India Cements

SH/SE/ 17.07.2026

BSE Limited
Corporate Relationship Dept.
First Floor, New Trading Ring
Rotunda Building
Phiroze Jeejeebhoy Towers
Dalal Street, Fort
MUMBAI 400 001.

Scrip Code: 530005

National Stock Exchange of India Ltd
Exchange Plaza, 5th Floor
Plot No.C/1, G Block
Bandra-Kurla Complex
Bandra (E)
MUMBAI 400 051.

Scrip Code: INDIACEM

Dear Sirs,

Sub.: Business Responsibility and Sustainability Report for the financial year 2025-26

Pursuant to Regulation 34(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we hereby enclose the Business Responsibility and Sustainability Report for the financial year 2025-26, forming part of the Annual Report of the Company for the financial year 2025-26 as Annexure F to the Directors' Report.

Thanking you,

Yours faithfully,
for **THE INDIA CEMENTS LIMITED**

Krishnagopal Ladsaria
Digitally signed by Krishnagopal Ladsaria
Date: 2026.07.17 20:44:19 +05'30'

CHIEF FINANCIAL OFFICER

Encl.: As above

✓CC: Luxembourg Stock Exchange
P O Box 165
L-2811 Luxembourg
Grand Duchy of Luxembourg
EUROPE.

THE INDIA CEMENTS LIMITED

ANNEXURE ‘F’ TO DIRECTORS’ REPORT FOR THE YEAR ENDED 31ST MARCH, 2026

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I: Details of the listed entity:

1	Corporate Identity Number (CIN) of the Listed Entity	L26942TN1946PLC000931
2	Name of the Listed Entity	THE INDIA CEMENTS LIMITED
3	Year of incorporation	21-02-1946
4	Registered office address	“Dhun Building”, 827, Anna Salai, Chennai - 600 002
5	Corporate address	“Coromandel Towers”, 93, Santhome High Road, Karpagam Avenue, R.A. Puram, Chennai - 600 028
6	E-mail	investor@indiacements.co.in
7	Telephone	044-28521526
8	Website	www.indiacements.co.in
9	Financial year for which reporting is being done	1st April, 2025 - 31st March, 2026
10	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited (BSE) 2. National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 309.90 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr.S.V.Patil Chief Executive Officer 044-28572111 Mail ID: suresh.p@adityabirla.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).	Standalone basis
14	Name of Assurance Provider	TUV SUD South Asia Private Limited
15	Type of Assurance Obtained	Reasonable Assurance of BRSR Core Indicators

II: Products/services:

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacture and sale of Cement	98.15

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Cement/Clinker	23941	99.05

III: Operations:

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

Location	Number of plants	Number of offices	Total
National	16	9	25
International	NIL	NIL	NIL

19. Markets served (Markets served refers to all the geographic regions where company sells its products) by the entity:

a. Number of locations

Locations	Number
National (No. of States)	14
International (No. of Countries)	NIL

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

Nil

c. A brief on types of customers

1. End Consumers who construct home and the same is categorized as Trade business.
2. Infrastructure Companies with projects like Roads, Dams, Airports, Real Estate etc., which are categorized as NonTrade or Projects or Institutional business.
3. OEM like Hollow Block Manufactures, paver tile makers, concrete pipe manufacturers etc.

IV: Employees:

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1141	1114	98	27	2
2	Other than Permanent (E)	23	23	100	0	0
3	**Total employees (D + E)**	1164	1137	98	27	2
WORKERS						
4	Permanent (F)	279	277	99.3	2	0.7
5	Other than Permanent (G)	2219	2136	96	83	4
6	**Total workers (F + G)**	2498	2413	97	85	3

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	3	2	67	1	33
2	Other than Permanent (E)	1	1	100	0	0
3	**Total differently abled employees (D + E)**	4	3	75	1	25
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	5	4	80	1	20
5	Other than Permanent (G)	0	0	0	0	0
	Total differently abled workers (F + G)	5	4	80	1	20

21. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	10	2	20
Key Management Personnel	3	1	33.33

22. Turnover rate for permanent employees and workers

Particulars	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.95	10.53	18.76	22.35	13.33	22.15	17.79	14.81	17.72
Permanent Workers	12.83	0.00	12.75	13.29	0.00	13.21	11.97	18.18	12.10

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Grasim Industries Limited	Ultimate Holding	Nil	Grasim Industries Limited follows its separate business responsibility initiatives.
2	UltraTech Cement Limited	Intermediary Holding	74.998	The Company participates in the Business Responsibility initiatives of Ultratech Cement Limited
3	Industrial Chemicals and Monomers Limited	Subsidiary	98.59	No
4	Coromandel Minerals Pte. Ltd., Singapore	Subsidiary	100.00	No
5	Raasi Minerals Pte. Limited, Singapore	Subsidiary	100.00	No
6	PT. Coromandel Minerals Resources, Indonesia	Subsidiary	100.00	No

