification of hazards and reduction in their recurrence.



National Road Safety Week realisation

Safety initiatives

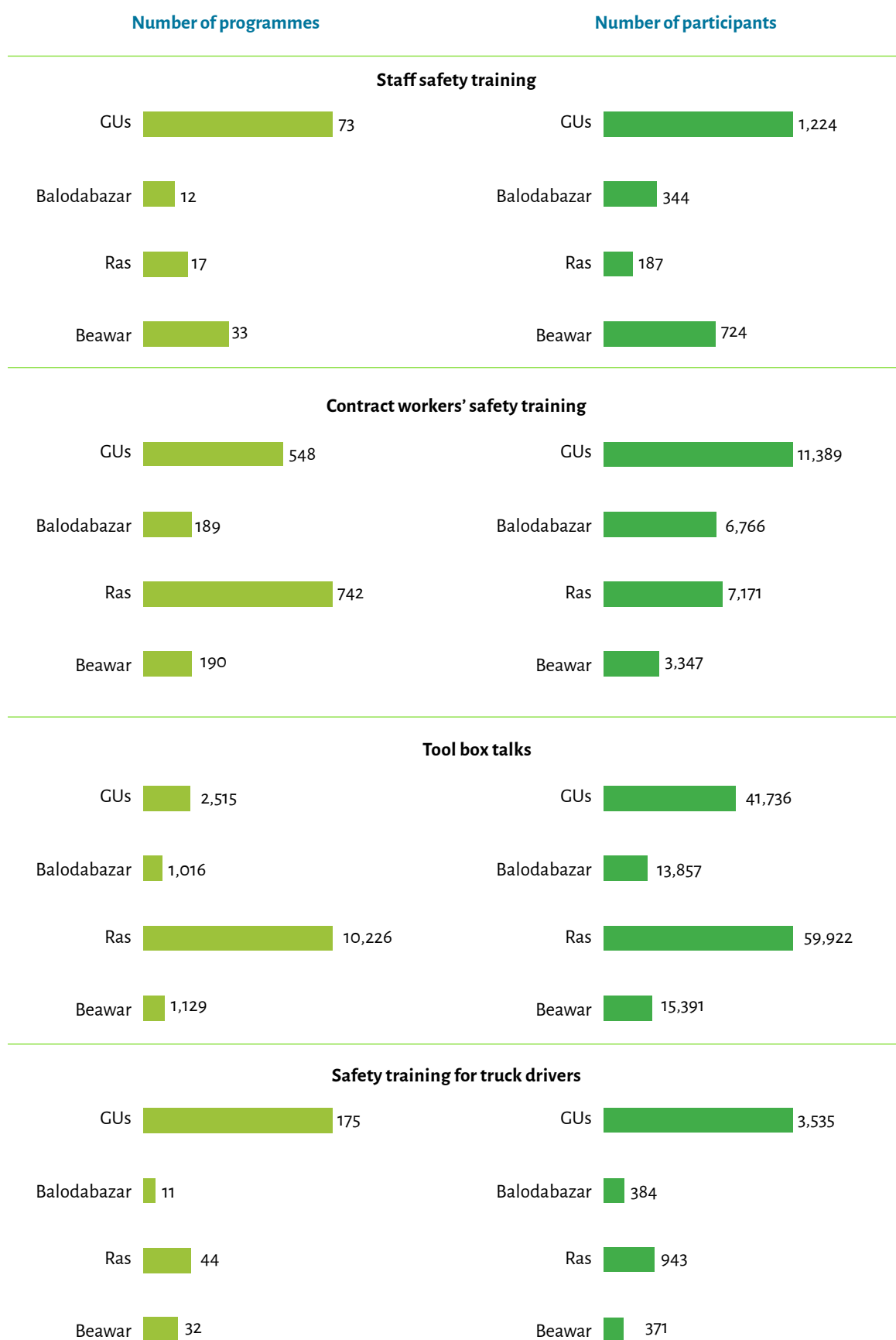


403-5

Eliminating injuries through training

The Safety Department at SCL, led by an experienced team in safety practices, creates and builds a culture of safety across the organisation. Our training programmes include modules on work permit system, safety in material handling, off-the-job safety, accident causes

and prevention and safety at hot work to name a few. We communicate our safety performance to the Board on a quarterly basis. During the reporting period, we successfully conducted 135 staff safety trainings and 1,669 contractor safety training sessions.



SCL conducted various safety training programmes. The topics that were discussed during the training programmes are as follows:



403-9

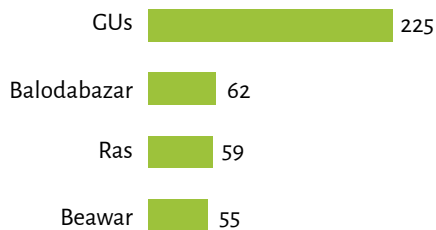
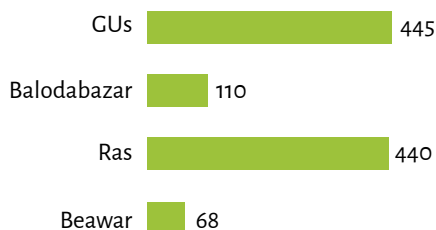
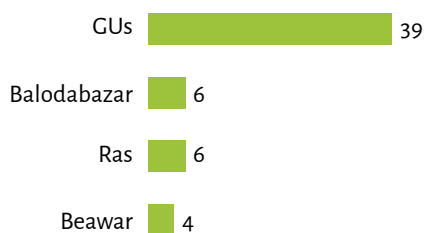
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Our safety performance

SCL carefully designs its initiatives with a goal of zero fatality, zero permanent disabling injuries and other injuries across all its units. Periodic internal audits, examination of existing procedures, systems and control measures for fire and safety hazards enable us to assess and improve our overall safety performance. We review monthly safety performance of all operating units and discuss the findings with all safety professionals to achieve common safety system and practices. In case, if any safety incident occurs, a thorough incident investigation is conducted, learnings of which are shared with employees across all the levels. Also, the concerned departments promptly enforce observations and recommendations.

**Audit Protocol**

In the reporting year 2018-19, the safety department conducted internal audits at all units.

Joint safety audits**Safety inspections by safety department****Mock drills**

Safety data for permanent employees

Description	Unit	Male	Female	Total
Injuries	Numbers	0	0	0
Injury Rate (IR)	Per million man-hours worked	0	0	0
Occupational disease cases	Numbers	0	0	0
Occupational disease Rate (ODR)	Per million man-hours worked	0	0	
Man-hours worked	Hours	10,146,528	34,828	10,181,356
Fatalities	Numbers	0	0	0
Fatality rate	Per million man-hours worked	0	0	0

Safety data for contract employees

Description	Unit	Male	Female	Total
Injuries	Numbers	6	0	6
Injury Rate (IR)	Per million man-hours worked	0.29	0	0.29
Occupational disease cases	Numbers	0	0	0
Occupational disease Rate (ODR)	Per million man-hours worked	0	0	0
Man-hours worked	Hours	20,317,650	0	20,317,650
Fatalities	Numbers	0	0	0
Fatality rate	Per million man-hours worked	0	0	0

To identify, assess and improve overall safe working environment, Joint Safety Audits were conducted at all locations consisting Mechanical, Electrical & Instrument, Process, Civil Engineer/Section in-charge and safety professional. Safety professional assists in coordinating activity and submit area wise report with target dates to the concerned Head of Department (HOD). Concerned department then takes necessary corrective action against the findings within target time and send compliance report to safety professional. Monthly department/ area wise compliance status report is prepared by safety professional and submitted to Unit Head for further action.

Action Plan for improvement in safe work environment during FY 2019-20

1. Industrial hygiene studies and workplace monitoring from Occupational Health perspective to be carried

out to assess the time weighted average exposure of workers to hazards viz., coal dust, silica and other chemicals, illumination, noise, heat and vibration.

2. Review of Hazard Identification and Risk analysis (HIRA) document to make it specific, concise, accurate and include chronic hazards.
3. Ensure effectiveness of training programmes, earlier conducted for staff and contract workers, to be assessed during mock-drill programmes.
4. Demarcate electrical load centers, water treatment plant and other walkways with fluorescent paints. Escape routes to be indicated with arrows and pictorials for safe movement of employees in case of emergency.
5. Quantitative Risk Assessment (QRA) study to be conducted for chemically hazardous area, which will help in identification of actual effect in case of eventuality.

