



India Cements

SH/SE/

21.07.2025

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

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

**Scrip Code: 530005**

**Scrip Code: INDIACEM**

Dear Sirs,

**Sub.: Business Responsibility and Sustainability Report for the financial year 2024-25**

In pursuance of Regulation 34(2) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we enclose the Business Responsibility and Sustainability Report for the financial year 2024-25, forming part of the Annual Report of the Company (Annexure 'F' to the Directors Report) for the financial year 2024-25.

Thanking you,

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

**COMPANY SECRETARY**

Encl.: As above



The India Cements Limited  
(A subsidiary of UltraTech Cement Limited)

Corporate Office: Coromandel Towers, 93, Santhome High Road, Karpagam Avenue, R.A.Puram, Chennai 600 028  
T: +91 44 2857 2100 / 2857 2400 | F: +91 44 2851 6270 | Grams: 'INDCEMENT'  
Registered Office: Dhun Building, 827, Anna Salai, Chennai - 600 002  
T: +91 44 2852 1526 | W: www.indiacements.co.in | CIN: L26942TN1946PLC000931  
E: investor@indiacements.co.in



India Cements

# THE INDIA CEMENTS LIMITED



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT AS ON 31<sup>ST</sup> MARCH 2025

### 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 office 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	1 <sup>st</sup> April 2024 - 31 <sup>st</sup> March 2025
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
14	Name of Assurance Provider	Not Applicable
15	Type of Assurance Obtained	Not Applicable



## India Cements

### 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	96.85%

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	>94%

### 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	18	10	28
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?

0.15%

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 Non-Trade or Projects or Institutional business.
3. OEM like Hollow Block Manufacturers, 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)
<b><u>EMPLOYEES</u></b>						
1	Permanent (D)	1386	1356	97.84%	30	2.16%
2	Other than Permanent (E)	21	20	95.24%	1	4.76%
3	<b>Total employees (D + E)</b>	1407	1376	97.80%	31	2.20%
<b><u>WORKERS</u></b>						
4	Permanent (F)	333	331	99.40%	2	0.60%
5	Other than Permanent (G)	1145	1117	97.55%	28	2.45%
6	<b>Total workers (F + G)</b>	1478	1448	97.97%	30	2.03%

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
<b><u>DIFFERENTLY ABLED EMPLOYEES</u></b>						
1	Permanent (D)	3	2	66.67%	1	33.33%
2	Other than Permanent (E)	2	1	50.00%	1	50.00%
3	<b>Total differently abled employees (D + E)</b>	5	3	60.00%	2	40.00%
<b><u>DIFFERENTLY ABLED WORKERS</u></b>						
4	Permanent (F)	11	6	54.55%	5	45.45%
5	Other than Permanent (G)	0	0	0	0	0
	<b>Total differently abled workers (F + G)</b>	11	6	54.55%	5	45.45%

21. Participation/Inclusion/Representation of women

Particulars	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	11	2	18.18%
Key Management Personnel	3	0	0



22. Turnover rate for permanent employees and workers

Particulars	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	22.35%	13.33%	22.15%	17.79%	14.81%	17.72%	15%	15%	15%
<b>Permanent Workers</b>	13.29%	-	13.21%	11.97%	18.18%	12.10%	3%	-	3%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Grasim Industries Limited	Ultimate Holding	Nil	Grasim Industries Limited follows its separate business responsibility initiatives.
2	UltraTech Cement Limited	Intermediary Holding	81.49%	UltraTech Cement Limited follows its separate business responsibility initiatives.
3	Industrial Chemicals and Monomers Limited	Subsidiary	98.59%	No
4	ICL Financial Services Limited	Subsidiary	100.00%	No
5	ICL Securities Limited	Subsidiary	100.00%	No
6	ICL International Limited	Subsidiary	100.00%	No
7	India Cements Infrastructures Limited	Subsidiary	100.00%	No
8	Coromandel Minerals Pte. Ltd., Singapore	Subsidiary	100.00%	No
9	Raasi Minerals Pte. Limited, Singapore	Subsidiary	100.00%	No
10	PT. Coromandel Minerals Resources, Indonesia	Subsidiary	100.00%	No
11	PT Adcoal Energindo, Indonesia	Subsidiary	100.00%	No
12	PT. Mitra Setia Tanah Bumbu (MSTB), Indonesia	Associate	49.00%	No