VI: CSR Details:

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**

(ii) Turnover: ₹ 4484.69 Crore

(iii) Net worth: ₹ 2689.16 Crore

VII: Transparency and Disclosures Compliances:

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

Stakeholder group from whom complaint is received	**Grievance Redressal Mechanism in Place**	**FY 2025-26 Current Financial Year**			**FY 2024-25 Previous Financial Year**		
	If yes, then provide web-link for grievance redress policy)	**No. of complaints filed during the year**	**No. of complaints pending resolution at close of the year**	**Remarks**	**No. of complaints filed during the year**	**No. of complaints pending resolution at close of the year**	**Remarks**
Communities	The Company has in place a Grievance Redressal Policy, Whistle Blower Policy and Equal Opportunity Policy for redressing the grievance of the stakeholders.	0	0	NIL	0	0	NIL
Investors (other than shareholders)		0	0	NIL	0	0	NIL
Shareholders		145	9	NIL	100	5	NIL
Employees and workers		0	0	NIL	0	0	NIL
Customers		0	0	NIL	0	0	NIL
Value Chain Partners		0	0	NIL	0	0	NIL

The policies can be accessed at:
https://www.indiacements.co.in/uploads/investor/pdf/16930494606GRIEVANCEDRESSOLICY.pdf

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

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

S. No.	**Material issue identified**	**Indicate whether risk or opportunity (R/O)**	**Rationale for identifying the risk / opportunity**	**In case of risk, approach to adapt or mitigate**	**Financial implications of the risk or opportunity (Indicate positive or negative implications)**
1	LC^3 Cement (Low Carbon Calcined Clay)	O	Will reduce Carbon foot print	NA	Positive Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Supply overhang due to market dynamics	R	Lower capacity utilization of the Plants	New segments of distinct and unique products have been envisaged for improving sales mix.	Negative Implications
3	Price of Fuel	R	The Company's plants are dependent on fuel for operation. Thus, increase in fuel price affects the cost of end product	Company is increasing the usage of alternate fuels like plastic wastes, agricultural waste, rice husk, etc.	Negative Implications
4	Getting lease for own Limestone Mines	R	Compliance with MMDR Regulations	The Company is in the process of extending the existing lease period as per MMDR.	Negative Implications
5	Circular Economy	R	Waste generated during production requires effective disposal	The Company uses its waste as alternate fuel along with fly ash / bottom ash from other industries.	Positive Implications
6	Climate Change	R	Cement Industry has certain inherent ESG risk	Company is endeavouring usage of alternate fuels and effective waste disposal methodologies to achieve circular economy and also reduce carbon emission.	Negative Implications
7	Water Usage	R	Availability of water for production purpose	Company has devised rain water harvesting systems across plants and further endeavours to re-use water to optimize water utilization.	Negative Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The nine principles as per National Guidelines on Responsible Business Conduct ("NGRBC") are as follows:

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.

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

Policy and management processes

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
1a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1b	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1c	Web Link of the Policies, if available	https://www.indiacements.co.in/policies-and-code-of-conduct.html								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles and in conformance to the spirit of international standards like: ● ISO 14001:2015: Environmental Management System Standard ● ISO 9001:2015: Quality Management System Standard ● ISO 45001:2018: Occupational Health and Safety Management System Standard ● ISO 50001:2018: Energy Management System Standard
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has the following goals: 1. The Company is planning to use power from the Waste Heat Recovery System. 2. Proposal to install solar power near the Company's plant location. 3. Improving rainwater harvesting around its operating sites, including plants and mines. 4. The Company endeavours to ensure zero fatalities or accidents across all its units. 5. The Company continuously focuses on efforts to improve the clinker-to-cement ratio. 6. With investments in pipelines, the Company ensures that water collected during its mining operations is used for recharging nearby village ponds after storage in pits. 7. The Company continuously endeavours to reduce its carbon footprint.
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is endeavouring necessary measures to achieve the aforesaid goals
7	Governance, leadership and oversight 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)	Our journey towards sustainability transcends technological advancements; it's about creating shared value for society. The Company is deeply committed to environmental and social sustainability, incorporating usage of renewable sources of energy, ensuring fair labour practices, promoting diversity and inclusion and fostering strong community relationships. By prioritising health and safety, we aim for a zero-accident record, putting "People First" in our corporate governance. Our commitment to sustainability is driven by courage, creativity and determination. The Company strive to lead in sustainable cement manufacturing, building a stronger, greener India for future generations. Given the environmental challenges and social inequalities, we seize every opportunity to drive meaningful change. Cement production accounts for 8% of global carbon emissions and we are morally obligated to mitigate this impact through sustainable practices.