Stimulating a sustainable supply chain

Our efforts towards stimulating a sustainable supply chain align with:



We shoulder the responsibility to boost economic value throughout the supply chain. Our supply chain is diverse and therefore we have established internal values, strategies, policies and code of conduct with suppliers as a responsible company towards sustainable development. SCL prefers those suppliers who follow sustainability values and principles with respect to environment laws, labour and safety laws and human rights aspects.



All contracts include clauses on environment and social aspects



23 Suppliers were assessed on social and environmental criteria

SCL understands that the success of the business is closely linked to the performance of the supply chain. We target to develop our supply chain and ensure our businesses are well equipped to deal with the sustainability challenges. SCL procurement team looks upon all the relevant aspects of purchasing policy, strategy, targets and objectives. At SCL, we ensure that our suppliers follow practices in line with our sustainability policies. Therefore, we have integrated our sustainability policies and code of conduct in our supplier agreement.

We support our suppliers to reach the desired level through the 'Green Procurement Policy' and 'Vendor

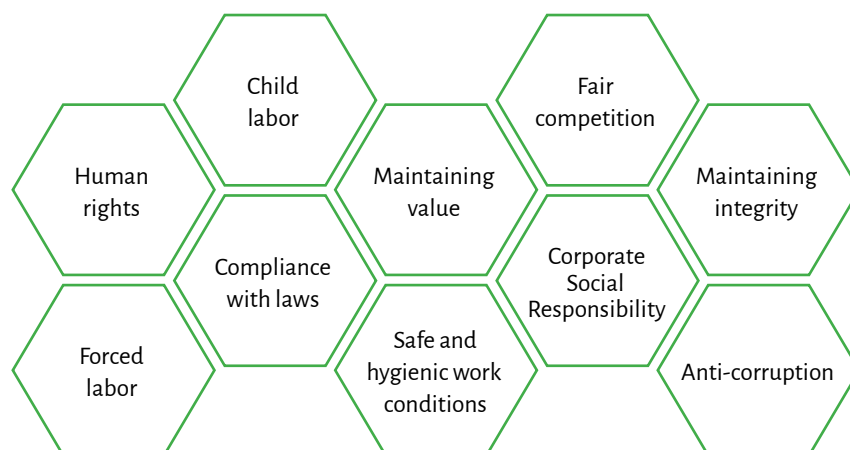
Code of Conduct'. The policies and code of conduct outline ethical business practices which suppliers must adopt to secure a long-term collaboration with us. We cover 100% of our suppliers under relevant sustainability practices and regularly appraise their performance.

Our support to local suppliers is conducive to the regional and national economy and also secures a favourable supply chain for us. In the reporting year, we added 833 new suppliers to our value chain, of which 822 are from India.

Salient features of our Vendor Code of Conduct

Vendor Code of Conduct

We define minimum acceptable standards of ethical and responsible business on various aspects of sustainability



We ensure that vendor should comply all above aspects while doing business with us.



Green Procurement Policy

Provides guidance in evaluating products to ensure that they have minimal impact on the environment



New suppliers engaged

822 within India
11 outside India

308-1

414-1

Improving performance through supplier assessments

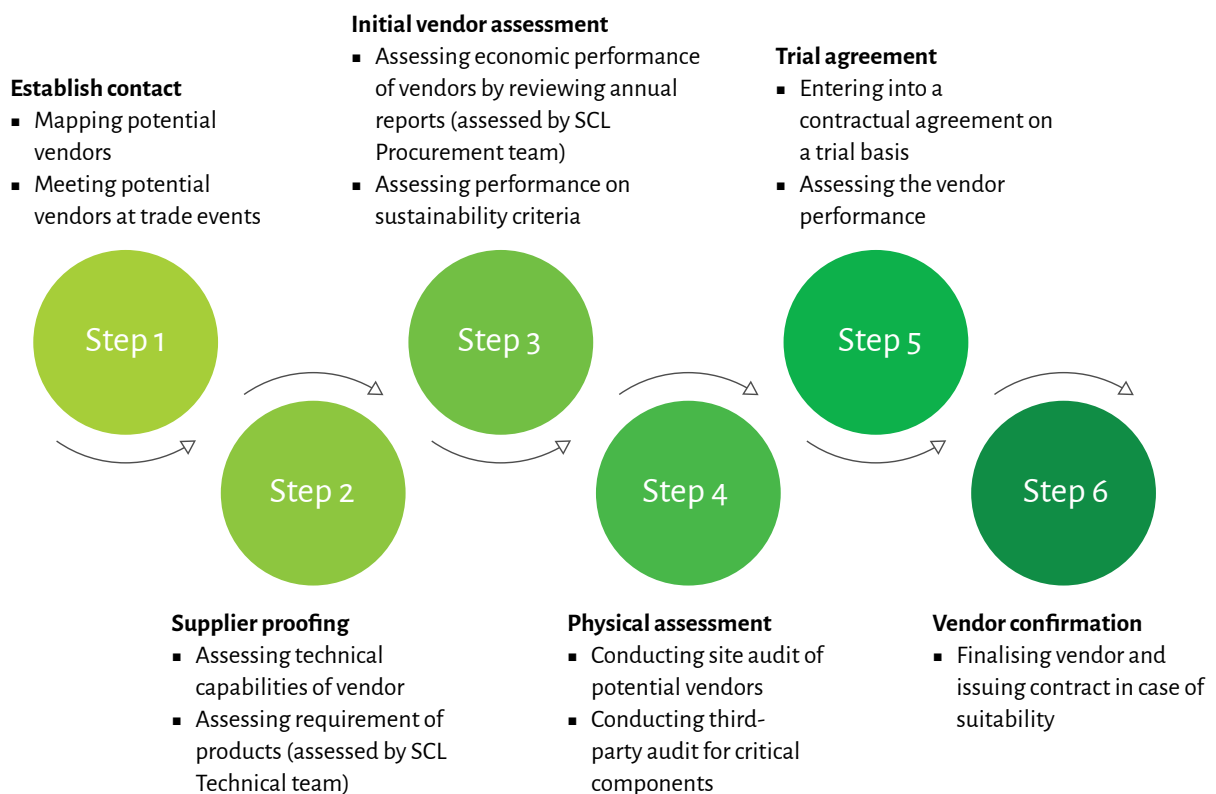
SCL carefully and systematically screens its suppliers through the 'Supplier Categorisation Procedure'. The Procedure applies to already registered suppliers as well as suppliers who are in the process of registering with us. We recognise them as our business partners and the categorisation procedure guides us in evaluating

their economic, environmental and social performance along with understanding potential risks in our supply side operations. In the reporting year, we assessed 23 suppliers on our sustainability assessment criteria including SA 8000.

No supplier was identified as having significant negative environmental and social impact

Supplier assessment

Supplier assessment process



Criteria for supplier assessment



Environmental Criteria

- Management of environmental issues
- Monitoring of environmental parameters
- Sustainable packaging and shipping materials
- Environmental Policy statement
- Resource efficiency-conservation of energy, water and fuel



Social Criteria

- Child labor
- Forced labor
- Health and safety
- Freedom of association and collective bargaining
- Non-discrimination
- Working hours
- Remuneration

SCL encourages innovation and new product development at Century Industrial Products Pvt. Ltd.



Conveyor belts used during clinker handling could not support the red hot material. They were at the risk of cover cracking, burning, ply to ply ballooning and carcass damage. This further led to unplanned shutdowns and frequent expenditure on high-cost conveyor belts.

After several visits, multiple assessments and discussions with SCL, Century Industrial Products Pvt. Ltd. produced superior quality belts which could withstand high temperatures, among other factors. Inspired by field trials at SCL, this innovation has now been replicated at SCL Raipur plant, UCC, JK Cement, Prism Cement, Meghalaya Cement and several non-cement customers.

Value created

- | | |
|--|--|
| <p>1 Improved life cycle of conveyor belts and reduced wastage.</p> | <p>2 20-25% reduction in annual expenditure on conveyor belts</p> |
| <p>3 Belt life has increased to 6-8 months from 2-3 months earlier.</p> | <p>4 Planned shutdowns, reduced labor and maintenance costs.</p> |



SHRI HEMANT KUMAR BAHETI

MD, CENTURY INDUSTRIAL PRODUCTS PVT. LTD.

“Our journey with Shree Cement has been very interesting as they regularly throw innovative challenges at us. This has provided us with the opportunities and the right platform to develop and supply specialised conveyor belts for their critical clinker-handling operations and other specialised applications.”



