Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L26941TN1957PLC003566
2	Name of the Listed Entity	The Ramco Cements Limited
3	Year of incorporation	1957
4	Registered office address	"Ramamandiram", Rajapalayam – 626 117
5	Corporate address	"Auras Corporate Centre", 5th floor, No:98-A, Dr. Radhakrishnan Road, Mylapore, Chennai – 600 004
6	E-mail	ksn@ramcocements.co.in
7	Telephone	044 28478666
8	Website	https://www.ramcocements.in
9	Financial year for which reporting is being done	1st April 2025 to 31st March 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11	Paid-up Capital (In Rs.)	23,62,92,380
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri Ravichandran Chinnayan 044-28477599 ravichandran@ramcocements.co.in
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 assessment or assurance provider	TÜV SÜD South Asia Pvt Ltd.
15	Type of assessment or assurance obtained	Reasonable Assurance on BRSR Core Attributes

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 of cement	94.76

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	23942	94.76

III. Operations

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

S. No	Location	Number of plants	Number of offices	Total
1	National	17 [5 Integrated Cement Plants, 6 Grinding Units, 1 Packing Plant, 5 Construction Chemical Plants]	25 [24 Marketing offices and 1 Corporate Office]	42
2	International	-	-	-

19. Markets served by the entity:

a. Number of locations

S. No	Locations	Number
1	National (No. of states)	16
2	International (No. of countries)	2

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

0.17%

c. A brief on types of customers

The Company serves a diverse customer base comprising both commercial (B2B) and private (B2C) segments. The Customers include trade partners, non-trade clients, and government entities.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1	Permanent (D)	3,045	2,978	98	67	2
2	Other than Permanent (E)	200	179	90	21	10
3	Total employees (D + E)	3,245	3,157	97	88	3
	Workers					
4	Permanent (F)	845	845	100	0	0
5	Other than Permanent (G)	7,782	7,363	95	419	5
6	Total workers (F + G)	8,627	8,208	95	419	5

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently-abled Employees					
1	Permanent (D)	2	2	100	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total differently abled employees (D + E)	2	2	100	0	0
	Differently-abled Workers					
4	Permanent (F)	1	1	100	0	0
5	Other than Permanent (G)	0	0	0	0	0
6	Total differently abled workers (F + G)	1	1	100	0	0

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	1	14
Key Management Personnel	4	0	0

22. **Turnover rate for permanent employees and workers:**

(Disclose trends for the past 3 years)

Particulars	2025-26			2024-25			2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	12.89	3.39	12.70	11.24	6.45	11.16	11.03	4.65	10.93
Permanent Workers	5.75	-	5.75	4.39	-	4.39	4.46	-	4.46

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	Ramco Windfarms Limited	Subsidiary	100	Yes
2	Ramco Industrial and Technology Services Limited	Subsidiary	94.11	Yes
3	Madurai Trans Carrier Limited	Associate company	29.86	No
4	Ramco Systems Limited	Associate company	14.46	No
5	Rajapalayam Mills Limited	Associate company	0.46	No
6	Ramco Industries Limited	Associate company	0.001	No

VI. CSR Details

24. i. **Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) -** Yes

ii. **Turnover (in Rs.) -** 9,055.92 crores

iii. **Net worth (in Rs.) -** 8,142.37 crores

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) (If Yes, then provide web link for grievance redress policy)	2025-26			2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.ramcocements.in/investors/codes-and-policies	1	1	The complaint is under review.	0	0	Nil
Investors (other than shareholders)	Yes https://www.ramcocements.in/investors/codes-and-policies	0	0	Nil	0	0	Nil
Shareholders	Yes https://www.ramcocements.in/investors/codes-and-policies	1	0	Nil	5	0	Nil

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web link for grievance redress policy)	2025-26			2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.pdf	0	0	Nil	0	0	Nil
Customers	Yes https://ramcocements.net/dportal/index.asp	865	15	Nil	1,791	15	Nil
Value Chain Partners	Yes https://www.ramcocements.in/investors/codes-and-policies	1	0	Incentive request from packaging manufacturers due to the impact of the Middle East conflict.	0	0	Nil