8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr.Suresh Vasant Patil Chief Executive Officer 044-28572111 E-mail: suresh.p@adityabirla.com
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Risk Management Committee periodically evaluates business risks including ESG risk. The Committee comprises of: - Mr.Vikas Balia, Independent Director - Mr K.C Jhanwar, Non-Executive Director - Mr.E.R.Raj Narayanan, Non-Executive Director. For further details, please refer to the Corporate Governance Report forming part of this Annual Report.

<table>
<tr><td rowspan="6">10.</td><td colspan="19">Details of Review of NGRBCs by the Company:</td></tr>
<tr><td rowspan="2">Subject for Review</td><td colspan="9">Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee</td><td colspan="9">Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</td></tr>
<tr><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td></tr>
<tr><td>Performance against above policies and follow up action</td><td colspan="9" rowspan="2">Yes. Review has been undertaken by Risk Management Committee on all Principles.</td><td colspan="9" rowspan="2">Annually</td></tr>
<tr><td>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td></tr>
<tr><td colspan="19"></td></tr>
<tr><td rowspan="3">11.</td><td colspan="10">Information about the independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</td><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td></tr>
<tr><td colspan="10">Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No)</td><td colspan="9">No</td></tr>
<tr><td colspan="10">If yes, provide name of the agency.</td><td colspan="9">NA</td></tr>
<tr><td rowspan="7">12.</td><td colspan="19">If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:</td></tr>
<tr><td colspan="10">Questions</td><td>P1</td><td>P2</td><td>P3</td><td>P4</td><td>P5</td><td>P6</td><td>P7</td><td>P8</td><td>P9</td></tr>
<tr><td colspan="10">The entity does not consider the principles material to its business (Yes/No)</td><td colspan="9" rowspan="5">Not Applicable</td></tr>
<tr><td colspan="10">The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</td></tr>
<tr><td colspan="10">The entity does not have the financial or/human and technical resources available for the task (Yes/No)</td></tr>
<tr><td colspan="10">It is planned to be done in the next financial year (Yes/No)</td></tr>
<tr><td colspan="10">Any other reason (please specify)</td></tr>
</table>

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	ALL	100
Key Managerial Personnel (KMP)	2	ALL	100
Workers	2	ALL	89
Employees other than BoD and KMPs	1	ALL	40

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

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

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

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

   Yes. The Company has a Board approved policy on Code of Conduct for Directors and Senior Management and Vigil Mechanism which have significant emphasis on anti-corruption and anti-bribery stand of the Company.

   Web link: https://www.indiacements.co.in/policies-and-code-of-conduct.html

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 2025-26 (Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	FY 2025-26 (Current Financial Year)		**FY 2024-25 (Previous Financial Year)**	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

   Nil

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

	FY 2025-26 (Current Financial Year)	**FY 2024-25 (Previous Financial Year)**
No. of days of accounts Payables	70	71

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	19.07	0
	b. Number of trading houses where purchases are made from	100	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	95%	0
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	39.90	57.87
	b. Number of dealers /distributors to whom sales are made	3335	5083
	c. Sales to top 10 dealers / distributors as % of total sales to dealers/ distributors	13.72	12.00
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	8.75	7.16
	b. Sales (Sales to related parties/Total Sales)	53.98	3.56
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	0.00	88.07%
	d. Investments (Investments in related parties/Total investments made)	65.46	80.53

*Concentration of Purchases: The consideration of this parameter is with respect to import through trading house. Since the Company has not made any purchase of good/ materials/ availed services directly through trading house for FY 2024-25, it is shown as NIL.

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

Essential Indicators

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

	Current Financial Year (FY 2025-26)	Previous Financial Year (FY 2024-25)	Details of improvements in environmental and social impacts
R&D	NIL	NIL	The Board through materiality and risk assessment process is continuously evaluating material ESG issues to plan necessary measures to enhance sustainability across products and processes.
Capex	NIL	NIL	

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

Yes

(b) If yes, what percentage of inputs were sourced sustainably?

13.7%

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

Waste Type	Process Description
Plastics (including packaging)	Plastics (including packaging) are co-processed in kilns.
E-waste	E-waste is disposed of through State Pollution Control Board-authorized vendors.
Hazardous waste	Hazardous waste is co-processed in kilns.
Other waste	Waste oil generated is used for lubrication in crusher feeding or sold to State Pollution Control Board-authorized vendors. Battery waste is sold to authorized recyclers. The Company is evaluating a feeding system for the co-processing of non-hazardous waste.

4. (a) Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No).