Strengthening our local communities

Our efforts towards Strengthening our local communities align with:



At SCL, we work beyond increasing our profits. Our CSR practices enable us to integrate the needs of communities in our day-to-day operations and prepare us to generate positive value in the society. Along with meeting regulatory requirements, we uplift local communities through our initiatives for women empowerment, education, rural development, health, environmental protection and infrastructure development and various others.



27.7%
CSR budget spent on
rural development



26.4%
CSR budget spent on
Healthcare and WASH



12.6%
Increase in investments
on CSR initiatives in FY
2018-19 as compared to
previous year

Our 'Samaj Seva' programme operates under the guidance of our CSBR Committee and in adherence to the statutory requirements as mandated by the Government of India.

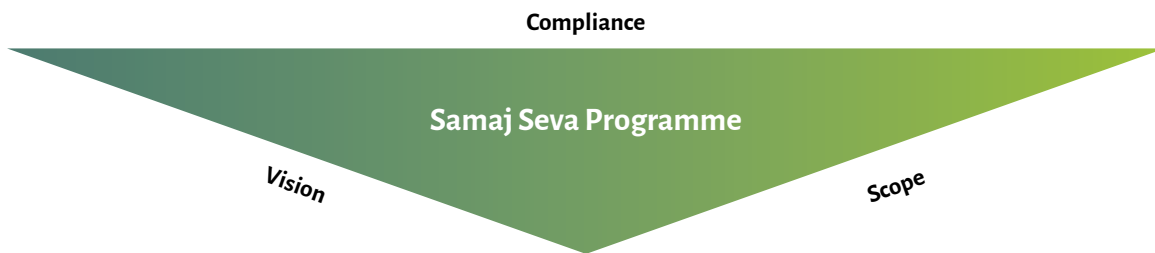
413-1

413-2

One of the priorities for organisations to be socially responsible is for gaining stakeholders' confidence, in addition to capturing financial gains from well-managed community investments. We use a well-defined process, 'Participatory Rural Appraisal' (PRA), to identify community needs and implement suitable initiatives to address them. We ensure that our initiatives are tailored to avoid negative impacts on a particular community. However, we have also introduced a structured grievance redressal mechanism to resolve residual impacts, if at all any emerge.



Our CSR programme



We believe that community development and a social license to operate is integral to our sustainability agenda. We, thereby, strive to bring a positive change in communities associated with us.



SCL adheres to the mandate of Section 135 of the Companies Act, 2013. We are committed to contribute 2% of our average net profits of three preceding years toward 'Samaj Seva' CSR programme



Our CSR Policy covers all CSR programmes and complies with Schedule VII of the Companies Act, 2013.

Our specialised thematic areas of involvement

SCL has identified few comprehensive thematic areas as a focus for CSR interventions. These include education, healthcare, rural development, infrastructure development and women empowerment among others. In addition to uplifting communities, these thematic areas also contribute to the national sustainable development agenda of 'Sabka Saath, Sabka Vikaas' or 'Collective Effort, Inclusive Growth'.

Aligned to the national commitment, SCL strives to contribute exceedingly towards elimination of poverty, gender equality and rural development. Our CSR expenditure stood at INR 313.2 million in FY 2018-19, an increase of 12.6% over the preceding year.

CSBR Committee

Shri O.P. Setia	Independent & Non-Executive Director
Shri Prashant Bangur	Non-Independent & Executive Director
Shri Nitin Desai	Independent & Non-Executive Director
Dr. Leena Srivastava	Independent & Non-Executive Director
Shri Sanjiv Krishnaji Shelgikar	Independent & Non-Executive Director

Focus areas for CSR



Amount spent on CSR focus areas

CSR thematic area	Amount spent (INR million)
<ul style="list-style-type: none"> Healthcare Water, sanitation and hygiene 	82.6
Education Sustainable livelihood	73.7
Gender equality, women empowerment Initiatives around reducing inequalities	12.7
Environment protection	13.0
Art and culture	23.6
Supporting veterans of armed forces, war widows and their dependents	2.5
Rural sports	3.6
Rural development	86.7
CSR overheads	14.9
Total CSR expenditure	313.2

Grievance redressal process

For all our CSR initiatives, we have a dedicated grievance redressal mechanism in place to address to all grievances of the community members and villagers. The process is as follows:

- Grievances are shared during meetings and interactions with villagers
- Villagers have a provision to submit a written complaint to SCL's CSR wing
- CSR wing ensures that complaints are addressed promptly with immediate resolve

Our CSR initiatives

CASE STUDY 1: Ras

Building a strong foundation of society through 'Agriculture support programme'

The programme focused on promoting good agricultural practices by helping farmers to make their agricultural yield more marketable and profitable.



Objective

1. To promote agriculture and allied activities around our plants.
2. To improve productivity of farmers.
3. To empower farmers to improve their livelihood and contribute to national food security.



Challenges faced

Our operational areas fall under semi-arid zone, as a result the areas receive very less rainfall. The farmers were not aware about latest farming techniques and modern equipment available for agricultural activities. In addition, the farmers were facing various other challenges like adverse climate impacts, lack of finance, irrigation management, pests and crop diseases and fluctuating commodity prices. Amid these challenges, they are able to realise only a fraction of their potential productivity. During implementation, we witnessed a high demand of moong seeds from farmers, thus it was a challenge to provide timely availability of seeds.



Implementation

1. Introduction of latest farming techniques and modern equipment to the farmers.
2. Support to farmers for improved marketability and profitability of agricultural yields.
3. During FY 2018-19, SCL distributed 8,000 kgs of high yielding variety (HYV) of Moong Seeds (Green Gram) to 1,288 farmers of nearby villages.
4. On an average, each farmer earned a profit of INR 17,932.



Impact created for community



Health benefits



Income support



Improvement in
agricultural yields



Sustainable
livelihood



CASE STUDY 2: Ras

School support programme

Being a responsible corporate, SCL has always tried its best to contribute towards local needs. Promotion of education in the surrounding villages was planned and implemented.



Objective

1. To promote quality education.
2. To provide best infrastructure and study materials.
3. To increase student attendance/enrolment, decreased absenteeism and drop-out rate.



Implementation

1. Provision of necessary study materials, class-room furniture, class-room construction and other infrastructure development.



Impact created for community

1. Significant increase in the enrolment of girl students and have also recorded remarkable downfall in drop-out rate of students.
2. Increase in overall enrolment in Government schools.
3. Improved school infrastructure.
4. Placement of students at good workplaces.
5. Support study tours to students outside the country.

SCL received state-level “Bhamashah Samman” in 2018 from Government of Rajasthan for its educational projects. At District Level, SCL was honored with “Shala Mitra Puraskar” in 2018 by the Education Department.



CASE STUDY 3: Beawar**Strengthening a bright india through 'Shree ki pathshala' – extra hours towards big thinking****Objective**

1. To provide quality education in Government schools.
2. To motivate students from weaker sections to continue higher education and build a secure career.

**Challenges faced**

In remote villages of Ajmer, commuting to schools was a big challenge for the students. The students used to walk long distances in scorching heat, carrying school bags and attended classes in single room where different subjects were taught. Due to acute shortage of teaching staff, syllabus was never completed on time. All these issues impacted quality education and led to school drop-outs.

**Implementation**

1. 'Shree ki Pathshala' engaged experienced teachers of Mathematics and Science in adopted Government schools
2. The teachers stretched beyond school hours to teach in 'Shree ki Pathshala'. They assessed each student on a daily basis, shared individual progress report and take mock examinations to provide quality education
3. Students were provided with freedom of speech to speak aloud their problems and concerns with teachers, who then counsell them
4. Lulwa, Lasadia and Neemgarh saw increased number of students completing their education by 100%, while Andheri Doeri saw 89% pass out. Also, a steady improvement in student enrolment was observed in 'Shree ki Pathshala'
5. Increased number of 'First Division' students as compared to the time before implementation of 'Shree ki Pathshala', where there were no students with 'First Division grade'.

**Impact created for community**

1. Created trust among parents and community members towards education as a means of empowerment and secure future.
2. Motivated students to complete their formal education.
3. Empowered students by providing them with a brighter future.





CASE STUDY 4: Balodabazar**Construction of old age home**

Inaugurated in presence of Hon'ble Chief Minister Chhattisgarh, Shri Raman Singh. The maintenance responsibility and administration is given to Social Welfare Department of the Balodabazar District.

**Objective**

To provide accommodation and other provisions for elderly people in the Balodabazar District.

**Challenges faced**

In Balodabazar, there was no provision to arrange accommodation for elderly people. SCL took up the initiative of constructing an old-age home for elderly people with various facilities.