**VI: CSR Details:**

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **Yes**  
(ii) Turnover: ₹4088.47 Crores (FY 2024-25)  
(iii) Net worth: ₹2259.22 Crores (FY 2024-25)

**VII: Transparency and Disclosures Compliances:**

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2024-25 Current Financial Year			FY 2023-24 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.	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)		NIL	NIL	NIL	NIL	NIL	NIL
Shareholders		100	5	NIL	129	4	NIL
Employees and workers		NIL	NIL	NIL	NIL	NIL	NIL
Customers		NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners		NIL	NIL	NIL	NIL	NIL	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 <sup>3</sup> Cement (Low Carbon Calcined Clay)	O	Will reduce Carbon foot print	NA	Positive 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	The 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	<a href="https://www.indiacements.co.in/policies-and-code-of-conduct.html">https://www.indiacements.co.in/policies-and-code-of-conduct.html</a>								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	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.	<p>The policies are based on prescribed principles and in conformance to the spirit of international standards like:</p> <ul style="list-style-type: none"> <li>• ISO 14001:2015: Environmental Management System Standard</li> <li>• ISO 9001:2015: Quality Management System Standard</li> <li>• ISO 45001:2018: Occupational Health and Safety Management System Standard</li> <li>• ISO 50001:2018: Energy Management System Standard</li> </ul>								



5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p>The Company has the following goals:</p> <ol style="list-style-type: none"> <li>1. The Company is planning to use power from the Waste Heat Recovery System.</li> <li>2. Proposal to install solar power near the Company's plant location.</li> <li>3. Improving rainwater harvesting around its operating sites, including plants and mines.</li> <li>4. The Company endeavours to ensure zero fatalities or accidents across all its units.</li> <li>5. The Company continuously focuses on efforts to improve the clinker-to-cement ratio.</li> <li>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.</li> <li>7. The Company continuously endeavours to reduce its carbon footprint.</li> </ol>
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	<p>Governance, leadership and oversight</p> <p>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)</p>	<p>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.</p> <p>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.</p> <p>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.</p>
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Mr.Suresh Vasant Patil          Chief Executive Officer          044-28572111          E-mail: suresh.p@adityabirla.com</p>
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.

10.	Details of Review of NGRBCs by the Company:																		
	<b>Subject for Review</b>	<b>Indicate whether review was undertaken by Director / Committee of the Board/Any other Committee</b>									<b>Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)</b>								
		<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>	<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
	Performance against above policies and follow up action	Yes. Review has been undertaken by Risk Management Committee on all Principles									Half Yearly								
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		
11.	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.										<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No)										No								
	If yes, provide name of the agency.										Not Applicable								
12.	If answer to question (1) above is “No” i.e., not all Principles are covered by a policy, reasons to be stated:																		
	<b>Questions</b>										<b>P1</b>	<b>P2</b>	<b>P3</b>	<b>P4</b>	<b>P5</b>	<b>P6</b>	<b>P7</b>	<b>P8</b>	<b>P9</b>
	The entity does not consider the principles material to its business (Yes/No)										Not Applicable								
	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

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	4	Familiarization programme, Presentation on Financial Risk Management System, Presentation on Internal Financial Control System, Update on compliances of various laws and regulations including SEBI regulations, Programmes on accounting / health and welfare / investment and IT related issues, Awareness programme on health and safety, Presentation on NGRBC and BRSR.	90%
Key Managerial Personnel (KMP)	4		90%
Workers	629		100%
Employees other than BoD and KMPs	784		100%

