

KIL/BRSR/2023-24

Dated: 3<sup>rd</sup> July, 2023

BSE Ltd. First Floor, New Trading Ring, Rotunda Building, Phiroze Jeejeebhoy Towers, Dalal Street, Fort, Mumbai - 400001	National Stock Exchange of India Ltd. "Exchange Plaza", Plot no. C/1, G. Block Bandra-Kurla Complex, Bandra (E) Mumbai - 400051	The Calcutta Stock Exchange Ltd. 7, Lyons Range, Kolkata - 700001
(BSE Scrip Code - 502937) (BSE NCD Scrip Code - 973060)	(NSE Symbol - KESORAMIND)	(CSE Scrip code - 10000020)

Dear Sir / Madam,

**Sub.: Business Responsibility and Sustainability Report for the Financial Year ended 31st March, 2023**

In terms of the requirements of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the Financial Year 2022-23. The BRSR also forms the part of the Integrated Annual Report for the Financial Year 2022-23, submitted to the exchanges vide letter dated 19<sup>th</sup> May, 2023.

You are requested to kindly take the above information on record.

Yours faithfully,

**For Kesoram Industries Limited**  
**Gautam Ganguli**  
**Company Secretary and Compliance Officer****GAUTAM  
GANGULI**Digitally signed  
by GAUTAM  
GANGULI  
Date: 2023.07.03  
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Encl: as above.

## BUSINESS RESPONSIBILITY &amp; SUSTAINABILITY REPORTING (BRSR)

## SECTION A: GENERAL DISCLOSURES

## I. Details of the listed entity

S. No.	Particulars	Details
1	Corporate Identity Number (CIN) of the Listed Entity	L17119WB1919PLC003429
2	Name of the Listed Entity	Kesoram Industries Limited
3	Year of incorporation	1919
4	Registered office address	Birla Building, 9/1, R N Mukherjee Road, Kolkata, West Bengal- 700001
5	Corporate address	Birla Building, 9/1, R N Mukherjee Road, Kolkata, West Bengal- 700001
6	E-mail	corporate@kesoram.com
7	Telephone	033-22435453
8	Website	www.kesocorp.com
9	Financial year for which reporting is being done	1 <sup>st</sup> April 2022 to 31 <sup>st</sup> March 2023
10	Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> <li>• BSE Limited</li> <li>• National Stock Exchange of India Limited</li> <li>• The Calcutta Stock Exchange Limited</li> <li>• Societe de la Bourse de Luxembourg, Societe Anonyme (for GDRs)</li> </ul>
11	Paid-up Capital (Both Equity and Preference Shares)	₹ 419,85,64,330
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Gautam Ganguli, Company Secretary 033-22435453 gg@kesoram.com
13	Reporting boundary- Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The reporting boundary covers the disclosures of the Company's 3 plants and 33 offices covering corporate office as well as branch offices on a standalone basis.

## II. Products/ services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Clinker and Cement manufacturing	Manufacturing and Sale of cement	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Cement	23941 23942	100%

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	33	36
International	NIL	NIL	NIL

17. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States / Union Territories)	14
International (No. of Countries)	NIL

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

Nil. The products are sold only in India.

c. A brief on types of customers

Individual Home Builders, Dealers, Real Estate Developers and Infrastructure Companies.

IV. **Employees**

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1	Permanent (D)	843	829	98.34	14	1.66
2	Other than Permanent (E)	46	39	84.78	7	15.22
3	<b>Total employees (D+E)</b>	<b>889</b>	<b>868</b>	<b>97.64</b>	<b>21</b>	<b>2.36</b>
<b>WORKERS</b>						
4	Permanent (F)	682	682	100	-	-
5	Other than Permanent (G)	3,263	3,083	94.48	180	5.52
6	<b>Total workers (F + G)</b>	<b>3,945</b>	<b>3,765</b>	<b>95.44</b>	<b>180</b>	<b>4.56</b>

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1	Permanent (D)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	<b>Total employees (D+E)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4	Permanent (F)	-	-	-	-	-
5	Other than Permanent (G)	-	-	-	-	-
6	<b>Total differently abled workers (F + G)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

19. Participation/ Inclusion/ Representation of women

	Total(A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8	3	37.50
Key Management Personnel	3	-	-



# Join the Green side





# Go Green...

# Keep our Planet clean



20. Turnover rate for permanent employees and workers

	FY 2022-23			FY 2021-22			FY 2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.91%	33.33%	15.23%	9.63%	37.50%	10.15%	17.99%	31.58%	18.29%
Permanent Workers	6.66%	-	6.66%	4.24%	100%	4.38%	2.88%	-	2.88%