**Implementation****A joint initiative of District Administration and SCL**

- Constructed 32-bed fully furnished building with modern amenities including kitchen appliances, TV set, electrical appliances, drinking water arrangement, etc.
- Built separate dormitories with attached wash-rooms for males and females.

Impact created for community

- Provided infrastructure to cater to the needs of elderly people in the entire district.
- Providing support to elders.



CASE STUDY 5: Roorkee and Jaipur

Vocational skill training for women towards a self-dependent life

The Gram Pradhan Akbarpur-Oud, Dhera and Asalpur Village approached SCL to conduct vocational skill training for women of weaker section of the society to earn and become independent.



Objective

To promote and strengthen the women in rural areas by supporting them socially, economically and emotionally.



Implementation

- Conduct survey across the village to identify the type of vocational training to be imparted.
- The survey resulted in the development of a Silai Centre at Akbarpur-Oud, Dhera and Asalpur village.
- Gram Panchayat Bhawana was selected for conducting the training.
- One expert trainer was identified to conduct training for stitching with a strength of 25 women. The center was equipped with ten stitching machines.



Impact created for community

Empower women to learn and earn, making them independent and lead a life of dignity and respect.



CASE STUDY 6: Bihar**Provision for safe drinking water to local communities****Objective**

To provide access to safe and clean drinking water to nearby communities.

**Challenges faced**

Villagers of local community were facing acute shortage of water in summer season due to decrease in level of ground water. Hand pumps were installed at various public places for the benefit of community members.

**Implementation**

Five hand pumps were installed in nearby villages namely Jasioya, Majurahi, Dhoubal, Bela, Kathrui to provide safe and clean water in summer season. More than 200 households have benefitted from this initiative.

**Impact created for community**

Provision of safe drinking water, which has improved the health conditions as well as productivity.



Scope and classification of CSR initiatives undertaken by SCL



Water, Sanitation and Hygiene

Unit	Initiative	Description	Beneficiaries
Ras	Shree Swachachata Project	<ul style="list-style-type: none"> Promoted hygiene practices among villagers in daily life Spread awareness among women about personal hygiene and menstruation Distributed sanitary napkins and dust-bins to women Presented note-books with a message of sanitation to villagers Trained masons on building low-cost toilets 	7,640
	Provision of drinking water facilities	Tackled the crisis of drinking water facility, especially during summer season	4,423
Jaipur	Installation of water tank	Provided access to clean water among community members	Entire community
	Hygiene kits	Distributed hygiene kits among students of near-by schools	125
Khushkhera	Installation of water cooler	Provided access to clean water among near-by community	Entire community
Balodabazar	Installation of pumps, new pipe-line, bore wells and extension of pipeline	Supplied safe drinking water to community members	1 village
Roorkee	Swachch Bharat Mission	Ensured hygiene, waste management and sanitation across rural areas located near the unit	Entire community
Aurangabad	Installation of hand pumps	Provided access to clean water among community members	1,050
Panipat	Laado Asmita	Promoted healthy personal hygiene practices to be followed by young girls in the age group of 11-19 years during their menstrual cycle	Government school, Panipat





Sustainable Livelihood			
Unit	Initiative	Description	Beneficiaries
Ras	Agriculture Support Programme	We empowered farmers by training them with new techniques and providing good agricultural practices suitable for local geography. We assisted in making crop yields more marketable and profitable. In 2018-19, we distributed 8,000 kgs of High Yielding Variety Moong seeds to 1,288 farmers of near-by villages. Our initiative has increased agricultural output and improved income generation of beneficiaries.	1,288
	Distribution of hybrid vegetables, fodder and crop seeds	Provided hybrid seeds and fodder at subsidised rates to enhance the agricultural productivity	596
	Agricultural equipment	Promoted latest agricultural technologies which will ease work of farmers and increase agricultural production	77
	Training on new agriculture and horticulture techniques	Provided training and exposure to villagers and Self-Help Groups on new agriculture and horticulture techniques	74
	Live-stock management	<ul style="list-style-type: none"> Organised camp to train villagers on reducing cattle morbidity and mortality rate. Provided subsidy for construction of feed mangers to improve feeding practices of live-stock 	227
Beawar	Provision of agricultural tools	Provided financial support to farmers for purchasing modern agricultural equipment	73
	Crop seeds and fodder support	Encouraged farmers to use High Yielding Variety Seeds to increase agricultural production and enhance their income	3,015
	Provision of tarpaulin sheets	Distributed tarpaulin sheets among villagers for collecting grains and fodder	102
	Provision of sprayers	Provided sprayers to farmers to reduce their financial burden and promote modern agricultural practices	64
Khushkhera	Vocational skills	Undertook micro-projects for the youth and women to stimulate self-employment opportunities and make them self-dependent	Entire community



Promotion of sports			
Unit	Initiative	Description	Beneficiaries
Aurangabad	Celebration	Organised events on Independence Day and Republic Day for promotion of sports and overall growth of students of near-by government schools. We felicitated winners and runners-up of games	1,100
	Monetary assistance	Provided financial support to District Administration on Independence day to promote sports and cultural activities	Community at large
	Non-monetary assistance	Provided caps and T-shirts on Sthapana Diwas and Republic Day	250
Beawar	Sports kits	Distributed sports kits to students for various sports including Badminton, Football, Carrom Board, Skipping, Flying Disc, Cricket and Volley Ball	893
	Lighting pole	Installed lighting pole for playgrounds near government schools	Community at large
Khushkhera	Promotion of sports	Provided sports material and monetary aid for sports activities	Community at large
Balodabazar	Shree Gramin Khel Kud Yojna	Supported Shree Gramin Khel Kud Yojna to promote sports among the rural youth	1,047
Bulandshahr	Training	Provided training to promote sports in near-by villages	Community at large
Jaipur	Donation	Donated sports items among school children	130





Environment protection			
Unit	Initiative	Description	Beneficiaries
Jaipur	Distribution of tree guards	Distributed tree guards to protect the planted saplings	Community at large
Khushkhera	Green belt development	Planted saplings along villages near our unit	Community at large
	Water pots	Provided water pots for birds and animals to save them from excessive heat	
Panipat	Beautification of urban areas	Beautified urban areas by painting social messages and Shree logo on pillars stretching across G.T. Road Flyover	Community at large
Balodabazar	Plantation	Implemented Hariyar Chattisgarh plantation work in nearby villages	6 villages
Ras	Rain water harvesting	Deepened ponds and implemented rain water harvesting to improve groundwater recharge	1,000
	Mukhyamantri Jal Swalamban Yojana (MJSY)	Participated in MJSY to improve soil quality and restore ground water level	10,000
	Sapling and fruit-bearing trees	Distributed saplings and fruit-bearing trees among villagers to improve local vegetation	2,708
Roorkee	Shramdaan at river Ganga	Ensured environmental sustainability of the holy Ganges in Roorkee	Community at large
Bulandshahr	Plantation	Planted trees for environment sustainability	Community at large
Beawar	MJSY	Supported development of rainwater harvesting structures in nearby villages	Community at large



Healthcare

Unit	Initiative	Description	Beneficiaries
Ras	Mamta Project (Maternal and Child Health-care)	<ul style="list-style-type: none"> Contributed in reducing infant mortality rate Promoted improvement in the quality of life of women and children 	3,881
	Mega Health camp/ Mobile Health camp	<ul style="list-style-type: none"> Promoted primary health-care in villages for disease prevention, health promotion and health education Provided treatment of common diseases and supplied essential drugs free of cost 	7,419
	Shree Chetna Project	Supported the world's biggest child development programme for overall development of 0-6 years aged children	900
Beawar	Eye and Dental Camp for truck drivers and cleaners with NHAH and Arawali	Spread awareness among truck drivers and cleaners about the importance of their health	430
Jaipur	Mamta camp	<ul style="list-style-type: none"> Contributed in reducing infant mortality rate Promoted improvement in the quality of life of women and children 	320
	Medical camp	<ul style="list-style-type: none"> Promoted primary healthcare in villages for disease prevention, health promotion and health education Provided treatment of common diseases and provision of essential drugs free of cost 	1,685
Khushkhera	Preventive health check-up programmes	<ul style="list-style-type: none"> Organised mega health camp in near-by villages with the help of Ayurveda Experts for old people, pregnant women, malnourished children and the underprivileged Organized a dental camp for school going children 	Entire community
Panipat	Medical camp	<ul style="list-style-type: none"> Organized 13 free medical camps to raise awareness about basic healthcare services Provided villagers with medicines free of cost Enabled prevention, early diagnosis and treatment of serious diseases Focus on creating awareness about HIV/AIDS among villagers 	1,817
	Blood donation camp	<ul style="list-style-type: none"> Spread awareness among communities about healthcare necessity Facilitated availability of blood at healthcare units, especially during emergencies 	199 donors
	Emergency team	<ul style="list-style-type: none"> Worked as an emergency team to provide first-aid to victims of road accidents Saved lives of 16 people in road accidents 	
Balodabazar	Health camp	Provided basic healthcare facility among villagers	914
	Support to Primary Health Centre	<ul style="list-style-type: none"> Provided medical equipment and furniture to the Primary Health Centre Improved existing facilities at Primary Health Centre 	3 villages
Roorkee	Blood donation camp	<ul style="list-style-type: none"> Spread awareness among communities about a healthcare necessity Facilitated availability of blood at healthcare units, especially during emergencies Promoted preventive health care 	Entire community
	Pulse Polio camp	Conducted a Pulse-polio camp in Roorkee to nourish the new generation and benefit nearby community at large	Entire community