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

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	<b>FY 2024-25 (Current Financial Year)</b>		<b>FY 2023-24 (Previous Financial Year)</b>	
	<b>Number</b>	<b>Remarks</b>	<b>Number</b>	<b>Remarks</b>
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:

	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
No. of days of accounts Payables	71	84

9. Open-ness of business: Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:

<b>Parameter</b>	<b>Metrics</b>	<b>FY 2024-25 (Current Financial Year)</b>	<b>FY 2023-24 (Previous Financial Year)</b>
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%



Parameter	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	57.87%	56.10%
	b. Number of dealers /distributors to whom sales are made	5083	4892
	c. Sales to top 10 dealers / distributors as % of total sales to dealers/distributors	12.00%	9.35%
Share of RPTs in	a. Purchases (Purchases with related parties/Total purchases)	7.16%	0.01%
	b. Sales (Sales to related parties/Total Sales)	3.56%	0.00%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	88.07%	95.70%
	d. Investments (Investments in related parties/Total investments made)	80.53%	99.78%

*\*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 2023-24/ 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**

- 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 2024-25)	Previous Financial Year (FY 2023-24)	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	

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

Yes

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

20.02%

*Note: The Company procures significant quantity of limestone from its own leased mines. For Cement manufacturing, gypsum, slag and fly ash are sourced from authorized vendors. Tyre Shredded Scrap are being used as alternate fuel. Further, carbon powder, wood chip, municipal plastic, hazardous waste etc are co-processed for fuel requirement. 21.07% of input recycled materials were used to manufacture organization's primary product and services.*

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 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	1356	324	23.89%	1356	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	30	9	30.00%	30	100.00%	30	100.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>1386</b>	<b>333</b>	<b>24.03%</b>	<b>1386</b>	<b>100.00%</b>	<b>30</b>	<b>2.16%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>
<b>Other than Permanent employees</b>											
Male	20	0	0.00%	19	95.00%	0	0.00%	0	0.00%	0	0.00%
Female	1	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
<b>Total</b>	<b>21</b>	<b>0</b>	<b>0.00%</b>	<b>19</b>	<b>90.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</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	331	331	100.00%	331	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	2	2	100.00%	2	100.00%	2	100.00%	0	0.00%	0	0.00%
Total	333	333	100.00%	333	100.00%	2	0.60%	0	0.00%	0	0.00%
<b>Other than Permanent Workers</b>											
Male	1117	0	0.00%	1117	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	28	0	0.00%	28	100.00%	28	100.00%	0	0.00%	0	0.00%
Total	1145	0	0.00%	1145	100.00%	28	2.45%	0	0.00%	0	0.00%

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the company	0.73%	0.54%

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 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 a % of total employees	No. Of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	NA	100%	100%	NA
ESI*	100%	100%	Yes	100%	100%	Yes
Superannuation / Pension	91.92%	0%	Yes	100%	100%	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.	Not Applicable

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.	<a href="https://www.indiacements.co.in/uploads/investor/pdf/16930490328EQUALOPPUNIPOLICY.pdf">https://www.indiacements.co.in/uploads/investor/pdf/16930490328EQUALOPPUNIPOLICY.pdf</a>

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	Not Applicable	Not Applicable	Not Applicable
Female	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable	Not Applicable	Not Applicable

6. (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 2024-25 (Current Financial Year)			FY 2023-24 (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)
<b>Total Permanent Employees</b>						
Total permanent employees	1386	0	0.00%	1454	0	0.00%
Male	1356	0	0.00%	1422	0	0.00%
Female	30	0	0.00%	32	0	0.00%
<b>Total Permanent Workers</b>						
Total permanent workers	333	203	60.96%	421	288	68.41%
Male	331	203	61.33%	419	288	68.74%
Female	2	0	0.00%	2	0	0.00%