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

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

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed Entity? (Yes/ No)
1	Cygnnet Industries Limited	Wholly Owned Subsidiary	100.00	Yes
2	Gondkhari Coal Mining Ltd	Joint Venture	45.46	Yes

VI. **CSR Details**

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/ No): Yes  
(ii) Turnover (in Rs.): ₹ 3,533.75 crores  
(iii) Net worth (in Rs.): ₹ 645.22 crores

VII. **Transparency and Disclosures Compliances**

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

Stakeholder group from whom complaint is received*	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23			FY 2021-22		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, www.kesocorp.com	-	-	-	-	-	-
Investors (other than shareholders)		-	-	-	-	-	-
Shareholders		11	0	-	18	0	-
Employees and workers		-	-	-	-	-	-
Customers		-	-	-	-	-	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

\*Complaints/ Grievances received from stakeholders, other than shareholders, are not significant in nature and are resolved in a timely manner.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Environment & Sustainability	Risk	<p>Relates largely to issues on pollution control and discharge of emissions.</p> <p>Not critical at the present stage but could become so as Regulations become stricter requiring much closer monitoring.</p>	<p>-This comprises risks associated with environmental pollution through the discharge of waste and hazardous emissions, which may cause damage to the local ecology and environment.</p> <p>-Various initiatives such as</p> <p>a) Water management</p> <p>b) Waste management</p> <p>c) Emission management and</p> <p>d) Energy management</p> <p>are taken up by the company by implanting sewage treatment plants, recycling of industrial waste water, and extensive plantation and creation of green belts to de-risk and protect the environment. Apart from a targeted reduction of CO2 emissions, company's risk mitigation strategy includes use of green energy, change in product mix, energy efficiency, use of alternative fuels and raw materials.</p>	Negative
2	Local community involvement and social development	Opportunity	<p>Maintaining healthy relationships with local communities has enabled the company to effectively contribute to social development and thus create foundation for a sustainable business.</p>	<p>- The Company continues to engage in CSR and social activities at all plants to create deeper bonds with the community at large.</p> <p>- At plant level, apprenticeship programmes are in practice with an objective to provide local villagers with vocational skills to improve employability.</p> <p>- Both plants provide primary and secondary schooling facilities to the local community.</p>	Positive
3	Labour/ industrial relations	Risk	<p>Maintaining stable relations with Labour Unions and addressing labour issues.</p>	<p>- The Company has recognised the role of Labour Unions and has fostered harmonious relations with the Union.</p> <p>- The Company is also taking proactive and timely steps to resolve issues that crop up from time to time.</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Mining	Risk	Limestone mining	<p>-The Company has state-of-the-art environment-friendly and safe mining techniques, ensuring minimal disturbance to the people, land and environment.</p> <p>-Using Overland Belt Conveyor (OLBC) systems for transportation of limestone from the mines to the cement plant.</p> <p>-Ensuring mine rehabilitation and biodiversity protection post-mining is key aspects in company's mines planning and operations.</p>	Negative
5	Health & Safety (Occupational Hazards)	Risk	Occupational hazards related to the Company's activities are biological hazards, psychosocial hazards and physical hazards.	<p>The Company follows 'Zero tolerance' policy for safety breaches.</p> <p>The Company conducts business with only those vendors who qualify across all of our stringent safety parameters</p>	Negative
6	Global regulations on curbing Green House Gas Emissions	Risk	Consumption of limestone and fossil fuels as part of the manufacturing process leads to release of carbon emissions.	<p>Some of the initiatives identified by the company include:</p> <ul style="list-style-type: none"> <li>- Switching to waste heat recovery.</li> <li>- Optimizing energy consumption.</li> <li>- Carbon sequestration.</li> <li>- Optimizing clinker use.</li> </ul>	Negative
7	Climate Change and Global Warming	Opportunity	Climate Change and global warming related risks includes risks pertaining to environmental norms and natural calamities triggered by climate change, as well as local and global level sustainability pressures.	<p>Although this is a risk at present, it provides the Company a unique opportunity to shift to sustainable practices like exploring renewable energy, resource and fuel sources.</p>	Positive



## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

- P1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.
- P2 - Businesses should provide goods and services in a manner that is sustainable and safe.
- P3 - Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4 - Businesses should respect the interests of and be responsive to all its stakeholders.
- P5 - Businesses should respect and promote human rights.
- P6 - Businesses should respect and make efforts to protect and restore the environment.
- P7 - Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8 - Businesses should promote inclusive growth and equitable development.
- P9 - Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Kesoram - Policies (kesocorp.com) Birla Shakti (birlashakticement.com)								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	No	Yes	No	No	No	Yes	Yes
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IS/ISO 9001, 14001, 18001, 45001 & 50001								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Commitments include reducing consumption of non-renewable power, Fuel and Green House Gas emissions by increasing usage of alternate fuels like plastic waste, carbon black etc., and also increasing the percentage of production of Portland Pozzolana Cement (PPC). The company is in the process of setting up time bound targets for achievement.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	N.A.								
<b>Governance, leadership and oversight</b>									
7. Statement by Director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure). Sustainability remains our key focus area and we are continuously working towards addressing challenges around issues of climate and energy, environment, circular economy and community. We are diligently working towards the goals set for reducing carbon emissions, replacing traditional fuel sources with renewable energy, mindful management of water and waste and conservation of biodiversity.									