Yes

(b) 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

Notes: Equivalent quantity of plastic waste generated via the usage of HDPE and PP bags for cement packing will be co-processed in the cement Kiln.

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

Essential Indicator

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)**
Permanent employees											
Male	1114	477	43	1114	100	0	0	0	0	0	0
Female	27	6	22	27	100	27	100	0	0	0	0
Total	1141	483	42	1141	100	27	2.37	0	0	0	0
Other than Permanent employees											
Male	23	0	0	23	100	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	23	0	0	23	100	0	0	0	0	0	0

(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)
Permanent Workers											
Male	277	277	100	277	100	0	0	0	0	0	0
Female	2	2	100	2	100	2	100	0	0	0	0
Total	279	279	100	279	100	2	0.72	0	0	0	0
Other than Permanent Workers											
Male	2136	0	0	2136	100	0	0	0	0	0	0
Female	83	0	0	83	100	83	100	0	0	0	0
Total	2219	0	0	2219	100	83	3.74	0	0	0	0

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.60	0.73

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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 % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	NA
ESI*	-	-	-	100	100	Yes
Superannuation	64	-	Yes	70.20	-	Yes
NPS	48	-	Yes	21.72	-	Yes

* All employees eligible as per law

3. Accessibility of workplaces

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

4. Details about equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016.

Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	https://www.indiacements.co.in/uploads/investor/pdf/16930490328EQUALOPPUNIPOLICY.PDF

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	NA	NA	NA	NA

(a) Is there a mechanism available to receive and redress grievances for the following categories of employees and workers?

Yes

(b) If yes, give details of the mechanism in brief.

Permanent Workers	Wherever the Company has unionized plant, the employee grievances are addressed through union representative. For non-unionized plant, the Company follows open door practice. Any employee / workmen can directly approach the HR department or Plant head with their grievances
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	**FY 2025-26 (Current Financial Year)**			**FY 2024-25 (Previous Financial Year)**		
	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)**
Total Permanent Employees						
Total permanent employees	1141	0	0	1386	0	0.00
Male	1114	0	0	1356	0	0.00
Female	27	0	0	30	0	0.00
Total Permanent Workers						
Total permanent workers	279	187	67	333	203	60.97
Male	277	187	68	331	203	61.33
Female	2	0	0	2	0	0

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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)
Employees										
Male	1114	725	65.08	539	48.38	1356	179	13.20	95	7.01
Female	27	6	22.22	6	22.22	30	8	26.67	10	33.33
Total	1141	731	64.07	545	47.77	1386	187	13.49	105	7.58
Workers										
Male	277	182	65.70	39	14.08	331	117	35.35	65	19.64
Female	2	0	0	0	0	2	1	50.00	1	50.00
Total	279	182	65.23	39	13.98	333	118	35.44	66	19.82

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (D)	No.(E)	% (E / D)
Employees						
Male	1114	1070	96.05	1356	1356	100.00
Female	27	27	100	30	30	100.00
Total	1141	1097	96.14	1386	1386	100.00
Workers						
Male	277	277	100	331	331	100.00
Female	2	2	100	2	2	100.00
Total	279	279	100	333	333	100.00

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? If yes, the coverage of such a system?	Yes. The Company has implemented an Occupational Health and Safety (OHS) Management System aligned with ISO 45001, covering employees and contract workforce across operations.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company has established a comprehensive and standardized Hazard Identification and Risk Assessment (HIRA) framework, which is implemented across all units through formal and documented processes to identify work-related hazards and assess OHS risks for routine and non-routine activities. Routine hazard identification is carried out through Walk-Through Inspections (WTI), Safety Behaviour Observations (SBO), unsafe act and condition reporting and periodic inspections which reinforces five critical safety principles to strengthen frontline risk identification, safe behaviour, and adherence to basic safety controls. These processes are supported by a digital safety management system for reporting and tracking. High-risk exposures are systematically assessed through the Fatal-6 risk framework. Non-routine and high-risk activities such as shutdowns, maintenance, projects, and modifications are evaluated through Permit-to-Work (PTW), Job Safety Analysis (JSA), Management of Change (MOC), and Pre-Startup Safety Reviews (PSSR). Identified risks are prioritised, controlled, and monitored through leadership reviews and Board oversight.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.	Yes. The Company has established formal and accessible processes for workers, including contract workmen, to report work-related hazards through multiple channels such as Hazard Identification and Risk Assessment (HIRA), Tool-Box Talks (TBT), unit safety committee meetings, digital safety platforms, near-miss and unsafe act/condition reporting, and WTI/SBO interventions. Additionally, workers can raise safety concerns through a dedicated toll-free safety helpline, with the option of anonymity. All safety concerns raised are addressed in a timely manner. Workers are also empowered to stop work and remove themselves from unsafe situations without fear of reprisal, enabling them to decline tasks that do not meet defined safety checkpoints, particularly in situations of imminent risk.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes. Employees and workers have access to non-occupational medical and healthcare services through on-site doctors and healthcare service providers at units to address general medical needs. These services include medical consultations, health screening, preventive healthcare, wellness programs, and fitness-to-work assessments, and are extended across locations, covering employees as well as contract and migrant workers, as part of the Company's broader well-being initiatives beyond occupational health requirements.