Unit	Initiative	Description	Beneficiaries
Aurangabad	Health camp	<ul style="list-style-type: none"> Created awareness among people about different diseases Motivated people to maintain a healthy life 	235
	Eye-camp	Organized eye check-up camp for drivers, helpers and local people to achieve 'Zero Accident'	275
	Chhatth camp	Arranged medical camp during Chhatth Pooja to provide health-care facilities to devotees of Lord Sun	500
	Swashtya Bharat Yatra	<ul style="list-style-type: none"> Organized a camp to felicitate cyclists of the Swashtya Bharat Yatra Created awareness among people about Right to Health Promoted importance of balanced diet among people 	100
Suratgarh	Medical camp	<ul style="list-style-type: none"> Created awareness among people about maintaining a healthy life Medical facility provided to villagers 	148
	Blood donation camp	<ul style="list-style-type: none"> Raised awareness about the benefits of blood donation Facilitated availability of blood at healthcare units, especially during emergencies 	155 donors
	Ramdeora camp	<ul style="list-style-type: none"> Provided medical facility to visitors at Ramdeora fair Benefitted lot of people Created awareness about health among visitors 	500



Education

Unit	Initiative	Description	Beneficiaries
Beawar	Basic amenities	Provided basic amenities such as furniture, ceiling fans, carpets, stationary items, books, note-books and registers to government schools near our unit	2,203
	Support to school	Supported students of near-by government schools with note-books, text books, registers and school uniforms	7,472
	Computer Centre	The Computer Centre was established to impart basic knowledge of computers among students. We also provided financial aid for development and operations of the Computer Centre.	26
	Celebrations	<ul style="list-style-type: none"> Provided financial assistance to schools for distributing sweets on Independence Day and Republic Day Supported funding for Children's Day celebration at government school 	Government school, Beawar
	Shree ki Pathshala	Adopted Four government schools in remote villages of Ajmer, Rajasthan to provide special coaching to underprivileged students after school hours. We engaged qualified teachers of Science and Mathematics for Class ten students to strengthen their learning. Moreover, students regarded teachers as their friends and often shared their problems. They now look forward to pursuing higher education and an enriching career.	158
	Portable projector	Promoted smart classes in rural areas	Government school, Beawar
	Installation of water facility	<ul style="list-style-type: none"> Established safe drinking water facility in various government schools of surrounding Gram Panchayat Provided water tanks for easy access to clean water 	Government schools, Beawar
Jaipur	Basic amenities	Distributed furniture to government school	100
	Celebration	Celebrated Independence Day and Republic Day in government schools by distributing sweets	1,800
	Support to school	<ul style="list-style-type: none"> Supported students of nearby government schools by distributing bags and stationery Distributed school uniform and sweaters among students of government schools 	560
	External faculty	Appointed an external teacher for teaching 'Agriculture' among young villagers of Dhera, Rajasthan. The unique initiative ensures quality education among students as well as introduces new career opportunities including research and climate-smart agriculture.	23
	Computer Centre	The Computer Centre was established to impart basic knowledge of computers among students. We provided financial aid for development and operations of Computer Centre.	School students
	Hygiene kits	Distributed hygiene kits among students of government schools nearby	125
	Installation of water cooler	Installed RO water coolers in government school near our unit	Government school, Jaipur

Khushkhera	Basic amenities	Distributed school uniform and school sweaters in government schools near our unit	Government School, Maheshra Government School, Khushkhera
	Celebration	Celebrated Independence Day and Republic Day in government schools by distributing sweets and utility items to students. Thereby, we also motivated students to attend school.	12 government schools
	Infrastructure development	Constructed inter-lock tiles in Government School, Maheshra	Government School, Maheshra
Panipat	Basic amenities	Provided 80 school desks to schools for effective delivery of education	240
Balodabazar	Monetary support	Provided monetary support to meritorious students of Class V, VIII, X to promote healthy competition among students of near-by villages	20
	Support to schools	Distributed school bags among students to increase enrolment and reduce drop-out rates of schools	500
	Basic amenities	Provided school furniture, office furniture and accessories to motivate students to attend school and increase enrolment in schools	300
	Celebration	<ul style="list-style-type: none"> Extended monetary support to government schools Engaged and educated students about special days of national significance 	500
Ras	Shree ki Pathshala	Provided basic education facilities for adolescent girls who had never attended school or are school drop-outs	194
	Computer Literacy Centre	Supported basic computer literacy of students and villagers	244
	School Support Programme	<ul style="list-style-type: none"> Created basic facilities in government schools Provided stationary to underprivileged and meritorious students of government schools 	8,478
	Infrastructure development	Constructed class-rooms and provided other infrastructure required in government schools	100
	Quality Education Programme	Improved standard of education at Primary level in government schools	415
Roorkee	Celebration	Distributed sweets on Independence Day and Republic Day to motivate students and encouraged them to engage with educational institutes	800
	Toilet construction	<ul style="list-style-type: none"> Participated in Swachh Bharat Mission Constructed toilets for girls to meet their sanitation needs and increase their enrolment in schools 	800
	Basic amenities	Provided furniture to government schools to not only improve school infrastructure but also motivate students to attend school	1,200
	Installation of water facility	Installed water coolers in government schools to provide students with safe drinking water and protect them from water-borne diseases	270 students and entire community

Bulandshahr	Basic amenities	Provided furniture, school uniform and renovated buildings to promote education in government schools of near-by villages	700
Aurangabad	Support to schools	<ul style="list-style-type: none"> ■ Distributed bags among students of Anganwadi on International Red Cross Day ■ Distributed bags among students of government schools in nearby villages 	500
	Basic amenities	<ul style="list-style-type: none"> ■ Installed fans in government schools near our unit ■ Provided 40 benches with desks to government schools in near-by villages 	1,500
	Infrastructure development	<ul style="list-style-type: none"> ■ Painted and white-washed a government school in a nearby village ■ Ground filling and construction of pathway in a government school near our unit 	Government school



Women Empowerment and Promotion of Equality				<div>3 GOOD HEALTH AND WELL-BEING</div>	<div>5 GENDER EQUALITY</div>	<div>8 DECENT WORK AND ECONOMIC GROWTH</div>	<div>10 REDUCED INEQUALITIES</div>
Unit	Initiative	Description	Beneficiaries				
Beawar	Support to BPL families	Provided financial assistance to BPL families on birth and marriage of their daughters	50				
	Training	Trained women to supplement their livelihood	140				
	Celebration	Celebrated 'special day', i.e., a collective day for gender parity	95				
	Provision of sanitary pad machines and pads	Distributed sanitary pad machines and pads to raise awareness about menstrual hygiene	Women of the entire community				
Jaipur	Silai Centre	Established Stitching Centre to train women as tailors	30				
	Beauty Parlour	Set-up a beauty parlour to train women as beauticians and supplement their livelihood	15				