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	P. Radhakrishnan Whole-time Director & CEO DIN: 08284551																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/ No). If yes, provide details.	Yes, the business responsibility performance of the Company is assessed on a regular basis by the Senior Leadership Team comprising the Whole-time Director & CEO, Chief Financial Officer, Plant Heads, HR Head, Sales and Marketing Head and Procurement Head.  Overall performance is assessed at least once a year by the Board.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action.	Whole-time Director & CEO									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliance.	Whole-time Director & CEO									Quarterly								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	No								
12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9	N.A.								
The entity does not consider the Principles material to its business (Yes/No)																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)																		
It is planned to be done in the next financial year (Yes/ No)																		
Any other reason (please specify)																		

### SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

#### Principle 1 - Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

The Company has put in place a strong and transparent governance framework to instill and enforce ethical values in the Company's and its Subsidiary's overall culture and protect the interests of all stakeholders. To prevent unlawful practices, the Company Code of Conduct specifies objectives, duties and guidelines for employees as well as the senior management, which needs to be adhered to by all.

#### Essential Indicators

- Percentage coverage by training and awareness programs on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/ principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes
Board of Directors	The Board of Directors and KMPs attended 10 Board Meetings and 14 Committee Meetings.	Material topics included but not limited to compliance and governance parameters, Business Growth and Strategy, Environment and Sustainability, Regulatory changes and Corporate Governance etc.,	100.00
Key Managerial Personnel			
Employees other than BoD and KMPs	137	Material topics include POSH, Health & Safety, Cleanliness, Career and Skill development, Environment related & Life cycle assessment.	58.96
Workers	183		72.58

- Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	N.A.				
Settlement					
Compounding Fee					

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	N.A.			
Punishment				

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

S. No.	Case details	Name of the regulatory/ enforcement agencies/ judicial institutions
		N.A.

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

This is covered in Company's Code of conduct for Directors and Senior Management and the same can be Viewed at – [www.kesocorp.com/DOCS/pdf/mgc/code-of-conduct-for-directors-and-senior-management.pdf](http://www.kesocorp.com/DOCS/pdf/mgc/code-of-conduct-for-directors-and-senior-management.pdf)

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

	FY 2022-23	FY 2021-22
Directors	N.A.	
KMPs		
Employees		
Workers		

6. Details of complaints with regard to conflict of interest

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of interest of the KMPs				

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

## Principle 2 - Businesses should provide goods and services in manner that is sustainable and safe

### Essential Indicators

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

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R & D	-	-	Investment in Pollution Control equipment & Energy saving technologies
Capex	18.88%	1.47%	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/ No) - Yes
- b. If yes, what percentages of inputs were sourced sustainably?
- The criteria for procurement of equipment are based upon resource efficiency, mainly comprising of but not limited to energy efficiency, fuel efficiency, emission control etc., The impact of the product/ services being procured is considered over its whole life cycle i.e., from cradle to grave, including giving due weightage to the disposal aspect also, e.g., e-waste/ hazardous waste is disposed off in an environmental friendly manner and no compromise, whatsoever, is made on the same.



- Procurement practices and selection criteria by the Company are focused on protection of environment, societal interest and cost-effective procurement seeking resources' efficiency, improving the quality of products and services and ultimately optimizing the cost.
  - The Company believes that sustainability in logistics may be achieved by using less polluting and less fuel consuming transport options or selecting vendors who are close to the manufacturing locations. We fulfill our fuel requirement majorly by domestic fuel reducing import and saving on foreign currency.
  - Around 38% of raw material used for production of cement is recycled from industrial waste (Fly Ash) which is sourced sustainably.
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
- The Company is committed to reducing waste and ensuring responsible disposal practices throughout its operations. To achieve this, it follows circularity principles at every stage of the product lifecycle, from manufacturing to end use. Some of the practices include:
- Fly Ash (Other Waste) generated in the captive power plants is repurposed as an additive for blending with cement.
  - The Company has achieved plastic negativity by using Plastic Waste (plastic waste) from its manufacturing units as fuel in the kilns and sourcing additional plastic waste from local municipal corporations and industries for use as alternative fuel. These initiatives have resulted in lower consumption of natural resources, reduced environmental footprints, and curtailed emissions.
  - The hazardous waste (Oil Sludge) generated in the cement production process is sold to the registered recyclers or disposers.
  - The Company's products do not produce any E-waste. However, the E-waste produced during the office operations is sold to the registered recyclers.
  - By adopting these sustainable practices, the Company is contributing to the preservation of the environment and the promotion of a circular economy.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/ No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
- Yes, Company Units have submitted Extended Producer Responsibility (EPR) action plans to Pollution Control Boards in line with the EPR guidelines.