11. Details of safety related incidents:

Safety Incident/ Number	Category*	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	0.31	3.41
Total recordable work-related injuries	Employees	1	NIL
	Workers	6	3
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	3	NIL

** Including in the contract workforce*

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

The Company has implemented a comprehensive and integrated Occupational Health and Safety (OHS) framework to ensure a safe and healthy workplace for employees and workers, including contractors. This framework is reinforced through leadership-led cultural transformation initiatives, robust systems, and strong governance. Key measures include:

- Strong governance and leadership accountability, with regular Board-level and senior management reviews of safety performance, incident trends, fatal risk controls, and health initiatives. Safety ownership is embedded into leadership KPIs, performance management systems, and Personal Safety Action Plans (PSAPs).
- Implementation of an ISO 45001-aligned OHS Management System, supported by standardized safety policies, procedures, Life-Saving Rules, and enterprise-wide digital safety platforms.
- Leadership capability building and safety culture transformation, driven through structured DSS-facilitated safety leadership programs, focusing on Visible Felt Leadership, risk-aware decision-making, fatal risk management, incident investigation, and governance effectiveness.
- Systematic hazard identification and risk assessment through Walk-Through Inspections (WTI), Safety Behaviour Observations (SBO), unsafe act and condition reporting, near-miss reporting and application of the Fatal-6 risk framework, initiatives to strengthen operating discipline and critical control adherence.
- Robust controls for non-routine and high-risk activities through Permit-to-Work (PTW), Job Safety Analysis (JSA) and hazard identification and risk assessment (HIRA) with enhanced leadership verification for high-potential risks.
- Focused interventions on structural stability, machine guarding, LOTOTO, electrical safety, work at height, moving machinery, logistics, and project safety, treated as enterprise-level critical risks.
- Implementation of Monthly Safety Themes across units to drive focused awareness, reinforcement of critical risks, standards, and behaviours through targeted campaigns, leadership engagement, communication, and on-site activities.
- Extensive training and capability-building initiatives, including VR-based safety training, safety leadership workshops, safety incubation programs, train-the-trainer initiatives, and multilingual incident-learning communication.
- Progressive Consequence Management (PCM) applied consistently across all levels to address repeat or high-potential safety violations and reinforce accountability-based safe behaviours.
- Comprehensive occupational health and well-being measures, including on-site medical support, periodic health screening, fitness-to-work assessments, preventive healthcare programs, and focused interventions for aging, migrant, and contract workforce.
- Empowerment of workers to report hazards, raise safety concerns (including anonymously), and stop unsafe work without fear of reprisal, supported by leadership engagement and a just-culture approach.
- The Company has implemented a structured Safety Rewards and Recognition Program to promote proactive safety behaviour and reinforce a strong safety culture across all operations. The program recognises employees and contract workforce for contributions such as hazard reporting, near-miss identification, safe execution of work, adherence to safety protocols, and implementation of corrective and preventive actions. Recognition is carried out at periodic intervals through unit-level and organisational platforms, ensuring timely appreciation, increased participation, and sustained focus on safety excellence.

These measures collectively support a discipline-driven, leadership-led, and accountability-based safety culture, enabling continuous improvement and progress towards the Company’s Zero Harm objective.

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

Particulars	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by the Company, 33% by third party
Working Conditions	100% by the Company, 33% by third party

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

The Company has established robust and structured processes to investigate safety-related incidents and address significant risks arising from health and safety assessments, with corrective and preventive actions monitored through leadership and Board oversight.

Key measures taken or underway include:

- Post-incident learning and communication: Lessons learnt from serious incidents are circulated across units through Red Corner Notices (RCN) and Black Corner Notices (BCN). Compliance with recommended corrective and preventive actions is periodically reviewed. Additionally, animated incident-learning videos in English, Hindi, and local languages are used to sensitize employees and contract workers and prevent recurrence.
- Risk identification and mitigation: Unit wise shop-floor exercises are conducted at manufacturing locations to proactively identify and mitigate risks. Identified gaps are tracked through a digital CAPA (Corrective and Preventive Action) mechanism.
- Strengthened fatal risk and operational controls: The fatality prevention framework has been expanded from Fatal-4 to Fatal-6, with mandatory inspections, prioritised actions, and linkage of non-compliance to Progressive Consequence Management (PCM).
- Safe systems of work: Apart from Hazard Identification and Risk Assessment (HIRA), detailed Safe Work Procedures (SWPs) are developed and followed for critical activities requiring Permit-to-Work (PTW), supported by Job Safety Analysis (JSA).
- Field-level risk detection: Mandatory morning rounds, Walk-Through Inspections (WTI) using structured checklists, and Safety Behaviour Observations (SBO) are institutionalised to identify unsafe conditions and behaviours, with immediate rectification and follow-up actions.
- Audit and assurance: Third-party safety audits (TPSA) are conducted by independent experts at select units, while second-party (SPSA) and First-party safety audits (FPSA) are carried out by trained internal teams. Audit findings are addressed through time-bound corrective actions.
- Structural stability risk management: Periodic structural stability assessments are conducted by experts or trained assessors. Identified deficiencies are rectified through risk-based repair plans, with mandatory design and D&D approvals for structural modifications.

- Capability building and behavioural reinforcement: Extensive training programs are conducted on safety leadership, structural stability, safety auditing, process safety management, incident investigation, and high-risk activities, including VR-enabled training, e-learning, safety induction, and pictorial SOPs. Behavioural interventions and retraining are supported by PCM for repeat or high-potential violations.
- Occupational health actions: Corrective actions include fitness-to-work controls, reduction of red-category health cases, enhanced health screening, and focused interventions for vulnerable groups, including contract workers and the aging workforce.

All corrective and preventive actions are tracked digitally, reviewed periodically by senior management, and escalated to the Board where required. These measures reinforce continuous improvement in health and safety performance and support the Company's Zero Harm objective.

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

Essential Indicator

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

   The Company has mapped all its internal stakeholders like employees, shareholders, investors and external stakeholders like dealers, suppliers, government and regulatory authorities, transporters, communities, construction professionals. With the objective of maintaining cordial relationship with all its stakeholders, the Company based on the scope of activities and need of the organization, frequently had meetings with these groups for redressing their concerns.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors / Shareholders	No	Annual Reports, Quarterly results, Investor Presentation, Investor meeting, notices and circulars to shareholders.	Quarterly, Annually and as and when required	To intimate ROI, Financial viability, risk management and to create cordial relationship.
Dealers	No	Vendor Meets	Periodically through application and periodic visits by our sales team	To build long term business relationship, improve market share and to redress end user complaints for product/ process improvement, if any.
Employees	No	Internal Communication	Need based training programmes	For training and grievance redressal.
Transporters	No	Telephonic	Need based	To optimize supply chain.
Communities	No	Community Engagement Programmes	Periodical	CSR, Community Engagement, Relationship Building, Welfare.
Suppliers & Contractors	Yes	E-mail Communication	Need based	For maintaining cordial relationship, to optimize supply chain.
Government/ Regulatory Authorities	No	Annual Reports, Compliance Filings	Based on statutory requirement	Statutory compliance and for promoting better policies.

Principle 5 Businesses should respect and promote human rights

Essential Indicator

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1141	1044	91.50	1386	1386	100.00
Other than permanent	23	12	52.17	21	21	100.00
Total Employees	1164	1056	90.72	1407	1407	100.00
Workers						
Permanent	279	270	96.77	333	333	100.00
Other permanent than	2219	1160	52.28	1145	1145	100.00
Total Workers	2498	1430	57.25	1478	1478	100.00

2. Details of minimum wages paid to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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)
Employees										
Permanent										
Permanent	1141	0	0	1141	100	1386	0	0.00	1386	100.00
Male	1114	0	0	1114	100	1356	0	0.00	1356	100.00
Female	27	0	0	27	100	30	0	0.00	30	100.00
Other than Permanent										
Other than permanent	23	0	0	23	100	21	0	0.00	21	100.00
Male	23	0	0	23	100	20	0	0.00	20	100.00
Female	0	0	0	0	100	1	0	0.00	1	100.00
Workers										
Permanent										
Permanent	279	0	0	279	100	333	0	0.00	333	100.00
Male	277	0	0	277	100	331	0	0.00	331	100.00
Female	2	0	0%	2	100%	2	0	0.00%	2	100.00%
Other than Permanent										
Other than permanent	2219	1494	67.33	725	32.67	1145	695	60.70	450	39.30
Male	2136	1424	66.67	712	33.33	1117	690	61.77	427	38.23
Female	83	70	84.34	13	15.66	28	5	17.86	23	82.14

3. Details of remuneration/salary/wages,

(a) Median remuneration / wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	8	₹ 1,00,000	2	₹ 3,52,500
Key Managerial Personnel	2	₹ 2,60,05,293	1	₹ 37,89,079
Employees other than BoD and KMP	1114	₹ 9,97,422	27	₹ 8,01,888
Workers	277	₹ 6,64,836	2	₹ 6,69,204

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

	FY 2025-26	FY 2024-25
Wages paid to female employees	₹ 3,09,43,775	₹ 3,05,26,563
Total wages paid	₹ 1,57,13,51,445	₹ 3,78,42,60,709
Gross wages paid to females as % of total wages	1.97	0.81

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

Notes: The Company has a Board approved Whistle Blower policy in place. All the stakeholders have the facility to lodge their complaints or grievances with the Company with respective functionary depending on their engagement with the Company.