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	Circular Economy Adoption	Opportunity (O)	Transition towards circular economy principles minimises dependence on virgin raw materials (fossil fuels, limestone, clinker), reduces greenhouse gas emissions, and enhances operational resource efficiency through increased resource productivity and waste valorisation.	Advancing fossil fuel substitution through alternative fuels and waste-derived energy sources. Reducing clinker-to-cement ratio by augmenting supplementary cementitious materials (SCMs) proportion. Implementing zero waste to landfill strategy and material reuse initiatives across operations.	Positive Implications
2	Sustainable Supply Chain Management	Risk (R)	Our brand equity and operational continuity are linked to supply chain resilience. Disruptions or reputational concerns from value chain partners may adversely impact material availability, production schedules, and stakeholder confidence across our operations.	Conducting comprehensive ESG assessments of value chain partners. Implementing supply chain policy encompassing environmental stewardship, equitable labour practices, human rights, diversity, inclusion, and ethical conduct. Enhancing vendor training programmes and improving supply chain visibility through digital monitoring systems.	Negative 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)
3	Greenhouse Gas Emissions & Climate Change	Risk (R)	Cement production is carbon-intensive with significant CO2 emissions from limestone calcination and fossil fuel combustion. Escalating emissions will impact business continuity, attract regulatory scrutiny, increase compliance obligations, and expose us to transition and physical climate risks affecting operational stability.	Establishing comprehensive GHG inventory covering Scope 1 (direct fuel combustion, ozone-depleting substances), Scope 2 (purchased electricity), and Scope 3 (value chain) emissions. Implementing targeted reduction strategies: WHRS deployment, renewable energy scaling, energy efficiency improvements, transition to lower-carbon fuels.	Negative Implications
4	Energy Management	Risk and Opportunity (R&O)	Advancement in manufacturing processes and energy-efficient technologies enhance operational efficiency, reduce consumption intensity, extend equipment lifespan, and minimise environmental impacts. Conversely, dependence on coal-based captive power poses transition risks in decarbonising economy with evolving regulatory frameworks.	Risk Mitigation: Transitioning away from coal-intensive power generation to reduce carbon footprint and align with net-zero commitments. Opportunity: Expanding investments in renewable energy infrastructure (wind energy, WHRS) targeting substantial renewable energy contribution aligned to decarbonisation roadmap. Continuously upgrading to energy-efficient technologies and process optimisation.	Positive Implications
5	Water Stewardship	Risk (R)	We operate across water-stressed and water-surplus regions requiring location-specific management. Water crisis demonstrated operational and community vulnerability to water scarcity impacting production continuity. Competing demands threaten operational stability and social licence to operate.	Implementing zero effluent discharge and comprehensive water recycling across operations. Deploying rainwater harvesting infrastructure and targeted mitigation for borewell groundwater extraction in stressed regions. Conducting regular quantitative and qualitative monitoring of water table levels across mining operations. Advancing community-focused water security initiatives balancing operational needs with community welfare.	Negative 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)
6	Habitat & Ecological Restoration	Opportunity (O)	Our progressive mine closure practices earned consecutive 5-star Ministry of Mines ratings as first company achieving this distinction. Landmark restoration projects transforming abandoned mining land into functional ecosystems convert liabilities into environmental assets, delivering enduring environmental and regulatory benefits while unlocking potential carbon credit revenue under Green Credit Programme and Carbon Credit Trading Scheme.	Integrating biodiversity management throughout mining lifecycles with systematic progressive mine closure planning. Maintaining substantial green cover across plants through strategic afforestation including Miyawaki plantation methods. Implementing comprehensive restoration transforming mined-out areas into eco-parks. Supporting critically endangered Tropical Dry Evergreen Forests conservation through foundation partnerships.	Positive Implications
7	Occupational Health, Safety & Well-being	Risk (R)	Workplace health and safety are paramount in capital-intensive cement manufacturing with inherent operational hazards. Inadequate safety management may result in injuries, fatalities, legal liabilities, operational disruptions, reputational damage, and workforce morale erosion affecting productivity. We maintain ISO 45001 certification across locations. Our Golden Helmet Initiative reinforces safety culture by rewarding best practices while withdrawing recognition for unsafe acts even outside workplace premises.	Maintaining ISO 45001 certification across operational sites with comprehensive safety training from first day of employment for permanent and contract workers. Implementing continuous monthly rotational training and Golden Helmet Initiative reinforcing safety culture. Conducting regular safety committee meetings, comprehensive audits, and proactive hazard identification. Establishing grievance mechanisms through Works Committee and Joint Council Committee. Pursuing zero-accident targets across facilities.	Negative 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)
8	Workforce Development & Diversity	Opportunity (O)	Workforce Development & Diversity is fundamental to operational excellence, supporting technological advancement, digital transformation and evolving business requirements through continuous capability building and talent development. The Company strengthens employee skills through structured technical, leadership and digital training programmes, while promoting workforce diversity, inclusion, equitable opportunities, employee well-being and effective grievance redressal mechanisms to foster a positive workplace culture, stronger retention and enhanced organisational capability.	We implement structured talent management practices including campus recruitment, comprehensive onboarding, mentorship, continuous learning initiatives and workforce planning to support capability development and succession planning. Regular technical, leadership and digital training programmes are conducted across employee categories, supported by long-service recognition, employee feedback mechanisms and comprehensive welfare infrastructure such as healthcare coverage, residential colonies, modern amenities and interest-free loans. The Company also promotes diversity, equal opportunity and non-discriminatory practices through targeted recruitment, accessibility initiatives, human rights training and robust grievance redressal mechanisms, while enhancing workplace conditions to improve employee engagement, inclusion and retention across locations.	Positive Implications