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

**Essential Indicators**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	829	824	99.39	829	100.00	-	-	824	99.39	-	-
Female	14	14	100.00	14	100.00	14	100.00	-	-	-	-
<b>Total</b>	<b>843</b>	<b>838</b>	<b>99.40</b>	<b>843</b>	<b>100.00</b>	<b>14</b>	<b>1.66</b>	<b>824</b>	<b>97.75</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male	39	17	43.59	39	100.00	-	-	17	43.59	-	-
Female	7	2	28.57	7	100.00	2	28.57	-	-	-	-
<b>Total</b>	<b>46</b>	<b>19</b>	<b>41.30</b>	<b>46</b>	<b>100.00</b>	<b>2</b>	<b>4.35</b>	<b>17</b>	<b>36.96</b>	<b>-</b>	<b>-</b>

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male	682	682	100.00	682	100.00	-	-	682	100.00	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>682</b>	<b>682</b>	<b>100.00</b>	<b>682</b>	<b>100.00</b>	<b>-</b>	<b>-</b>	<b>682</b>	<b>100.00</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent workers</b>											
Male	3,083	131	4.24	2,418	78.43	-	-	-	-	-	-
Female	180	-	-	171	95.00	-	-	-	-	-	-
<b>Total</b>	<b>3,263</b>	<b>131</b>	<b>4.01</b>	<b>2,589</b>	<b>79.34</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

The Company also provides various forms of medical assistance to employees, their families, and those living in surrounding villages. Each factory has a medical center with full-fledged doctors and the latest basic equipment.

2. Details of retirement benefits for Current FY 2022-23 and Previous FY 2021-22.

Benefits	FY 2022-23			FY 2021-22		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total Workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	Y	100.00	100.00	Y
ESI	1.07	15.39	Y	0.57	15.61	Y

3. Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard. Yes. However, the Company had no differently abled employees and workers during the year.

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

Yes, [3 Kesoram-equal-opportunity-policy.pdf \(kesocorp.com\)](#)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable			
Female				
Total				

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

	(If Yes, then give details of the mechanism in brief)
Permanent Workers	<ul style="list-style-type: none"> <li>• There is a grievance resolution mechanism for employees and workers.</li> <li>• The mechanism involves receiving and addressing grievances raised by employees on various matters.</li> <li>• The personnel of HR department work towards finding amicable solutions by intervening and discussing the issues with the concerned parties.</li> </ul>
Other than Permanent Workers	
Employees	
Other than Permanent Employees	

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

Category	FY 2022-23			FY 2021-22		
	Total employees/workers in respective category(A)	No. of employees/Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/Workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	843	-	-	877	-	-
- Male	829	-	-	861	-	-
- Female	14	-	-	16	-	-
<b>Total Permanent Workers</b>	682	682	100.00	730	730	100.00
- Male	682	682	100.00	730	730	100.00
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Training is an important aspect of talent and skill development and the Company conducts various programmes to meet these requirements throughout the year. The Details are provided below:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	829	421	50.78	535	64.54	861	300	34.84	234	27.17
Female	14	3	21.42	3	21.43	16	1	6.25	1	6.25
<b>Total</b>	<b>843</b>	<b>424</b>	<b>50.30</b>	<b>538</b>	<b>63.82</b>	<b>877</b>	<b>301</b>	<b>34.32</b>	<b>235</b>	<b>26.80</b>
<b>Workers</b>										
Male	682	582	85.34	495	72.58	730	514	70.41	214	29.31
Female	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>682</b>	<b>582</b>	<b>85.34</b>	<b>495</b>	<b>72.58</b>	<b>730</b>	<b>514</b>	<b>70.41</b>	<b>214</b>	<b>29.31</b>