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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)
<b>Employees</b>										
Male	1356	179	13.20%	95	7.01%	1422	327	23.00%	383	26.93%
Female	30	8	26.67%	10	33.33%	32	32	100.00%	32	100.00%
<b>Total</b>	1386	187	13.49%	105	7.58%	1454	359	24.69%	415	28.54%
<b>Workers</b>										
Male	331	117	35.35%	65	19.64%	419	216	51.55%	214	51.07%
Female	2	1	50.00%	1	50.00%	2	2	100.00%	2	100.00%
<b>Total</b>	333	118	35.44%	66	19.82%	421	218	51.78%	216	51.31%

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No.(D)	% (D / C)
<b>Employees</b>						
Male	1356	1356	100.00%	1422	1422	100.00%
Female	30	30	100.00%	32	32	100.00%
<b>Total</b>	<b>1386</b>	<b>1386</b>	<b>100.00%</b>	<b>1454</b>	<b>1454</b>	<b>100.00%</b>
<b>Workers</b>						
Male	331	331	100.00%	419	419	100.00%
Female	2	2	100.00%	2	2	100.00%
<b>Total</b>	<b>333</b>	<b>333</b>	<b>100.00%</b>	<b>421</b>	<b>421</b>	<b>100.00%</b>

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity?	Yes
If yes, the coverage of such a system?	As per statutory and ISO 45001 requirement, all plants are covered.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Periodical internal, external and inter plant safety audit are in place. The Company has Integrated Management System Certification (IMS).
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.	Yes
d. Do the employees/ worker of the entity have access to nonoccupational medical and healthcare services?	Yes

11. Details of safety related incidents:

Safety Incident/ Number	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	3.41	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	3	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	1	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

\* Including contract workforce



## India Cements

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

The Company conducts regular safety drills for the safety and welfare of workers/employees. The Company facilitates engagement of employees and workers in sports activities for healthy work life balance. Regular health camps are conducted. Company ensures proper communication and training to employees and workers on Health and Safety, endeavours zero incident policy and strict compliance of applicable norms.

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

Particulars	FY 2024-25 (Current Financial Year)			FY 2023-24 (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%
Working Conditions	100%

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.

Based on assessment, suitable / recommended corrective actions were taken. However, there were no significant risk / concern arising from such assessments.

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

#### Essential Indicators

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

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 (Annually, Half yearly, Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors / Shareholders	No	Annual Reports, Quarterly results, 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 / Email Communication	Need Based	To optimize supply chain.
Communities	No	Community Engagement Programmes	Periodical	CSR, Community Engagement, Relationship Building, Welfare.
Suppliers & Contractors	Yes	Telephonic / 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 Indicators

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

Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	1386	1386	100.00%	1454	1454	100.00%
Other than permanent	21	21	100.00%	46	46	100.00%
<b>Total Employees</b>	<b>1407</b>	<b>1407</b>	<b>100.00%</b>	<b>1500</b>	<b>1500</b>	<b>100.00%</b>



Category	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Workers</b>						
Permanent	333	333	100.00%	421	421	100.00%
Other permanent than	1145	1145	100.00%	998	998	100.00%
<b>Total Workers</b>	1478	1478	100.00%	1419	1419	100.00%

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 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)
<b>Employees</b>										
<b>Permanent</b>										
<b>Permanent</b>	1386	0	0.00%	1386	100.00%	1454	0	0.00%	1454	100.00%
Male	1356	0	0.00%	1356	100.00%	1422	0	0.00%	1422	100.00%
Female	30	0	0.00%	30	100.00%	32	0	0.00%	32	100.00%
<b>Other than Permanent</b>										
<b>Other than permanent</b>	21	0	0.00%	21	100.00%	46	0	0.00%	46	100.00%
Male	20	0	0.00%	20	100.00%	43	0	0.00%	43	100.00%
Female	1	0	0.00%	1	100.00%	3	0	0.00%	3	100.00%
<b>Workers</b>										
<b>Permanent</b>										
<b>Permanent</b>	333	0	0.00%	333	100.00%	421	0	0.00%	421	100.00%
Male	331	0	0.00%	331	100.00%	419	0	0.00%	419	100.00%
Female	2	0	0.00%	2	100.00%	2	0	0.00%	2	100.00%
<b>Other than Permanent</b>										
<b>Other than permanent</b>	1145	695	60.70%	450	39.30%	998	347	34.77%	651	65.23%
Male	1117	690	61.77%	427	38.23%	970	342	35.26%	628	64.74%
Female	28	5	17.86%	23	82.14%	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)	14	₹525000	5	₹730000
Key Managerial Personnel	3	₹14581149	1	₹13443015
Employees other than BoD and KMP	1607	₹749546	32	₹669971
Workers	351	₹636458	2	₹643078