9	Community Engagement & Relations	Opportunity (O)	Community relations determine social licence to operate, fundamental for environmental clearances, mining licences, land access, and operational continuity. Our initiatives span education, healthcare, rural development, and disaster relief reaching substantial beneficiaries. Our track record of highly supportive public hearings with no blocked hearings demonstrates sincere CSR implementation strength, facilitating smoother regulatory approvals and stakeholder trust.	Local communities are engaged during all project expansions and greenfield projects in line with regulatory requirements, and nodal officers are available at all facilities to address community grievances and stakeholder concerns arising during and after project completion. While dedicated CSR teams at each location support community engagement, request management and annual resource allocation through dedicated budgets. The Company addresses recurring community needs relating to employment opportunities, local vendor participation, school upgradation, healthcare, sanitation and infrastructure development. In addition, the Company operates quality educational institutions with accessible fees for rural children and conducts skill development programmes for local youth aligned with community requirements.	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)
10	Human Rights Across Operations & Value Chain	Risk (R)	Our operations and value chain engage significant workforce populations: permanent employees, contract workers, transport partners, multi-tier suppliers. While we conduct comprehensive plant and office assessments, systematic monitoring of transport partners and deeper-tier suppliers beyond contractual clauses requires enhanced due diligence.	Embedding human rights clauses in vendor agreements covering labour principles, prohibition of child and forced labour, freedom of association, collective bargaining, non-discrimination, workplace safety, social security. Conducting compliance assessments across all plants and offices through internal audit systems. Providing human rights and non-discriminatory practices training across locations. Maintaining comprehensive grievance mechanisms with defined resolution timelines. Strengthening systematic monitoring of transport partners and deeper-tier suppliers beyond contractual requirements.	Negative Implications
11	Sustainable Supply Chain & Logistics	Risk and Opportunity (R&O)	We are rolling out dedicated supply chain policy with value chain assessments for key partners. Current reliance on road transport for key materials generates significant Scope 3 emissions affecting our carbon footprint. Our rail-based logistics advancement under government infrastructure missions demonstrates tangible decarbonisation progress. Enhanced monitoring of transportation vehicles required for improved oversight of routes, emissions, driver behaviour, and safety compliance supporting sustainability objectives.	Risk Mitigation: Mandating driver safety measures: health monitoring, road safety training, first aid training, health insurance coverage. Strengthening monitoring through GPS tracking for fleet management with real-time vehicle monitoring. Opportunity: Gradually shifting from road to rail transport for key materials while exploring electric vehicle adoption for logistics decarbonisation. Rolling out comprehensive supply chain policy covering environmental, labour, human rights, diversity, ethics considerations with systematic partner assessments. Requiring regular transporter engagement with dealers and structured feedback mechanisms.,	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)
12	Cybersecurity & Data Privacy	Risk (R)	Our digital infrastructure underpins operational continuity with enterprise systems directly controlling critical functions (logistics dispatch, production management). Ransomware represents primary cybersecurity threat with potential consequences: system shutdowns, operational disruptions, compromised intellectual property, and data breach affecting stakeholder trust. We maintain comprehensive cybersecurity frameworks: Zero Trust architecture, multi-factor authentication, vulnerability assessments, data encryption, regular security audits.	Implementing multi-layered security controls with signature-based monitoring overseen by dedicated information security officers. Maintaining regular backups in offline environments preventing ransomware encryption of backup systems. Conducting periodic disaster recovery drills validating business continuity preparedness. Performing regular vulnerability assessments by external agencies identifying and remediating security gaps. Deploying Zero Trust architecture, multi-factor authentication, data encryption across all systems. Ensuring compliance readiness with India's Digital Personal Data Protection Act and evolving data governance frameworks.	Negative Implications
13	Regulatory Compliance & Enterprise Risk Management	Risk and Opportunity (R&O)	Our operations span complex regulatory landscapes: environmental, labour, safety, taxation, mining, corporate governance requirements. We maintain consecutive 5-star Ministry of Mines ratings as first company achieving this distinction demonstrating compliance and operational excellence. Our Board-level risk management committees oversee comprehensive risks: mining rehabilitation, health & safety, community relations, employee welfare, anti-corruption, ESG disclosure. Strong compliance enables smooth operations and regulatory approvals.	Risk Mitigation: Maintaining comprehensive governance frameworks: codes of conduct, whistle blower policies, anti-bribery frameworks. Conducting proactive risk management covering climate, supply chain, cybersecurity, operational, community, logistics risks. Maintaining compliance readiness for emerging Extended Producer Responsibility and recycled content regulations. Opportunity: Maintaining multiple ISO certifications demonstrating management system excellence. Leveraging strong compliance record for smoother regulatory approvals and enhanced stakeholder confidence.,	Negative 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)
14	Sustainable Product Innovation & Customer Engagement	Opportunity (O)	Growing demand for sustainable construction solutions, evolving green building standards and increasing ESG expectations from institutional customers present opportunities for product innovation and market differentiation. Our investments in self-curing products, construction chemicals and additive innovation support resource-efficient and sustainable product development; however, limited customer awareness, lower market acceptance and absence of pricing premiums for green products may impact adoption and commercial scalability, necessitating continued customer engagement and responsible marketing efforts.	Strengthening sustainable product innovation and customer engagement through investments in low-carbon cement products, self-curing solutions, construction chemicals and energy-efficient technologies that support operational efficiency and emerging green building opportunities. At the same time, the Company recognises that customer adoption of sustainable products may be impacted by behavioural change barriers, limited awareness and evolving market acceptance; accordingly, focused customer education, responsible marketing practices, demonstration projects and awareness on performance, cost-saving and environmental benefits are being enhanced to support wider adoption while maintaining zero tolerance towards misleading claims or greenwashing.	Positive Implications