## 9. Details of performance and career developments reviews of employees and workers:

Performance reviews are conducted twice a year, along with yearly career development reviews. For workmen, performance and development reviews are conducted yearly and rewards are linked to skills and performance. The details are provided below:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	829	798	96.26	861	734	85.25
Female	14	12	85.71	16	14	87.50
<b>Total</b>	<b>843</b>	<b>810</b>	<b>96.09</b>	<b>877</b>	<b>748</b>	<b>85.29</b>
<b>Workers</b>						
Male	682	486	71.26	730	501	68.63
Female	-	-	-	-	-	-
<b>Total</b>	<b>682</b>	<b>486</b>	<b>71.26</b>	<b>730</b>	<b>501</b>	<b>68.63</b>

## 10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, IS/ISO 45001:2018 Occupational Health & Safety Management system has been implemented. A safety and health management system is part of the Organization's management system which covers:

- Health and safety work organization and policy in a company
- Planning process for accident and ill health prevention
- Line management responsibilities and
- Practices, procedures and resources for developing and implementing, reviewing and maintaining the occupational safety and health policy.

Also, Occupational Health & safety management system is integrated with ISO 45001:2018

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

- To enhance safety management system and to assess the risk of the activities to be executed, the Company follows the Group Risk assessment procedures for each and every activity accordingly to reduce the risk level by risk assessment matrix, and identify the control measures so as to bring the risk level to ALARP. (As Low as Reasonably Practicable)
- Hazard Identification & Risk Assessment (HIRA) has been done in various activities in the plants and hazards are identified and Safe operating procedures are prepared section wise and implemented.

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

Yes, safety suggestion boxes are kept at convenient location with reporting formats. A single form is developed which includes Near Miss, Safety Suggestion, Unsafe Act & Unsafe Condition and are segregated in above four categories and also rewards for reporting near miss, safety suggestion and at least five unsafe conditions during monthly safety gate meeting.

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

Yes, the Company has ensured access to non-occupational medical and health care services by insuring different categories of employees under variety of medical insurances (Mediclaime Coverages, ESI & GPA etc) and schemes run by Government and other agencies.



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

Safety Incident/ Number	Category	FY 2022-23	FY 2021-22
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.74	0.86
	Workers	0.75	1.10
Total recordable work related injuries	Employees	1	-
	Workers	-	2
No. of fatalities	Employees	-	-
	Workers	2	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company has implemented the following steps to ensure a safe and healthy workplace:

- Organizing various safety trainings and awareness programmes across operations like mock drills for fire safety, maintenance of safety data sheet, work at confined spaces and mining safety, etc. Trainings on lifting tools and tackles, power tools, electrical safety, road safety, railway safety and behavior-based safety, work at height safety are provided by the Company.
- The Company has safety team to monitor the activities to ensure all safety protocols are followed.
- Comprehensive safety audit conducted by a third party agency M/s National Safety council Mumbai, M/s National Safety council Karnataka Chapter & M/s Green Circle Inc Gujarat for cement & power plants and as per the observations made by agencies all corrective measures are taken.
- Risk assessment for all identified tasks are done and based on the risk score rating, 'SOP's are prepared for respective task/ operation. It is being ensured by regular audit and inspection that all control measures are in place and SOP's are adhered to strictly by individuals concerned.
- Training and Education- 18 job specific training modules are developed to educate workers and in addition to this safety DVD from M/s-DuPont Safety Solution is procured for audio video training program.
- SCAR-Safety Corrective Action Request system is implemented to ensure that all plant sections are being inspected to identify unsafe conditions. After inspection in a prescribed time frame corrective actions are taken by concerned section in-charges.

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

	FY 2022-23			FY 2021-22		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessment for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of the plants are under ISO 45001 Management System where working conditions and safety are constantly assessed by third parties.
Working Conditions	

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

Description of issues	Modification/ Improvement/ Corrective action taken
Gypsum belt was installed at unit-4 to transfer gypsum from coal yard to gypsum shed. During belt operation huge ambient dust emitted.	Modification done at transfer tower, chute and inside cladding done at tail end. Also curtain provided inside the gypsum shed.
Pedestrians are entering the main road ways as no barrier between the pedestrians' path ways and main road and also violation of traffic rules	MS Pipe Hand railing at outer face of Pedestrians' path way so that no one can cross the barrier between the pedestrians' path ways and main road
Difficulty in moving the HEME (Heavy Earth Moving Equipment)/Crane/ Dumpers/ Trucks Etc. due to less gap around the crossing road / median (<11 Mtrs) near ADM building crossing.	We have widened the divider span from 11 Mtrs. to 14 Mtrs. to facilitate easy vehicular movement.