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

	FY 2024-25	FY 2023-24
Wages paid to female employees	₹30526563	₹50255824
Total wages paid	₹3784260709	₹3746942992
Gross wages paid to females as % of total wages	0.81%	1.34%

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**

*Note: 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 2024-25 Current Financial Year			FY 2023-24 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	Not Applicable	0	0	Not Applicable
Discrimination at workplace	0	0	Not Applicable	0	0	Not Applicable
Child Labour	0	0	Not Applicable	0	0	Not Applicable
Forced Labour/ Involuntary Labour	0	0	Not Applicable	0	0	Not Applicable
Wages	0	0	Not Applicable	0	0	Not Applicable
Other human rights related issues	0	0	Not Applicable	0	0	Not Applicable



## India Cements

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

Particulars	FY 2023-24 Current Financial Year	FY 2022-23 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 Indicators

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>From renewable sources</b>			
Total electricity consumption (A)	GJ	194651	224749
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
<b>From renewable sources</b>			
Total energy consumed from renewable sources (A+B+C)	GJ	194651	224749
<b>From non-renewable sources</b>			
Total electricity consumption (D)	GJ	2619609	2439740
Total fuel consumption (E)	GJ	22451086	22421911
Energy consumption through other sources (F)	GJ	0	0
Total energy consumed from non-renewable sources (D+E+F)	GJ	25070695	24861651
Total energy consumed (A+B+C+D+E+F)	GJ	25265346	25086400
Energy intensity per rupee of turnover (Total energy consumption/revenue from operations)	GJ/crore ₹ turnover	6104	5021
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	GJ/Mn \$ turnover	12612	10150
Energy intensity in terms of physical output	GJ/T of cementitious material	2.81	2.66
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?	-	No	Yes
If yes, name of the external agency	-	Not Applicable	Independent assessment has been carried out by Sprih

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



## India Cements

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
(i) Surface water	kilolitres	1180247	1707553
(ii) Groundwater	kilolitres	1197930	892059
(iii) Third party water	kilolitres	11208	11836
(iv) Seawater / desalinated water	kilolitres	0	0
(v) Others	kilolitres	133882	341212
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	kilolitres	2523267	2952660
Total volume of water consumption	kilolitres	2523267	2952660
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	kilolitres/crore ₹ turnover	609.67	590.92
Water intensity per rupee of turnover adjusted for purchasing power parity (Total water consumption / Revenue from operations adjusted for PPP)	kilolitres/Mn \$ turnover	1259.58	1194.63
Water intensity in terms of physical output (Total water consumption / physical unit)	kilolitres/T of cementitious material	0.281	0.313
Water intensity (optional) – the relevant metric may be selected by the entity			
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	Yes
If yes, name of the external agency		Not Applicable	Independent assessment has been carried out by Sprih

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
-- No treatment	Nil	Nil
--With treatment - please specify level of treatment	Nil	Nil
(ii) To Groundwater		
-- No treatment	Nil	Nil
-- With treatment - please specify level of treatment	Nil	Nil

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iii) To Seawater		
-- No treatment	Nil	Nil
-- With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
-- No treatment	Nil	Nil
-- With treatment - please specify level of treatment	Nil	Nil
(v) Others		
-- No treatment	Nil	Nil
-- With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)		
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?	No	No
If yes, name of the external agency	Not Applicable	Not Applicable