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and Management Processes

1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

b. Has the policy been approved by the Board? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

c. Web link of the Policies, if available

P1 – P9	https://www.ramcocements.in/investors/codes-and-policies

2. Whether the entity has translated the policy into procedures. (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

3. Do the enlisted policies extend to your value chain partners? (Yes/No)

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

4. **Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

P1 – P9	At Ramco Cements, we comply with the requirements of ISO 9001, ISO 14001, ISO 45001, and ISO 50001, and have been duly certified for these standards. ISO 9001 is implemented to continually assess and improve our quality management systems, ensuring consistent product quality and reliability. ISO 14001 demonstrates our commitment to effective environmental management by optimising resource use and minimising waste, thereby enhancing environmental performance and stakeholder trust. ISO 45001 ensures the provision of safe and healthy working conditions, focusing on injury prevention and promoting occupational health and safety, while encouraging active worker participation in risk mitigation. Further, adoption of ISO 50001 enables identification and optimisation of energy-intensive processes, resulting in improved energy efficiency and significant energy savings.

5. **Specific commitments, goals and targets set by the entity with defined timelines, if any.**

P1	Ramco uphold high standards of ethics, transparency and accountability through 100% Code of Conduct affirmation, regular anti-corruption training, timely grievance resolution and zero tolerance towards unethical business practices.
P2	We aim to strengthen sustainable product stewardship and circular economy practices by increasing blended cement share, reducing clinker factor, enhancing use of alternative raw materials and fuels, and ensuring 100% compliance with EPR obligations.
P3	Ramco endeavours to achieve a safe and injury-free workplace through zero fatality targets, continuous reduction in LTIFR (Lost Time Injury Frequency Rate), strengthened contractor and transport safety practices, and enhanced occupational health and well-being programmes.
P4	We seek to foster transparent and meaningful stakeholder engagement by integrating material stakeholder concerns into ESG governance, business planning, grievance management and sustainable value creation initiatives.
P5	Ramco is committed to advancing human rights, diversity, inclusion, and equitable workplace practices, while continuously strengthening ESG assessments and promoting responsible business conduct across its employees, workers, and value chain partners. We have planned to assess top 2% value-chain partners in the next FY and covering top 10% by FY 2030.
P6	We are committed to minimising the environmental footprint through measurable targets focused on renewable energy adoption, carbon emission reduction, WHRS expansion, alternative fuel utilisation, water positivity, biodiversity conservation, and responsible mining practices. Our key commitments include expanding WHRS capacity to 68 MW in the next FY, achieving 5x water positivity, and increasing the share of renewable energy to 45% by 2030.
P7	We will continue to participate in transparent and responsible policy advocacy through industry forums and stakeholder platforms supporting climate action, circular economy, sustainable construction and resource-efficiency initiatives.
P8	Ramco strives to create long-term socio-economic value in surrounding communities through impactful CSR programmes focused on education, healthcare, livelihoods, water stewardship, sanitation and rural development by structured community engagement and grievance redressal.
P9	Ramco is committed to enhancing customer trust and value through high product quality standards, responsive grievance resolution, responsible business practices, zero data breaches and a strong digital trust and cybersecurity framework across customer interfaces.

6. **Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

P1 – P9	Reduction in GHG emission intensity by 9 kg CO_2e per ton of cementitious material compared to the previous financial year. The contribution of green energy increased to 40% of the total energy demand. We achieved a reduction in energy intensity from 77 kWh/ton to 75 kWh/ton. The Waste Heat Recovery System (WHRS) capacity increased from 45 MW to 53 MW, contributing to the enhancement of overall green energy capacity.

Governance, Leadership & Oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Ramco Cements, sustainability remains central to our business philosophy and long-term value creation. As we progress into 2026–27, we remain committed to strengthening our ESG performance by addressing key challenges such as climate change, resource efficiency, circular economy, water security, employee well-being, community development, and responsible value chains.

Our environmental priorities include improving the clinker-to-cement ratio, increasing blended cement production, enhancing energy efficiency, expanding renewable energy and Waste Heat Recovery Systems, and adopting digital and AI-enabled tools for resource optimisation. We will also focus on increasing Thermal Substitution Rate through responsible use of alternative fuels, including conversion of plastic waste to pyrolysis oil, in line with regulatory requirements and circular economy principles.

With Extended Producer Responsibility, Renewable Consumption Obligation, and Carbon Credit Trading Scheme emerging as key focus areas for the cement industry, Ramco Cements align its decarbonisation initiatives with these evolving regulatory and market frameworks. Our efforts will continue to support carbon footprint reduction, higher green energy adoption, improved resource productivity, and responsible waste utilisation.

We remain committed to providing a safe, healthy, and enabling workplace for our employees and contract workforce through strong safety systems, continuous learning, and employee welfare initiatives. Community development around our manufacturing locations will remain a key focus, with programmes in education, healthcare, safe drinking water, sanitation, skills development, and rural infrastructure.

During 2026–27, we will further strengthen stakeholder engagement, ESG awareness across our value chain, data integrity, and assurance readiness for BRSR reporting. Guided by accountability, transparency, and continuous improvement, Ramco Cements will continue to pursue responsible growth and create sustainable value for all stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

Shri Ravichandran Chinnayan

Senior Vice President - ESG

Email: ravichandran@ramcocements.co.in

9. Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.

Yes.

The Board of Directors are members of 5 Board Committees, vested with responsibility for decision-making on sustainability and other related issues. The Committees with well-defined responsibilities oversee the governance at Ramco Cements.

The committee members are nominated by the Board of Directors, based on their areas of expertise and experience.

10. Details of Review of NGRBCs by the Company

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									On a periodic basis and as and when required								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Board of Directors/Committees of the Board									Quarterly								

11. **Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.**

P1 – P9	No

12. **If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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

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	%age of persons in respective category covered by the awareness programmes
Board of Directors	0	Nil	0
Key Managerial Personnel	0	Nil	0
Employees other than BoD and KMPs	273	Awareness Programmes, Well-being Programmes, Regulatory Updates, Safety, ESG, Behavioural and Technical Programmes.	78
Workers	149		79

Note: The boundary considered is permanent employees and workers.

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					
Particulars	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In Rs.)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/fine	Nil				
Settlement	Nil				
Compounding-fees	Nil				

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

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

S. No.	Case Details	Name of the regulatory/enforcement agencies/judicial institutions
1	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 an Anti-Bribery & Anti-Corruption Policy that prohibits offering, promising, authorising, soliciting, or accepting bribes, kickbacks, facilitation payments, or any improper advantage, directly or indirectly. The Policy applies to Directors, senior management, employees (permanent and temporary), workers, consultants, contractors, trainees, and individuals representing the Company. It also restricts gifts and hospitality, mandates political neutrality (with any political contributions subject to applicable laws), and provides guidance to prevent association with money laundering or corrupt practices.

The Policy is supported by the Company's Code of Conduct and Whistle Blower Policy (Vigil Mechanism), enabling reporting of concerns to Management, the Corporate Ombudsman, or the Chairperson of the Audit Committee.

https://ramcocements.in/cms/uploads/TRCL_Anti_corruption_and_Anti_bribery_c3bf79926b.pdf

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

Particulars	2025-26	2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	**Nil**

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

Particulars	2025-26		2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	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.**

No such cases on corruption and conflicts of interest.