**Principle 4 - Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the entity.  
Any individual or group of individuals or institution that adds value to the business chain of the cCompany is identified as a stakeholder. This inter alia includes communities, employees & workers, shareholders & lenders, investors (other than shareholders), customers, suppliers & contractors, government & regulatory authorities and others.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (E-mails, SMS, Newspapers, Pamphlets, advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, Quarterly/ Others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Communities	No	Community Visits, meetings & Surveys	Periodic	To help benefit communities in the areas surrounding the Company's operations by livelihood opportunities through various CSR initiatives by the Company.
Investors (other than shareholders)	No	Written and Verbal Communication by way of Phone call, Email, Letter, Notice of Board Meeting, Earning calls on financials from time to time, Newspaper Advertisements & Websites of Company & Stock Exchanges.	Annually and Quarterly on Financial Results and others from time to time	Business updates, financial performances and Compliances on financial covenants.
Shareholders & lenders	No	Written and Verbal Communication by way of Phone call, Email, Letter, Notice of Board Meeting, Earning calls on financials from time to time, Newspaper Advertisements & Websites of Company & Stock Exchanges.	Annually and Quarterly on Financial Results and others from time to time	Business updates, financial performance and compliances with norms

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/ No)	Channels of communication (E-mails, SMS, Newspapers, Pamphlets, advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, Quarterly/ Others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees and workers	No	Written and Verbal Communication by way of E-mail and phone call	Daily	Employee engagement is an on-going exercise conducted throughout the year.
Customers	No	Company website, Phone call & Email, Surveys & Grievance Redressal.	Periodic	Business updates & Engagement of dealers.
Suppliers & contractors	No	Review Meetings & Vendor Interactions	Periodic	Engagement with the suppliers and contractors for developing long term business relationships.
Government & regulatory authorities	No	Annual/ Quarterly reports, Monthly and as when regulatory filings.	Annually/ Quarterly/ Monthly and as and when required.	Good governance practice, Regulatory compliance, Environmental compliances.

#### Principle 5 - Businesses should respect and promote human rights

##### Essential Indicators

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

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	843	71	8.42	877	95	10.83
Other than permanent	46	19	41.30	36	18	50.00
<b>Total Employees</b>	<b>889</b>	<b>90</b>	<b>10.12</b>	<b>913</b>	<b>113</b>	<b>12.38</b>
<b>Workers</b>						
Permanent	682	88	12.90	730	-	-
Other than permanent	3,263	-	-	3,118	-	-
<b>Total Workers</b>	<b>3,945</b>	<b>88</b>	<b>2.23</b>	<b>3,848</b>	<b>-</b>	<b>-</b>

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

Category	FY 2022-23						FY 2021-22			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<i>Permanent</i>										
Male	829	1	0.12	828	99.88	861	1	0.12	860	99.88
Female	14	-	-	14	100.00	16	-	-	16	100.00
<i>Other Than Permanent</i>										
Male	39	-	-	39	100.00	16	-	-	16	100.00
Female	7	-	-	7	100.00	2	-	-	2	100.00
<b>Workers</b>										
<i>Permanent</i>										
Male	682	5	0.73	677	99.27	730	9	1.23	721	98.77
Female	-	-	-	-	-	-	-	-	-	-
<i>Other Than Permanent</i>										
Male	3,083	1,679	54.46	1,404	45.54	2,934	1,611	54.91	1,323	45.09
Female	180	172	95.56	8	4.44	184	173	94.02	11	5.98

## 3. Details of remuneration/ Salary/ wages, in the following format: The employees and workers are as per Payroll record as on March 31 2023

Particulars	Male		Female	
	Number	Median remuneration/ Avg salary/ wages of respective category (₹)	Number	Median remuneration/ Avg salary/ wages of respective category (₹)
Board of Directors (BOD)	5	1,16,80,000	3	12,13,333
Key Managerial Personnel	2	2,08,45,000	-	-
Employees other than BoD and KMP	826	12,77,935	14	12,89,072
Workers	682	5,24,129		



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

Yes, HR heads of the respective units are responsible for addressing the issues.

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

All grievances are addressed as and when received by the respective Unit Heads/ Departmental Heads in coordination with personnel of HR department. All the grievances received are duly investigated and appropriate actions are taken to resolve the issue/complaint.

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

	2022-23			2021-22		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other Human rights related Issues	-	-	-	-	-	-

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

The Company aims to provide a safe working environment and prohibits any form of discrimination/ harassment or related retaliation against or by any employee and worker. We have policies which intend to prohibit such occurrences and ensure that there are no adverse consequences when an employee/ worker reports a complaint on discrimination or harassment.

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

Yes, in certain business agreements and contracts where relevant.

9. Assessment for the year:

Particulars	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Sexual Harassment	<b>100%.</b> The Company undertook internal assessment through its Health & Safety, HR and Internal Audit functions.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Other issues	

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

No significant risks/ concerns.