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	Tons	5401	4187
SOx	Tons	83	117
Particulate matter (PM)	Tons	426	568
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency?		No	No
If yes, name of the external agency.		Not Applicable	Not Applicable



## India Cements

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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)	tCO <sub>2</sub> e	5224846	5628584
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)	tCO <sub>2</sub> e	492365	484547
Total scope 1 and scope 2 emission intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions / Revenue from operations)	tCO <sub>2</sub> e/crore ₹ turnover	1381	1223
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)	tCO <sub>2</sub> e/Mn \$ turnover	2854	2473
Total scope 1 and scope 2 emission intensity in terms of physical output	tCO <sub>2</sub> e/T of cementitious material	0.637	0.648
Total scope 1 and scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No	Yes
If yes, name of the external agency.		Not Applicable	Independent assessment has been carried out by Sprih

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

Yes.

- The company is already utilizing power generated from renewable sources at its plants.
- The company is in the process of installing a solar power plant to enhance its use of renewable energy.
- The company is also utilizing energy from Waste Heat Recovery Systems (WHRS).
- The company is modifying its plants to accommodate a greater use of alternate fuels in the manufacturing process.
- The company is striving to increase the usage of fly ash in its products.
- The company is also using a significant amount of recycled materials in its product manufacturing.

9. Details related to waste management:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	95.45	30.15
E-waste (B)	14.57	1.12
Bio-medical waste (C)	0.13	0.20
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	13.11	27.6
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	54.67	85.83
Other Non-hazardous waste generated (H). Please specify, if any	2206.16	4271.37
Total (A+B + C + D + E + F + G+ H)	2384.09	4416.27
Waste intensity per crore rupee of turnover (tonne/crore ₹turnover)	0.56	0.88
Waste intensity per crore rupee of turnover adjusted for Purchasing Power Parity (PPP) (tonne/Mn \$ turnover)	1.16	1.79
Waste intensity in terms of physical output (tonne/T cementitious material)	0.00026	0.00047
Waste intensity (optional) – the relevant metric may be selected by the entity		
<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	2294.19	4388.08
(ii) Re-used	0	0
(iii) Other recovery operations - (Co processing)	0	0
Total	2294.19	4388.08
<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	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	27.81	28.19
Total	27.81	28.19

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



## India Cements

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			

*Note: Not applicable. 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				

*Note: Yes, the Company is compliant with all the relevant and applicable environmental laws and rules.*

### 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: **11**
- (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	Cement Manufacturers' Association	National
2	National Council for Cement and Building Materials	National
3	The Associated Chambers of Commerce and Industry of India	National
4	The Confederation of Indian Industry	National
5	Federation of Indian Chambers of Commerce & Industry	National
6	Hindustan Chamber of Commerce	National
7	Indian National Ship Owners Association	National
8	South Indian Cement Manufacturers Association	State(s)
9	Madras Management Association	State
10	The Madras Chamber of Commerce and Industry	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 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 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.



## India Cements

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Directly sourced from MSMEs/ small producers	1.12%	0.75%
Directly from within India	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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Rural	30.93	29.72
Semi-urban	15.25	16.60
Urban	15.14	14.13
Metropolitan	38.69	39.55

### 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.  
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/Chief Marketing Officer/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 2024-25 (Current Financial Year)			FY 2023-24 (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	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	0	0	Nil	0	0	Nil

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

*Note: 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.	<a href="https://www.indiacements.co.in/uploads/investor/pdf/16930498160CYBSECANARIVPOLICY.pdf">https://www.indiacements.co.in/uploads/investor/pdf/16930498160CYBSECANARIVPOLICY.pdf</a>

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

On behalf of the Board

Place: Chennai  
Date : 26<sup>th</sup> April, 2025

Kailash Chandra Jhanwar  
Director  
(DIN: 01743559)

E.R.Raj Narayanan  
Director  
(DIN: 00469886)