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

Particulars	2025-26	2024-25
Number of days of accounts payables	62	**51**

9. **Open-ness 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		2025-26	2024-25
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	13.16%	13.35%
	b.	Number of trading houses where purchases are made from	2,187	2,023
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	67.71%	59.70%
Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	73%	66%
	b.	Number of dealers/distributors to whom sales are made	9,913	9,729
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	5%	4%
Share of RPTs in	a.	Purchases (Purchases with related parties/Total Purchases)	0.78%	0.79%
	b.	Sales (Sales to related parties/Total Sales)	0.15%	0.16%
	c.	Loans & advances given during the year (Loans & advances given to related parties/Total loans & advances)	46%	62%
	d.	Investments made during the year (Investments in related parties/Total Investments made)	100%	-

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the principles during the financial year:**

S. No.	Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
1	1,919	New products' features and benefits, good construction practices, comparative trials and product demos, sustainability measures, manufacturing processes followed to ensure consistency in quality, Right Products for the Right Applications.	0.1%

Note: In the previous financial year, the boundary considered is only customers. In the reporting financial year, the boundary has been expanded to include all value chain partners.

2. **Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

Yes.

The Company has a Code of Conduct for Board Members and Senior Management Personnel in line with the requirements of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The Code requires Directors and Senior Management to disclose any actual or potential conflicts of interest and to avoid situations that may impair independent judgement.

Board Members abstain from participating in discussions and voting on matters in which they are interested. Annual affirmations of compliance with the Code are obtained. The framework is supported by the Whistle Blower Policy (Vigil Mechanism), enabling reporting of concerns relating to unethical conduct or conflict of interest.

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**

Particulars	2025-26	2024-25	Details of improvements in environmental and social impacts
R&D	100%	100%	Our continued focus on research and development enables the Company to consistently deliver highquality products and services. The Company incorporates circular economy principles through the use of sustainable alternative materials in the optimised raw mix, thereby improving resource efficiency and reducing environmental impact. Further, process optimisation initiatives in cement manufacturing have enabled reduction in the clinker factor, contributing to lower CO_2 emissions. These initiatives are supported through regular internal quality audits to ensure consistent adherence to quality and operational standards.
Capex	5.08%	8.43%	The Company continues to invest in initiatives aimed at reducing energy intensity and carbon emissions through enhancement of operational efficiency, modernisation of existing equipment, and commissioning of additional Waste Heat Recovery Systems (WHRS).

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

   No

   We are in the process of developing a green sourcing policy, which is currently under consideration.

   b. **If yes, what percentage of inputs were sourced sustainably?**

   Not Applicable

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

   a. **Plastics (including packaging)**

   In line with the guidelines from the Central Pollution Control Board (CPCB) on Extended Producer Responsibility (EPR), the Company is actively working to phase out an equivalent quantity of plastic packaging consumed from the environment by partnering with a third-party agency.

   b. **E-waste**

   No E-waste generation from the products.

   c. **Hazardous waste**

   No Hazardous waste generation from the products.

   d. **Other waste**

   Nil

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same**

Yes, Extended Producer Responsibility (EPR) is applicable. We have registered as both a Brand Owner as and as a Plastic Waste Processor and abiding with the regulations and guidelines by Central Pollution Control Board.

Leadership Indicators

1. **Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format.**

S. No	NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by Independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web link.
Nil						

Note: The Life Cycle Assessment (LCA) for three cement products is currently in progress, and the assessment will be completed in the 2026-27. The findings of the assessment will be evaluated to identify opportunities for improving environmental performance.

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product/Service	Description of the risk/concern	Action Taken
Nil		

Note: The Life Cycle Assessment (LCA) for three cement products is currently in progress, and the assessment will be completed in the 2026-27. The findings of the assessment will be evaluated to identify opportunities for improving environmental performance.

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

S. No	Indicate input material	Recycled or re-used input material to total material	
		2025-26	2024-25
1	Recycled or Reused input materials	34%	38%

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

Particulars	2025-26			2024-25		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	0	0	0	0	0	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	0	0	0	0
Other wastes	0	0	0	0	0	0

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

S. No	Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil		

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	Total (A)	% of employees covered by									
		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	2,978	2,978	100	2,978	100	-	-	0	0	0	0
Female	67	67	100	67	100	67	100	-	-	0	0
Total	3,045	3,045	100	3,045	100	67	100	0	0	0	0
Other than Permanent employees											
Male	179	179	100	179	100	-	-	0	0	0	0
Female	21	21	100	21	100	21	100	-	-	0	0
Total	200	200	100	200	100	21	100	0	0	0	0

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

Category	Total (A)	% of workers covered by									
		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	845	845	100	845	100	-	-	0	0	0	0
Female	0	0	0	0	0	0	0	-	-	0	0
Total	845	845	100	845	100	0	0	0	0	0	0
Other than Permanent workers											
Male	7,363	7,363	100	7,363	100	-	-	0	0	0	0
Female	419	419	100	419	100	419	100	-	-	0	0
Total	7,782	7,782	100	7,782	100	419	100	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

Particulars	2025-26	2024-25
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.20	0.20

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

S. No	Benefits	2025-26			2024-25		
		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.)
1	PF	100	100	Yes	100	100	Yes
2	Gratuity	100	100	N/A	100	100	N/A
3	ESI	0.9	84	Yes	2	87	Yes
4	NPS	31	0	Yes	34	0	Yes

Notes: (1) All eligible employees and workers are covered under ESI benefits. The workers' wages exceeding the ESI limit are covered under the Employee Compensation policy. (2) NPS is opted by willing employees. (3) The details are inclusive of permanent and other than permanent employees and workers.

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? If not, whether any steps are being taken by the entity in this regard.

Yes.

The Company ensures that its office premises and operational facilities are accessible to differently-abled employees and visitors in line with the provisions of the Rights of Persons with Disabilities Act, 2016. This is a continuous process, and facilities are further enhanced wherever required. Necessary infrastructure, including accessible entryways, facilities, and workplace arrangements, is provided wherever applicable to promote an inclusive and accessible work environment.