Unit	Initiative	Description	Beneficiaries
Khushkhera	Silai Centre/ Self-Help Groups/ Micro projects	Undertook projects such as running a stitching centre, supporting Self-Help Groups, initiating micro-projects to make women independent	Women of the entire community
	Support to BPL families	Provided monetary support, utensils and utility items to BPL families on marriage of their daughters	Women of the entire community
	Trianing	Trained women as auxiliary nursing mid-wife	Women of the entire community
	Distributed blankets	Distributed blankets on Makar Sakranti to the underprivileged	Community at large
Panipat	Self-defence training	Provided self-defence training to girls studying in near-by government schools	4,502
	Vocational skills	Trained women as tailors to supplement their livelihood	90
Balodabazar	Vocational skills	Provided equipment for sewing centre and supported Self-Help Groups in tailoring	22
	Support to BPL families	Supported BPL families during marriage of their daughters	10
	Vrudhashram	Constructed an old-age home called 'Vrudhashram' to accommodate and look after elders. Our 32-bed fully-furnished building with modern amenities caters to various needs of old people.	32
Ras	Shree Shakti Project	Assisted in generating saving habit among women to improve their economic condition	108
	Income generation programme	Undertook income generation programme to generate livelihood alternatives for women	71
	Save the Girl Child Campaign	Provided a fixed deposit to families to reduce infant mortality and improve sex ratio	8
	Support to BPL families	Supported BPL families during marriage of their daughters	42
Roorkee	Support to BPL families	Provided financial assistance to BPL families during marriage of their daughters	9
	Vocational skills	Trained women as tailors and beauticians to supplement their livelihood	Women of the entire community
	Nirdhan Vidhik Sahayata Samiti	Distributed blankets to the underprivileged elders	Community at large



Art and Culture & Supporting Armed Forces

Unit	Initiative	Description	Beneficiaries
Aurangabad	Financial assistance to armed forces	Provided financial assistance to District Administration for veterans of armed forces, war widows and their dependents	Dependents of martyrs
	Infrastructure support	<ul style="list-style-type: none"> White-washed and painted Rudra Kund Talaab of Dev, a place of religious significance for devotees Supported construction of places of worship in peripheral areas near our unit 	Community at large
	Support for occasions	Provided financial assistance on Ganesh Mahotsav and Surya Mahotsav	Community at large
Jaipur	Support for occasions	Provided financial support for Ramleela/Mahashivratri	Community at large
	Infrastructure support	Supported construction of Thakur Maharaj Mandir at a village near our unit	Community at large
Beawar	Social and cultural programmes	Supported social and cultural programmes in near-by villages	Community at large
Ras	Support for occasions	Contributed to religious festivals, fairs and social groups to encourage cultural, social and religious activities	5,500
	Infrastructure support	<ul style="list-style-type: none"> Developed infrastructure at local religious places to encourage cultural, social and religious activities Contributed cement bags and material for development of religious places 	1,000
Roorkee	Medical/food camp	Organised one-day medical and food camp under Kawad Shivir to preserve and promote regional heritage and culture	Community at large
	Financial aid	<ul style="list-style-type: none"> Provided financial aid for Khatu Shyam Janmotsav organised by Shree Shyam Pariwar Mandal Trust, Haridwar Supported newspaper printing charges for organising event at Badrinath 	Community at large
	Support for occasions	Provided support to Ramleela Committee to preserve and promote national heritage and culture	Community at large
Bulandshahr	Infrastructure support	Renovated places of worship in near-by villages	Community at large
Balodabazar	Monetary support	Provided monetary support for various cultural events to promote art and culture in near-by villages	8 villages





Rural Development			
Unit	Initiative	Description	Beneficiaries
Aurangabad	Infrastructure development	<ul style="list-style-type: none"> Constructed two km road from More Dehri to AN road Constructed 400 m road at Dhoubal village Renovated building of Red-Cross Society 	Community at large
	Solar light	Installed solar lights in a near-by village	Community at large
	Speed-breakers	Provided 50 speed-breakers to District Administration with the objective of reducing accidents and managing traffic more effectively	Community at large
Beawar	Infrastructure development	<ul style="list-style-type: none"> Developed roads to improve connectivity and improve socio-economic condition of people Constructed various buildings and facilities for public 	Community at large
	Donation	Donated used uniforms among villagers	155
Jaipur	Donation	<ul style="list-style-type: none"> Donated bags of cement for infrastructure development Donated desert coolers and carpets at sub-centre, Asalpur 	Community at large
Khushkhera	Infrastructure development	<ul style="list-style-type: none"> Constructed and renovated temple, public places and repaired link roads so that living standard of villagers may be increased Constructed shed at cremation ground 	Community at large
	IT support	Provided IT support including computers and printers to village Panchayat to implement government schemes	Community at large
	Nyay Apke Dwar	Assisted local administration and local Panchayat to maximise awareness of government programmes by providing various facilities including IT support	Community at large
Balodabazar	Awareness about CSR initiatives	Displayed CSR initiatives undertaken by SCL in near-by villages	10 villages
	Infrastructure development	Developed infrastructure including Shani temple, waiting shed, funeral shed at Mokshdham, road, drain, old-age home, Mangal Bhawan, community centre, Pachri Nirman, Goathan, etc.	10 villages
Ras	Infrastructure development	<ul style="list-style-type: none"> Supported renovation of government buildings Constructed shed for local community Constructed roads to improve connectivity and improve socio-economic condition of villagers 	5,500
Roorkee	Expenses incurred	Printed and displayed banners to spread awareness about traffic rules	Community at large



SCL's CSR initiatives were well received by the communities where we operate

Beneficiary – Farzana

"I have the full support of my parents. They now encourage me to go in for higher studies and have a good future"

Beneficiary – Afsana Bano: She scored 1st division after attending Shree ki Pathshala

"I want to become a doctor. My mother has told me that she would help me go all the way to get a good education and career."

Beneficiary – Kailash Chandra Banjara (Principal of Neemgarh School):

"Shree ki Pathshala had a magical impact on the psyche of the students. Earlier the students would seek reasons to stay away from school. But SKP project has changed it all. Students now have a sense of healthy competition and the mindset to face exams with confidence."

Beneficiary – Cheetah-Kathat (Mehrat Community)

"It was a big surprise when my community elders, for the first time in known memory, held a special event to felicitate me for scoring high marks in school. Earlier, others have been felicitated for sports, bravery and other activities but none for excellence in education."

Beneficiary – Rahman:

"After attending the Shree ki Pathshala, we feel very confident to pursue higher studies and take up jobs and careers. Earlier, I and my colleagues never gave much thought to careers, nor did we look at education and school seriously. Nobody in my family attended school. Things have now changed. I feel I have a purpose in life and can achieve a lot. I will surely work hard to make myself and my family's future secure."

Beneficiary – Mohammad Talib Masur (Special staff of Shree ki Pathshala):

"One of our first tasks is to connect with each student in a way he or she feels absolutely at ease to stand up and share with us their problems. Once we establish this, much of our teaching work becomes easy. It is quite like opening up the mind's windows one by one. The results have been well beyond our imagination."

SCL's CSR initiatives were also recognised by the local media





For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

Appendices

Appendix I: GRI Content Index

GRI Standard	Disclosure Number	Disclosure	Page No.	Reason for omissions
GRI 101: Foundation 2016				
GRI 102: General Disclosures 2016				
GRI 102: Organisational Profile	102-1	Name of the organisation	12	
	102-2	Activities, brands, products and services	12	
	102-3	Location of headquarters	12	
	102-4	Location of operations	13	
	102-5	Ownership and legal form	12	
	102-6	Markets served	13	
	102-7	Scale of the organisation	44	
	102-8	Information on employees and other workers	66	
	102-9	Supply chain	12	
	102-10	Significant changes to the organisation and its supply chain	12	
	102-11	Precautionary principle or approach	52	
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	102-13	Membership of associations	14	
GRI 102: Strategy	102-14	Statement from senior decision-maker	04	
	102-15	Key impacts, risks and opportunities	27	
GRI 102: Ethics & Integrity	102-16	Values, principles, standards and norms of behaviour	10, 34	
	102-17	Mechanisms for advice and concerns about ethics	34	