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

The redressal mechanism is provided under relevant policies.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

   Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases are integral to creating a safe and equitable workplace environment. In line with the Policy on Prevention of Sexual Harassment at the Workplace, complaints and grievances are promptly addressed by senior officials or Heads of Departments and escalated to management when necessary. Furthermore, a robust Whistleblower policy is implemented to safeguard the complainant's identity, thereby mitigating risks of retaliation and ensuring confidentiality throughout the resolution process.

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

   Yes

10. Assessments for the year:

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

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

    Not Applicable

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

Essential Indicator

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	1,33,747.80	1,94,651
Total fuel consumption (B)	GJ	3,35,000	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	4,68,747.80	1,94,651
From non-renewable sources			
Total electricity consumption (D)	GJ	22,30,185	26,19,609
Total fuel consumption (E)	GJ	2,72,92,000	2,24,51,086
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	2,95,22,185	2,50,70,695
Total energy consumed (A+B+C+D+E+F)	GJ	2,99,90,932	2,52,65,346
Energy intensity per rupee of turnover (Total energy consumption/revenue from operations)	GJ/crore ₹ turnover	6,687.40	6,104
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/Mn $ turnover	13,602.1721	12,612
Energy intensity in terms of physical output	GJ/T of cementitious material	3.01133	2.81
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	-	Yes	No
If yes, name of the external agency	-	TUV SUD SOUTH ASIA PRIVATE LIMITED	-

2. Details about Performance, Achieve and Trade (PAT) Scheme of the Government of India:

Questions	Response
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?	Yes
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

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

Parameter	**Unit**	**FY 2025-26 (Current Financial Year)**	**FY 2024-25 (Previous Financial Year)**
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	11,14,201.49	11,80,247
(ii) Groundwater	kilolitres	8,08,676.09	11,97,930
(iii) Third party water	kilolitres	12,124	11,208
(iv) Seawater / desalinated water	kilolitres	0	0
(v) Others	kilolitres	3,87,081	1,33,882
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	23,22,082.58	25,23,267
Total volume of water consumption	kilolitres	25,60,721	25,23,267
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kilolitres/ crore ₹ turnover	570.9915	609.67
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres/ Mn $ turnover	1,161.397	1,259.58
Water intensity in terms of physical output (Total water consumption / physical unit)	kilolitres/T of cementitious material	0.257	0.281
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		Yes	No
If yes, name of the external agency		TUV SUD SOUTH ASIA PRIVATE LIMITED	NA

4. Provide the following details related to water discharged:

Parameter	**FY 2025-26 (Current Financial Year)**	**FY 2024-25 (Previous Financial Year)**
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
-- No treatment	Nil	Nil
--With treatment - please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
-- No treatment	Nil	Nil
--With treatment - please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
-- No treatment	Nil	Nil
--With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
-- No treatment	Nil	Nil
--With treatment - please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
-- No treatment	Nil	Nil
--With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil
Indicate if any independent assessment/evaluation/ assurance has been carried out by an external agency?	Yes	No
If yes, name of the external agency	TUV SUD SOUTH ASIA PRIVATE LIMITED	NA

5. Details about zero liquid discharge (ZLD):

Questions	Response
Has the entity implemented a mechanism for zero liquid discharge (ZLD)?	Yes
If yes, provide details of its coverage and implementation.	ZLD has been extensively implemented, and the units are compliant with Zero Liquid Discharge standards. Recycled water is reused in processes such as equipment cooling, while treated domestic water from the STP is utilized for dust suppression and green plantation.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	Tons	23,039.34	5,401
SOx	Tons	758.32	83
Particulate matter (PM)	Tons	1,937.64	426
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		Yes	No
If yes, name of the external agency.		TUV SUD SOUTH ASIA PRIVATE LIMITED	NA

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	62,43,570	52,24,846
Total scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	4,39,842	4,92,365
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO2e/crore ₹ turnover	1,490.272131	1,381
Total scope 1 and scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total scope 1 and scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO2e/ Mn $ turnover	3,031.21	2,854
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO2e/T of cementitious material	0.671	0.637
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		Yes	No
If yes, name of the external agency.		TUV SUD SOUTH ASIA PRIVATE LIMITED	NA