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

Yes.

The Company is committed to equal opportunity for persons with disabilities in line with the Rights of Persons with Disabilities Act, 2016; Ramco Cements Limited's Equal Opportunity Policy ensures a discrimination-free and accessible workplace, provides reasonable accommodation and assistive devices as required, applies to applicants and all categories of employees (including interns/trainees, contractual staff, and those who acquire a disability), and designates the HOD (HR/ER) as the Liaison Officer for registration and support.

The Company will not unfairly discriminate on any grounds, including race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability, or any other category protected by law.

https://ramcocements.in/cms/uploads/Equal_Oppurtunity_Policy_for_Specially_Abled_f3467abcc1.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	0	100	NA	NA
Total	0	100	NA	NA

Note: Only one female employee who was due to return, after parental leave, had resigned. Hence, the "Return to work rate" is Zero.

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes The Company has a multi-tier grievance redressal framework for employees and workers, ensuring accessibility, confidentiality, and timely resolution. Grievances may be lodged digitally through the HRMS self-service portal or submitted in writing to the Unit Personnel Head, Functional Head, or Corporate Functional Head in the prescribed format. Additionally, structured employee forums such as the Works Committee and Joint Council Committee periodically review and address workforce concerns. A dedicated Grievance Redressal Committee is also established at each plant to address and resolve concerns effectively.
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	2025-26			2024-25		
	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	**3,045**	**0**	**0**	**2,874**	**0**	**0**
Male	2,978	0	0	2,823	0	0
Female	67	0	0	51	0	0
Total Permanent Workers	**845**	**299**	**35**	**893**	**334**	**37**
Male	845	299	35	893	334	37
Female	0	0	0	0	0	0

8. **Details of training given to employees and workers:**

Category	2025-26					2024-25				
	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	2,978	1,614	54	1,885	63	2,823	1,831	65	1,205	43
Female	67	52	78	12	18	51	19	37	2	4
Total	3,045	1,666	55	1,897	62	2,874	1,850	64	1,207	42
Workers										
Male	845	568	67	493	58	893	760	85	371	42
Female	0	0	0	0	0	0	0	0	0	0
Total	845	568	67	493	58	893	760	85	371	42

Note: The boundary considered is permanent employees and workers.

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

Category	2025-26			2024-25		
	Total (A)	No. (B)	% B/A	Total (C)	No. (D)	% D/C
Employees						
Male	2,978	2,978	100	2,823	2,823	100
Female	67	67	100	51	51	100
Total	3,045	3,045	100	2,874	2,874	100
Workers						
Male	845	845	100	893	893	100
Female	0	0	0	0	0	0
Total	845	845	100	893	893	100

Note: The boundary considered is permanent employees and workers.

10. **Health and safety management system:**

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

Yes.

We implemented a robust Occupational Health & Safety Management System aligned with ISO 45001, with all manufacturing locations certified under the standard. The system covers all employees, contract workers, and relevant stakeholders, ensuring structured hazard identification, risk assessment, regulatory compliance, and continual improvement.

Safety is integrated into operational planning and decision-making, supported by systematic training, monitoring, and preventive controls. Each manufacturing unit is equipped with a modern Occupational Health Centre (OHC) and dedicated ambulance facilities to ensure emergency preparedness.

A periodic health check-up is conducted once in five years for all employees and workers engaged in mining operations. Group vocational training centres are available at three integrated units and are approved by the Directorate General of Mines Safety (DGMS) to impart safety training to enhance skills & awareness of workers.

The Company further promotes preventive healthcare through:

- Master health check-ups for employees aged 50 and above
- Periodic health camps and eye examinations
- First-aid training and emergency mock drills
- Community health outreach programmes in surrounding villages

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

1. Periodical Safety Audit
2. Hazard Identification of Various Routine and Non Routine Activities
    i) Classifying work activities
    ii) Identifying hazards and describing hazardous events
    iii) Identify risk controls
    iv) Determine risk
3. Risk Assessment for Identified Hazard
    i) Estimation of the potential severity of consequence
    ii) Estimating the likelihood (degree of certainty/uncertainty)
    iii) Categorisation of Risks levels (Intolerable, Substantial and Moderate risk levels are unacceptable risk and Trivial and tolerable levels are acceptable risks)
4. Actions & Time Scale
    i) Based on the Risk Level, risk reduction/control measures implemented within defined timelines
    ii) Ensure controls are maintained
5. Periodical Safety Committee Meetings with their Audit points and their recommendations

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes.

We have implemented a safety helpdesk system that is available to everyone in the factory. This system allows for the reporting of unsafe conditions or actions, which are then directed to the appropriate personnel for resolution. Additionally, we have a process in place for site inspections conducted by safety committee members. Regular inspections are carried out, and any unsafe acts or conditions identified during these inspections are promptly addressed. We have an employee suggestion scheme for identifying and improving work place safety.

d. **Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes.

Available in all units to all category of employees (through Group Medical Insurance, ESI and OHC medical facility)

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

Safety Incident/Number	Category	2025-26	2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	0	0
	Workers	0.13	0.04
Total recordable work-related injuries	Employees	0	1
	Workers	3	5
No. of fatalities	Employees	0	0
	Workers	0	1
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	**0**

Notes:

(1) Includes the contract workforce.

(2) In the previous financial year, there was only one Lost Time Injury (LTI), whereas in the current financial year, there have been three Lost Time Injuries. As a result, the LTIFR has increased.

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

Ramco Cements adopts a structured and standards-driven approach to ensure a safe and healthy workplace across all operations.

Occupational Health & Safety is governed through a formal Safety Policy and an ISO 45001-certified management system implemented across manufacturing units. The framework integrates hazard identification, risk assessment, engineering controls, permit-to-work systems, contractor safety management, emergency preparedness, and continual improvement mechanisms in line with statutory requirements and global standards.