GRI Standard	Disclosure Number	Disclosure	Page No.	Reason for omissions
GRI 102: Governance	102-18	Governance structure	35	
	102-19	Delegating authority	38	
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	102-38	Annual total compensation ratio	41	
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GRI Standard	Disclosure Number	Disclosure	Page No.	Reason for omissions
GRI 102: Stakeholder engagement	102-40	List of stakeholder groups	27	
	102-41	Collective bargaining agreements	72	
	102-42	Identifying and selecting stakeholders	27	
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GRI 102: Reporting practice	102-45	Entities included in the consolidated financial statements	44	
	102-46	Defining report content and topic Boundaries	30	
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Topic specific standard: Economic				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	32	
	103-2	The management approach and its components	32	
	103-3	Evaluation of the management approach	32	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	45	
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GRI 103: Management approach 2016	103-1	Explanation of the material topic and its boundary	32	
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GRI 103: Management approach 2016	103-1	Explanation of the material topic and its boundary	33	
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GRI 302: Energy 2016	302-1	Energy consumption within the organisation	52	
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GRI 103: Management approach 2016	103-1	Explanation of the material topic and its boundary	33	
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GRI 103: Management approach 2016	103-1	Explanation of the material topic and its boundary	33	
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GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	64	
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GRI 103: Management approach 2016	103-1	Explanation of the material topic and its boundary	33	
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GRI 103: Management approach 2016	103-1	Explanation of the material topic and its boundary	33	
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GRI 306: Effluents & Waste 2016	306-1	Water discharge by quality and destination	66	
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GRI 307: Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations	59	
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GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	87	
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GRI 103: Management approach 2016	103-1	Explanation of the material topic and its boundary	32	
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GRI 103: Management approach 2016	103-1	Explanation of the material topic and its boundary	32	
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GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	59	

■ Appendix II: Alignment with UNGC principles

UNGC Principle	Category	Description	Page No.
Principle 1	Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	35, 75, 76, 86
Principle 2		Businesses should make sure that they are not complicit in human rights abuses	35, 75, 76, 86
Principle 3	Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	72, 88, 75
Principle 4		Business should uphold the elimination of all forms of forced and compulsory labour	72, 88, 75
Principle 5		Business should uphold the effective abolition of child labour	72, 88, 75
Principle 6		Business should uphold the elimination of discrimination in respect of employment and occupation	73, 88, 75
Principle 7	Environment	Businesses should support a precautionary approach to environmental challenges	39
Principle 8		Business should undertake initiatives to promote greater environmental responsibility	65, 66
Principle 9		Businesses should encourage the development and diffusion of environmentally friendly technologies	60, 62, 67
Principle 10	Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	27, 35, 86

■ Appendix III: Alignment with NVG Principles

NVG Principle	Description	Page No.
Principle 1	Ethics, Transparency and Accountability	35
Principle 2	Maximising the sustainability of goods and services throughout their lifecycle	59
Principle 3	Enriching the quality of life of employees and maximising their potential	68-82
Principle 4	Inclusive growth through stakeholder engagement	27-29
Principle 5	Businesses should respect and promote human rights	35, 73-74
Principle 6	Protecting the Environment	50
Principle 7	Policy advocacy	35, 59
Principle 8	Inclusive growth and equitable development	27, 90, 68, 75
Principle 9	Value to customers	29, 32, 88

■ Appendix IV: Sustainability performance indicator

Issue	Key Performance Indicator (KPI)	Unit	Data	Coverage (% of clinker production)
Climate Protection	Total CO ₂ emissions-gross	Million Tons	15.42	100
	Total CO ₂ emissions-net	Million Tons	14.30	100
	Specific CO ₂ emissions-gross	kg/ton cementitious material	557	
	Specific CO ₂ emissions-net	kg/ton cementitious material	555	
	Independent third-party assurance of CO ₂ data (Frequency)	NA	Annual	100
Fuels and raw materials	Specific heat consumption of clinker production	MJ/ ton clinker	3023	
	Alternative Fuel Rate	%	1.2	
	Biomass fuel rate	%	0	
	Alternative Raw Materials Rate	%	23.20	
	Clinker/Cement Ratio	%	65.80	
Employee health & safety	No. of fatalities (directly employed)	Number	0	
	No. of fatalities per 10,000 directly employed		0	
	No. of fatalities (indirectly employed)	Number	0	
	No. of fatalities (3 rd party)	Number	0	
	No. of Lost time injuries (directly employed)	Number	0	
	Lost time injuries per 1m man-hours (directly employed)		0	
	No. of lost time injuries (indirectly employed-contractors and sub- contractors)	Number	6	
	Lost time injuries per 1m man-hours (indirectly employed)		0.29	
	Total no. of lost time injuries	Number	6	
	Independent third-party assurance of safety data (Frequency)		Annual	

Issue	Key Performance Indicator (KPI)	Unit	Data	Coverage (% of clinker production)
Emission reduction	Total NO _x emissions	Tons/year	11,419.32	
	Specific NO _x emissions	g/ton clinker	658.96	
	Total SO ₂ emissions	Tons/year	180.44	
	Specific SO ₂ emissions	g/ton clinker	10.41	
	Total dust emissions	Tons/year	491.61	
	Specific dust emissions	g/ton clinker	28.37	
	Clinker produced with monitoring of major and minor emissions	%	100	
	Clinker produced with continuous monitoring of major emissions	%	100	
	Independent third-party assurance of emissions data (Frequency from 2011)		Annual	
Local impacts	Sites with quarry rehabilitation plans in place	%	100	
	Sites with community engagement plans in place	%	100	
Biodiversity KPI no.1	Number of quarries within, containing, or adjacent to areas designated for their high biodiversity value, as defined by GRI 304	Number	0%	
Biodiversity KPI no.2	Quarries with high biodiversity value where biodiversity management plans are actively implemented	%	NA	
Water	Total water withdrawal by source	Million m ³	2.37	
	Source: Ground water	Million m ³	2.11	
	Source: Withdrawal from surface water	Million m ³	NA	
	Source: Withdrawal from municipal water supplies or other water utilities	Million m ³	NA	
	Source: Rainwater harvested	Million m ³	8.76	
	Source: Withdrawal from other sources	Million m ³	NA	
	Total water discharge by quality and destination	Million m ³	NA	
	Destination: Surface water	Million m ³	NA	
	Destination: Water discharge for offsite treatment	Million m ³	NA	
	Destination: Water discharge to others	Million m ³	NA	
	Total water consumption (for cement)	Million m ³	1.57	
	Percentage of sites with a water recycling system	Million m ³	100	

Appendix V: IFC performance indicators

Category	Unit	Value / Reference to section
Occupational health & safety		
Accident rate – Direct employee	LTI per million hrs.	0
Accident rate – Indirect employee	LTI per million hrs.	0.29
Fatality rate	Per million man hours worked	0
Fatality rate (Indirect)	Per million man hours worked	0
Occupational health & safety monitoring programme		0
Resource use and waste		
Hazardous waste – Liquid	kl	31
Hazardous waste – Solid	Metric tons	12
Air emissions levels for cement manufacturing		
Dust	Ton/year	491.61
NO _x – for cement facilities	Ton/year	11,419.32
SO ₂ for cement facilities	Ton/year	180.44
CO ₂ – From Decarbonisation	Tons of CO ₂	9097847
CO ₂ – From Fuel	Tons of CO ₂	4874370
HCl	Mg/Nm ³	7.2
Hydrogen Fluoride	Mg/Nm ³	0.6
Total Organic Carbon	Mg/Nm ³	2.9
Dioxins – Furans	ng/ Nm ³ , TEQ corrected to 10% O ₂ Concentration	0.0148
Cadmium	Mg/Nm ³	0.010
Thallium	Mg/Nm ³	<0.01
Mercury (Hg)	Mg/Nm ³	<0.01
Effluent Level Cement Manufacturing		
pH		Not Applicable – No effluent discharge from factory
Total Suspended Solids		
Temperature Increase		
Resource and Energy Consumption		
Materials-substitute raw materials used in clinker production	%	23.20
Substitute raw materials in cement production	Metric tons	8001403
Fuel-energy cement	GJ/ton of clinker	3.00
Electrical energy-cement	GJ/ton of cement	0.25

Appendix VI: Assurance statement

To
The Board of Directors and Management
Shree Cement Limited
Beawar, District Ajmer
Rajasthan 305901, India

Introduction and objective of engagement

Thinkthrough Consulting Pvt. Ltd. (TTC) was engaged by Shree Cement Limited ('SCL' or 'Company') to provide independent assurance to its Sustainability Report ('Report') for the financial year 2018-19. The Report has been developed by SCL based on GRI Sustainability Reporting Standards and has been self-declared to comply with the 'in accordance-comprehensive' requirements of the GRI Standards. The Report has also been aligned with International Finance Corporation (IFC) performance standards, principles of United Nations Global Compact (UNGC), National Voluntary Guidelines (NVG) for Social, Environmental and Economic Responsibility of Business published by the Ministry of Corporate Affairs, Government of India, and specific aspects of energy use, GHG emissions, air emissions and health and safety performance as per World Business Council for Sustainable Development (WBCSD).

Respective responsibilities

The Report content and its presentation are the sole responsibility of the management of SCL. The Company management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement, whether due to fraud or error.