8. Does the entity have any project related to reducing Greenhouse Gas emission? If yes, then provide details.

Yes. The entity has undertaken multiple initiatives to reduce greenhouse gas (GHG) emissions, including kiln efficiency upgrades, installation of Waste Heat Recovery Systems (WHRS), increased use of renewable energy (solar and wind), adoption of Alternative Fuels and Raw Materials (AFR), enhanced utilization of Supplementary Cementitious Materials (SCMs) to reduce clinker factor, and deployment of innovative technologies such as waste gasification. These initiatives contribute towards reducing fossil fuel consumption, lowering process and energy-related emissions, and improving overall carbon efficiency.

9. Details related to waste management:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	48.62	95.45
E-waste (B)	12.12	14.57
Bio-medical waste (C)	0.16	0.13
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	1.89	13.11
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	39.61	54.67
Other Non-hazardous waste generated (H). Please specify, if any	4,73,808	2,206.16
Total (A+B + C + D + E + F + G+ H)	4,73,910	2,384.09
Waste intensity per crore rupee of turnover (tonne/crore ₹ turnover)	105.6728	0.56
Waste intensity per crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/ Mn $ turnover)	214.939	1.16
Waste intensity in terms of physical output (tonne/T cementitious material)	0.048	0.00026
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	3,957	2,294.19
(ii) Re-used	4,69,742	0
(iii) Other recovery operations - (Co processing)	0	0
Total	4,73,699	2,294.19
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.16	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	27.81
Total	0.16	27.81

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, TUV SUD SOUTH ASIA PRIVATE LIMITED

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

Our company has implemented comprehensive waste management practices aimed at sustainability and environmental stewardship. While our products and processes do not generate any hazardous or toxic chemicals, we have adopted an innovative approach by utilizing hazardous waste from other industries as an alternative fuel source. This strategy not only mitigates the environmental impact of such waste but also enhances the energy efficiency of our operations. In addition to this, we have developed effective waste disposal procedures tailored to our specific needs. One key initiative is our Extended Producer Responsibility (EPR) plan, which has been submitted to the Central Pollution Control Board (CPCB). Under this plan, we ensure that the equivalent quantity of plastic waste, primarily from HDPE and PP bags used in cement packing, is responsibly co-processed in our cement kiln. This practice not only addresses the plastic waste issue but also aligns with our commitment to promoting circular economy principles.

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

S. No.	Location of operations/offices	Type of Operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

Notes: None of the plants fall under ecologically sensitive zones

12. 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
Not Applicable					

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

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

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

Essential Indicator

1. (a) Number of affiliations with trade and industry chambers/ associations: 7

   (b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such a 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	Confederation of Indian Industry	National
2	National Safety Council	National
3	Mines Environment & Mine Conservation Council	National
4	South Indian Cement Manufacturers Association	State(s)
5	Tamilnadu & Kerala Mine Safety Association	State(s)
6	The Employers Federation of South India	State(s)
7	Madurai Productivity Council	State

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	Nil	Nil

Principle 8 Businesses should promote inclusive growth and equitable development

Essential Indicator

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 of project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes / No)	Result communicated in public domain (Yes/ No)	Relevant web link
Not Applicable					

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

Name of project which R&R is ongoing	State	District	No of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Not Applicable					

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

   Besides the initiatives taken by the CSR Committee, the concerns and grievances, if any, of the community are resolved by the respective plant heads.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	17	1.12
Directly from within India	75	The Company has operations across various States. The Company endeavours to source all input material locally wherever feasible

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	60.97	30.93
Semi-urban	8.77	15.25
Urban	4.69	15.14
Metropolitan	25.57	38.69

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

Essential Indicator

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

   Quality complaints are handled/sorted out by the respective Sales Representatives and depending on the nature of complaint, the same may be referred to the State Head/Plant Heads for redressal.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	Products carry statutorily mandated disclosures.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

Category	Number	Reasons for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

Notes: Products are dispatched on confirmation of IS code and hence such a situation does not arise.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy?

Questions	Response
Does the entity have a framework/ policy on cyber security and risks related to data privacy?	Yes
If available, provide a web-link of the policy.	https://www.indiacements.co.in/uploads/investor/pdf/16930498160CYBSECANARIVPOLICY.pdf

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

   Not Applicable

7. Provide the following information relating to data breaches:

Questions	Response
a. Number of instances of data breaches.	Nil
b. Percentage of data breaches involving personally identifiable information of customers.	Nil
c. Impact, if any, of the data breaches.	Not Applicable