A defined safety governance structure, supported by safety committees at plant level, ensures periodic review of safety performance, implementation of corrective actions, and active leadership oversight. Regular safety audits, inspections, and mock drills are conducted to strengthen compliance and preparedness.

The Company actively promotes a strong safety culture by:

- Encouraging employee and contract worker participation in safety meetings and Safety Week initiatives
- Conducting structured safety trainings and refresher programmes
- Enforcing appropriate use of Personal Protective Equipment (PPE)
- Implementing engineering solutions to eliminate unsafe conditions
- Preventive healthcare initiatives, periodic medical check-ups, and well-equipped Occupational Health Centres further reinforce workplace well-being.

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

Particulars	2025-26			2024-25		
	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	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	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.**

Awareness on equipment-specific safe work practices has been enhanced, along with reinforcement of three-point contact practices and strengthened training initiatives on manual handling and behaviour-based safety to proactively mitigate potential risks and improve workplace safety.

Additionally, third-party assessments are conducted in line with applicable IS standards, and corrective actions are implemented based on the recommendations. The respective units undertake the required improvements in a phased manner.

Leadership Indicators

1. **Does the entity extend any life insurance or any compensatory package in the event of death of**

   a. **Employees (Y/N)**

   Yes

   b. **Workers (Y/N)**

   Yes

2. **Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The statutory dues are deducted and deposited to the contract workers by the value chain partners. It is reimbursed by the entity only upon verifying the statutory remittance details.

3. **Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	2025-26	2024-25	2025-26	2024-25
Employees	0	0	0	0
Workers	0	0	0	0

4. **Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)**

Yes.

The Company conducts Retirement Planning training programmes for employees above 50 years of age to support a smooth transition into retirement. These programmes help employees understand the impact of retirement on various aspects of life, including health, finances, time management, and post-retirement engagement opportunities. The sessions also provide guidance on legal and compliance-related requirements and enable employees to make informed decisions aligned with their personal goals and continued well-being.

5. **Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100
Working Conditions	100

Note: The boundary considered is only for the contract workers inside the Company's premises.

6. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.**

   No significant risks or concerns relating to health, safety, or working conditions were identified during the reporting period; hence, no corrective actions were required. Continuous monitoring is carried out through regular assessment mechanisms.

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.**

   Ramco identifies its key stakeholders based on their influence on the organisation and extent to which they are impacted by its operations, including employees, shareholders or investors, customers and distributors. The Company follows a structured stakeholder mapping exercise supported by materiality assessment to prioritise stakeholders whose engagement is most critical. The inputs are taken through the formal feedback channels and the outcomes are reviewed by management. This approach ensures our stakeholders such as investors, suppliers, employees/workers, customers, communities and logistic partners to be informed and engaged.

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

S. No	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	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
1	Investor	No	Mail, Advertisements in Newspapers, Press Releases, releases in Social Media, Virtual and In-person Meetings and Website	Quarterly, Half-yearly, Annually and as and when required	Announcing the financials results to the investors, Dividend, Annual Reports, General Meetings, educating and encouraging the shareholders to exercise their voting rights in shareholders' meetings, explaining the procedures for claiming the shares before they get transferred to IEPF and subsequently the procedures for claiming back the dividends and shares, so transferred to IEPF. Any information, which the regulatory bodies direct the companies to inform/educate/ update the shareholders.
2	Employees and Workers	No	Emails, Notices and SOPs and other internal communication channels such as Ramconnect and Ramco 360.	On need basis	Follow up for SOPs and compliances with policies of the Company.
3	Local Communities	Yes	Interaction with the leaders of local community, elected panchayat members and officials of district administration.	Frequent and on need based	Addressing societal and community needs through CSR activities
4	Suppliers	No	Email/concalls, meetings, Video conferences, Vendor portal.	Frequent and on need based	Purchase of packaging material, Equipment, Consumables, etc.

S. No	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	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
5	Logistics Partners	No	Email, Phone Calls and Physical Meetings	Routine	Engagement with transport partners focused on efficient freight allocation and dispatch coordination, with key discussions on vehicle availability, transportation efficiency, delivery timelines, and operational challenges.
6	Trade & Non-Trade Customers, Key & Infrastructure Customers	No	Personal visits, WhatsApp, Pamphlets, Advertisements, Group Meetings, Websites, Digital Marketing.	Quarterly, Half-yearly, Annually and on need basis	Marketing operations, promotional activities and awareness program in excellent construction practices.
7	Advertising Agencies	No	Personal visits, WhatsApp, Pamphlets, Advertisements, Group Meetings, Websites, Digital Marketing.	Quarterly, Half-yearly, Annually and on need basis.	Marketing operations and promotional activities.

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   Ramco has formulated several Committees of which Board Members are a part to address stakeholders concerns.

   These are as follows:

   I. **Audit Committee:** The committee is entrusted with the Business, Economic and Environmental responsibilities of the organisation. The Audit Committee supervises the Company's financial reporting and disclosures ensuring timeliness and compliance with regulatory requirements.

   II. **Nomination and Remuneration Committee:** The committee recommends suitable persons for the post of Directors, Key Managerial Personnel and their remuneration. The Board of Directors considers their recommendation and seek the approval of the shareholders for the appointment. This committee also lays down performance evaluation criteria for Independent Directors based on expertise and value offered and attendance at committee meetings. The Committee also recommends the remuneration of Senior Management Personnel of the Company. The Committee is also designated as Compensation Committee for the purpose of Administration and Superintendence of the Company's Employee Stock Option Scheme.

   III. **Stakeholders Relationship Committee:** This committee oversees the timely and appropriate resolution of investor complaints. Members of this committee also formulate policies to service this stakeholder group.