#### Principle 6 - Businesses should respect and make efforts to protect and restore the environment

##### Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A)	1,777.78 (TJ)	1,847.88 (TJ)
Total fuel consumption (B)	19.75 (TJ)	20.96 (TJ)
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C)</b>	<b>1,797.53 (TJ)</b>	<b>1,867.84 (TJ)</b>
Energy intensity per rupee of turnover. (Total energy consumption/ turnover in rupees) energy in TJ/ Turnover in Crores INR	0.51	0.53
Energy intensity (optional)- the relevant metric may be selected by the entity	-	-

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

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

Yes, 2 DCs under PAT Cycle - I and 2 DCs under PAT Cycle- II have been identified as Designated Consumers (DC's) under Performance, Achieve and Trade (PAT) Scheme of the Government of India. Bureau of Energy Efficiency (BEE) and Ministry of Power have confirmed E-certificates for the integrated unit covered under each of the PAT Cycle and the DCs have achieved the targets.

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

Parameter	FY 2022-23	FY 2021-22
<b>Water withdrawal by source (in kiloliters)</b>		
(i) Surface water	28,33,291	31,27,479
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)</b>	<b>28,33,291</b>	<b>31,27,479</b>
<b>Total volume of water consumption (In kiloliters)*</b>	<b>28,33,291</b>	<b>31,27,479</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.000080</b>	<b>0.000088</b>
<b>Water intensity (optional) – the relevant metric may be selected by the entity</b>	<b>-</b>	<b>-</b>

\*Water consumption is at gross level, without adjusting water recycled and reused in dust suppression and horticulture.

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

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
- Yes, the Company's manufacturing units are compliant with Zero Liquid Discharge.
  - Company units have been provided full-fledged sewage treatment plant (STP) for treatment of plant & colony sewage water, Treated water is being utilized for green belt development/ plantation.
  - Waste water generated at power plant is treated and reused for cooling purposes in cement plants and gardening. The sludge drying bed is connected by a pipe line to sump house for recirculation. The treated effluent from clarifier is collected in a tank led by pressure sand filter and chlorinator where the traces of suspended solids are removed and then chlorinated. The treated sewage is being used on gardening and meeting the standards specified by Karnataka State Pollution Control Board.
  - The Company utilises the sump developed in the mine pit for storage of rainwater for later use in the process during the lean period.
5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:\*

Plant Location: Sedam unit

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOX Cement Plant Power Plant	Avg Mg/Nm3	516.30 232.10	356.80 195.00
SOX Cement Plant Power Plant	Avg Mg/Nm3	20.80 243.60	22.80 402.60
Particulate matter (PM) Cement Plant Power Plant	Avg Mg/Nm3	22.40 11.60	20.50 23.60
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others– please Specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - Yes, Confederation of Indian Industry – Hyderabad.

Plant Location: Basant Nagar

Parameter	Please specify unit	FY 2022-23	FY 2021-22
NOX Cement Plant Power Plant	Avg Mg/Nm3	193.84 138.53	188.54 151.42
SOX Cement Plant Power Plant	Avg Mg/Nm3	28.43 149.60	27.55 147.43
Particulate matter (PM) Cement Plant Power Plant	Avg Mg/Nm3	20.39 42.56	18.98 38.48
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others– please Specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - Yes, Confederation of Indian Industry, Hyderabad.

\*Note: As the manufacturing processes at both the plants are different, combining parameters for presentation of data on air emissions at the entity level will not represent a true picture. Hence, the data is presented individually for each of the manufacturing units.

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

Parameter	Unit	FY 2022-23	FY 2021-22
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	49,05,796	52,71,866
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> Equivalent	57,911	8,850
Total Scope 1 and Scope 2 emissions per rupee of Turnover	-	0.14	0.15
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency - Yes, Confederation of Indian Industry, Hyderabad.

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

Yes. The Company is committed to reducing its carbon footprint. In order to reduce Greenhouse gas emissions, the Company has taken major initiatives such as Installation of Multichannel Burner for Kilns and Proposal for Installation of Solar Power plant. It has also adopted processes such as replacing traditional fuel with alternative fuel, improving energy efficiency and using industrial waste as raw material. The Company has designated a green belt development site for afforestation and has planted & harvested 14,91,807 samplings. The afforestation activities are taken up within the plant, mine, and colony premises.