TTC's responsibility, as agreed with the management of SCL, is to provide assurance on the Report content as described in the 'Assurance Scope' below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance scope and criteria

The Report of SCL covers sustainability performance data as per the GRI Standards for their plant facilities listed below, for the period 1st April 2018 to 31st March 2019:

- Integrated Cement Plants at Beawar, Ras and Raipur, thermal and captive power plants, solar plant and mines at respective locations;
- Grinding Units at Jobner, Suratgarh, Khushkhara, Aurangabad, Panipat, Bulandshahr and Roorkee.

The scope of our assurance was limited to assurance for the sustainability performance data and information required as per GRI Standards (2016).

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard (2008). We applied Type 2¹ moderate² level of assurance.

Limitations and exclusions

We conducted our review to express a moderate assurance conclusion. A moderate level assurance engagement relies on a risk based chosen sample of the selected information and the associated limitations that this entails. Our work was limited to four sample sites visited by us as stated in 'Summary of key assurance procedures'. This assurance statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Following are specifically excluded from our assurance scope:

- SCL's disclosures for financial performance;
- Aspects of the Report other than those mentioned in assurance scope;
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention provided by the Company;
- Operations of the Company and aspects of data/information other than those mentioned in Scope of Assurance;
- Data and information outside the defined reporting period, i.e., 1st April 2018 to 31st March 2019.

¹ Type 2 Assurance: An engagement in which the assurance provider gives findings and conclusions on the principles of Inclusivity, Materiality, and Responsiveness; and verifies the reliability of specified sustainability performance information through explicit management assertions and review of completeness and accuracy as per AA1000AS (2008) Standard.

² A moderate level of assurance as per AA1000 (2008) Standard is commensurate with "limited" assurance as defined in the International Standard on Assurance Engagements 3000 (Revised) – Effective for assurance engagement dated on or after December 15, 2015.

Summary of key assurance procedures

Our assurance processes involved performing procedures to obtain evidence about the reliability of specified performance information. The nature, timing and extent of procedures selected were based on our professional judgement, including the assessment of the risks of material misstatement of the performance indicators; the steps are outlined below:

- Assessment of SCL's reporting procedures for sustainability reporting regarding their consistency with the reporting criteria;
- Verification of systems and procedures used for quantification, collation, and analysis of sustainability performance data that are included in the Report;
- Understanding the appropriateness of various assumptions, estimations and thresholds used by SCL for data analysis;
- Discussions with the key personnel responsible for data compilation on site;
- Discussion on sustainability with key executives at Head Office to understand the risk and opportunities from the sustainability context and the strategy SCL is implementing to manage the same;
- Verification of sustainability performance data, on sample basis, through site visits undertaken at three plant facilities (out of ten covered in the Report), namely: (i) Integrated Cement Plant, Beawar (Rajasthan); (ii) Integrated Cement Plant, Ras (Rajasthan); (iii) Grinding Unit and Jobner (Rajasthan). The review of information and data for other locations was done during visit to Beawar. The sites visited represented more than 50% of the total GHG emissions covered in scope of the Report.

Appropriate documentary evidences were obtained to support our conclusions on the information and data verified. Where such documentary evidence was shown to us but could not be retained by us on account of confidentiality or other reason, we recorded our observations appropriately after review of such evidence.

Our conclusions

Based on the scope of our review, our conclusions are outlined below:

■ Inclusiveness:

We are not aware of any matter that would lead us to conclude that the Company has not applied the principle of inclusivity in engaging with key stakeholder groups. The company transparently disclosed its stakeholder engagement approach and activities in the Report. The Company's engagement with some key stakeholder groups, such as local communities, suppliers, etc., and efforts to address their concerns were evidenced during the assurance process.

■ Materiality:

Nothing has come to our attention that causes us to believe that any material issue has been excluded from Sustainability Report of the Company. The Company has mapped its material issues as a materiality matrix, which is disclosed in the Sustainability Report.

■ Responsiveness:

We are not aware of any matter that would lead us to believe that the Company has not applied the responsiveness principle for dealing with stakeholders (such as customers, suppliers, and local communities) on material topics covering its sustainability performance.

■ Reliability of sustainability performance information:

We reviewed the accuracy and completeness of sustainability information in the Report. Nothing has come to our attention that causes us not to believe that the data has been presented fairly, in material respects, in keeping with the GRI Standards and the Company's reporting principles and criteria.

Our observations

Without qualifying our Conclusions above, we draw attention to the points stated below:

- The Company has aligned their disclosures with the UN Sustainable Development Goals (SDGs) as per leading practices;
- The Company has taken commendable measures with regards to sustainability within its operations, however, going forward the Company may consider focusing on the sustainability performance of its entire value chain.

Our assurance team and independence TTC is a professional services firm that specializes in accountability on sustainability issues. The assurance was performed by our multi-disciplinary competent team of experts across domains of AA1000 Assurance Standard. This team has extensive experience in conducting independent assurance of non-financial data, systems and processes across sectors and geographies. We have followed procedures to ensure appropriate independence.

For Thinkthrough Consulting Pvt. Ltd.

Dipankar Ghosh, Partner
New Delhi
5th November 2019



AA1000
Licensed Assurance Provider
000-223

Appendix VII: Company's plants and marketing offices

Integrated Cement Plants and Power Plants

Beawar:

Bangur Nagar, Beawar – 305901
Distt: Ajmer, Rajasthan (India)
Phone: +91-1462-228101-06
Fax: +91-1462-228117/228119
Email: shreebwr@shreecement.com

Ras:

Bangur City, Ras, Tehsil: Jaitaran – 306107
Distt: Pali, Rajasthan (India)
Phone: +91-1462-228101-06
Fax: +91-1461-228117/228119
Email: shreebwr@shreecement.com

Balodabazar:

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

Kodla:

Village Kodla & Benkanhalli,
Taluka: Sedam, Distt. Kalaburagi,
Karnataka (India) – 585222
Phone: +91-837-4112260
Email: shreebwr@shreecementltd.com

Split Grinding Units

Khushkhera:

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

Jobner (Jaipur):

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

Suratgarh:

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

Laksar (Roorkee):

Akbarpur-Oud, Distt.: Haridwar,
Uttarakhand

Panipat:

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

Aurangabad:

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

Bulandshahr:

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

Marketing Offices

Shree Ultra Cement

Delhi:

122-123, Hans Bhawan
1 Bahadur Shah Zafar Marg,
New Delhi – 110002
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Fax: +91-1123370499

Jaipur:

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Shree Corporate Tower
Opp. Rajasthan University, JLN
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Bangur Cement

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Rockstrong Cement

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Jaipur – 302 015
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Fax: +91-141-6611421

■ Appendix VIII: Abbreviations

SCL	Shree Cement Limited
WHR	Waster Heat Recovery
WHRS	Waste Heat Recovery Systems
SDGs	Sustainable Development Goals
CDP	Carbon Disclosure Project
GU	Grinding Units
UCC	Union Cement Company
EPC	Engineering, Procurement and Construction
OPC	Ordinary Portland Cement
PPC	Pozzolana Portland Cement
PSC	Pozzolana Slag Cement
CC	Composite Cement
CDP	Carbon Disclosure Project
DJSI	Dow Jones Sustainability Index
SBT	Science-Based Targets
CSBR	Corporate Social and Business Responsibility
ESG & CC	Environmental, Social and Governance and Climate Change
ERM	Enterprise Risk Management
R&D	Research and Development
GBFS	Granulated Blast Furnace Slag
ACC	Air Cooled Condensers
CFD	Computational Fluid Dynamics
ZLD	Zero liquid discharge
IUCN	International Union for Conservation of Nature
CPCB	Central Pollution Control Board
SPCB	State Pollution Control Board
CSR	Corporate Social Responsibility

Feedback

Your feedback is important for continuously improving our sustainability performance reporting. A few valuable comments could help us align our next year's report with your expectations

1. Quality of content covered in the report
 - A. Excellent
 - B. Good
 - C. Low
 - D. Poor
2. Clarity of information presented in the report
 - A. Excellent
 - B. Good
 - C. Low
 - D. Poor
3. Quality of design of the report
 - A. Excellent
 - B. Good
 - C. Low
 - D. Poor
4. What additional information would you like to see in our future reports?

5. Any other suggestions or areas of improvements?

Kindly provide your contact information for further correspondence:

Name :
 Designation :
 Organisation :
 Contact address :

PLEASE EMAIL YOUR FEEDBACK TO:
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 Chief Climate Change and Sustainability Officer
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Notes



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