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

Parameter	FY 2022-23	FY 2021-22
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	6,316.07	7,212.12
E-waste (B)	2.42	8.30
Bio-medical waste (C)	0.44	0.45
Construction and demolition waste (D)	-	-
Battery waste (E)	7.52	7.37
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any.(G)	1,17,953.24	1,79,783.43
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,24,279.69</b>	<b>1,87,011.67</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	-	-
(ii) Re-used	1,05,603.64	1,77,250.05
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,05,603.64</b>	<b>1,77,250.05</b>



Parameter	FY 2022-23	FY 2021-22
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Land filling	-	-
(iii) Other disposal operations	41.87	47.70
<b>Total</b>	<b>41.87</b>	<b>47.70</b>

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

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

The Company always strives to replace hazardous and toxic chemicals in its products with eco-friendly alternatives. As such, our products do not use any hazardous and toxic chemicals. Some solid waste gets generated from utilities and offices as well as colonies, the management of which is undertaken as detailed below:

- There is not much process waste generated from cement manufacturing operations, the Company re-uses the fly ash and bottom ash generated from its captive power plants.
- Cement manufacturing processes do not use any kind of hazardous or toxic chemicals, whereas it co-processes various hazardous as well as toxic materials of other industries (i.e., Plastic waste) in the cement kilns which is a best proven and scientific method to dispose of such materials without harming the environment. The Company has a tie-up with the government of Goa to procure waste for this purpose. Sedam plant is the first in India to install Hot Disc technology to help utilise and manage waste.
- Trained personnel from Stores Department routinely collect electronic waste from various user departments and stores it in separate containers as part of their standard processes. Subsequently, this waste is sold to third-party buyers through electronic auctions based on standard accumulation practices.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons there of and corrective action taken, if any.
N.A.			

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
N.A.					

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

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

**Essential Indicators**

1. a. Number of affiliations with trade and industry chambers/ associations.

The Company is affiliated with many trade and industry chambers/ associations to ensure a collaborative environment that helps us to access knowledge, build a network, improve our reputation, advertise, educate, market, and lobby the government for policy changes that helps business and the society.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Chamber of Commerce	National
2	Merchants Chamber of Commerce and Industry	National
3	Bharat Chamber of Commerce	National
4	The Associates Chambers of Commerce Industry of India	National
5	Federation of Indian Chambers of Commerce & Industry	National
6	Confederation of Indian Industry	National

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

Name of authority	Brief of the case	Corrective action taken
NIL		

**Principle 8 - Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

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

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR)
N.A.						

3. Describe the mechanism to receive and redress grievances of the community.

The Company has a policy on grievance redressal mechanism covering all its stakeholder, which interalia includes communication channels for raising grievance, response times, escalation mechanism etc.

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

	FY 2022-23	FY 2021-22
Directly sourced from MSMEs/ small producers	10.28	17.03
Sourced directly from within the district and neighboring districts	22.86	18.36

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

**Essential Indicators**

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

The Company has a dedicated technical services team which interacts directly with the customers, educating them about the technical services. Any customer complaint related to Quality issues are addressed by the technical team at field level only and escalated to PQC department if required.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	The Company's products confirm 100% to all applicable statutory parameters.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2022-23			FY 2021-22		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber- security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other (product related)	-	-	-	-	-	-

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

	Number	Reasons for Recall
Voluntary recalls	-	-
Forced recalls	-	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/ No) If available, Provide a web-link of the policy - Yes, [www.birlashakticement.com](http://www.birlashakticement.com).

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

Since there were no complaints, there was no need for any corrective action. We always strive to ensure that the best

quality products are delivered to our customers and ensure that all feedback from our stakeholders is considered in our business processes. All communications have necessary disclaimer as per Advertising Standard Council of India (ASCI) and Bureau of Indian Standard (BIS) guidelines.

#### Leadership Indicators

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

The Company's business offerings can be found on the websites:

Birla Shakti (birlashakticement.com) & Kesoram Cement (kesocorp.com)

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

All businesses of the Company comply with the regulations and relevant voluntary codes concerning marketing communications, including advertising and promotion. The Company's communications are aimed at enabling consumers to make informed purchase decisions.

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

We do not fall under Essential Services Maintenance.

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

The Company displays product information as mandated by Bureau of Indian Standards.

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

Yes. Sales force does this on a regular basis during their market visits, to serve customers better.

5. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact.

NIL

- b. Percentage of data breaches involving personally identifiable information of customers.

NIL

**Manjushree Khaitan**

*Chairman*

DIN: 00055898

**P Radhakrishnan**

*Whole-time Director and Chief Executive Officer*

DIN: 08284551

**Kashi Prasad Khandelwal**

*Director*

DIN: 00748523

**Sudip Banerjee**

*Director*

DIN: 05245757

**Jikyeong Kang**

*Director*

DIN: 08045661

**Mangala Radhakrishna Prabhu**

*Director*

DIN: 06450659

**Lee Seow Chuan**

*Director*

DIN: 02696217

**Satish Narain Jajoo**

*Director*

DIN: 07524333

Place: Kolkata

Date: 28 April 2023