   IV. **Risk Management Committee**: The committee is responsible for reviewing and evaluating all business risks identified by the Company's management, including those pertaining to the environment. Members of this committee oversee the formulation of Risk Management Policy and provide strategic direction to minimise potential risks. They also oversee the establishment, implementation and monitoring of the organisation's risk management system.

   V. **CSR Committee:** The committee is entrusted with the social responsibility obligations of the Company. This committee is responsible for developing and modifying the organisation's CSR policy, as well as for identifying the CSR programmes and related expenditure for the Company to undertake. The monitoring of CSR projects implemented including the financials is in the purview of this committee, as is keeping the Board updated on the organisation's CSR activities.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes.

   Stakeholder consultation forms the foundation for identifying and managing key environmental and social priorities. The CSR annual plan and Environmental Management Plan (EMP) are continuously refined through active engagement with government and regulatory authorities, distributors, suppliers, and local communities. Insights from these interactions are systematically integrated into policies and action plans, ensuring alignment with stakeholder expectations. Further, a double materiality assessment is conducted to identify key priority areas.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.**

   The Company actively supports educational initiatives and implements programmes aimed at enhancing the quality of life of underprivileged communities, directly through CSR teams and implementing agencies. Ramco also focuses on improving access to healthcare, providing clean drinking water, and creating awareness on key social issues such as mental health (Atmaprasara), rural development, and sanitation. These initiatives are intended to generate sustainable community development and address the needs of vulnerable and marginalised sections of society. Key initiatives include support to Adi Dravidar Welfare Schools and the installation of smart toilets to enhance dignity, hygiene, and sanitation facilities for adolescent girls and women.

Principle 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	2025-26			2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	3,045	373	12	2,874	401	14
Other than permanent	200	0	0	227	0	0
Total Employees	3,245	373	11	3,101	401	13
Workers						
Permanent	845	0	0	893	0	0
Other than permanent	7,782	0	0	6,871	0	0
Total Workers	8,627	0	0	7,764	0	0

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

Category	2025-26					2024-25				
	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	**3,045**	**0**	**0**	**3,045**	**100**	**2,874**	**0**	**0**	**2,874**	**100**
Male	2,978	0	0	2,978	100	2,823	0	0	2,823	100
Female	67	0	0	67	100	51	0	0	51	100

Category	2025-26					2024-25				
	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
Other than permanent	**200**	**0**	**0**	**200**	**100**	**227**	**0**	**0**	**227**	**100**
Male	179	0	0	179	100	206	0	0	206	100
Female	21	0	0	21	100	21	0	0	21	100
Workers										
Permanent	**845**	**0**	**0**	**845**	**100**	**893**	**0**	**0**	**893**	**100**
Male	845	0	0	845	100	893	0	0	893	100
Female	0	0	0	0	0	0	0	0	0	0
Other than permanent	**7,782**	**3,172**	**41**	**4,610**	**59**	**6,871**	**3,860**	**56**	**3,011**	**44**
Male	7,363	2,992	41	4,371	59	6,641	3,646	55	2,995	45
Female	419	180	43	239	57	230	214	93	16	7

3.a. Details of remuneration/salary/wages, in the following format:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in Rs.)	Number	Median remuneration/ salary/wages of respective category (in Rs.)
Board of Directors (BoD)	6	9,00,000	1	12,00,000
Key Managerial Personnel	4	9,21,48,563	0	0
Employees other than BoD and KMP	2,974	9,19,801	67	8,27,610
Workers	845	7,96,340	0	0

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

Particulars	2025-26	2024-25
Gross wages paid to females as % of total wages	1.00	0.80

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.

The Company has established a structured governance framework to address human rights impacts arising from its operations. Employees and workers may report concerns through the HRMS grievance portal or directly to the Unit Personnel Head, Functional Head or Corporate HR team.

Human rights concerns are reviewed and addressed through established grievance redressal mechanisms and are overseen by the Human Resources function in line with the Company's policies on workplace conduct, non-discrimination and prevention of harassment.

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

The Company has established multiple channels to address grievances related to human rights issues. Employees and workers may raise concerns through the HCM grievance portal and Grievance Redressal Committee.

These forums meet periodically or as required to review grievances and ensure timely resolution. The mechanism is designed to ensure confidentiality, fairness and protection against retaliation. Appropriate corrective actions are taken based on the nature and severity of the concern.

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

Particulars	2025-26			2024-25		
	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	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour/Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	2025-26	2024-25
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.**

Ramco Cements ensures that complainants are protected from any adverse consequences arising from reporting discrimination or harassment. The identity of the complainant, respondent and witnesses is maintained as confidential during the inquiry process.

The Company follows the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 through Internal Committees constituted across locations. Appropriate interim measures may be implemented during investigations, including separation of reporting lines where required. The Company also maintains mechanisms to prevent retaliation and encourages employees to report concerns without fear.

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

Yes.

Human rights clause has been included in vendor agreements to ensure conformance to fundamental labour principles including the prohibition of child labour, forced labour or involuntary labour, freedom of association and right to collective bargaining and protection from discrimination, safe & healthy workplace, diversity & inclusion and social security in all their operation by imparting relevant training and aligning the conduct of employees.

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 Labour/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.**

Nil

Leadership Indicators

1. **Details of a business process being modified/introduced as a result of addressing human rights grievances/ complaints.**

   During the reporting period, no significant human rights grievances were received that required modification of existing business processes. However, Ramco Cements continues to strengthen its human rights governance framework through periodic review of Human right policies, improvement of grievance redressal mechanisms and employee awareness programmes. The HRMS-based grievance portal and employee engagement platforms are periodically reviewed to enhance accessibility, transparency and timely resolution of concerns.

2. **Details of the scope and coverage of any Human rights due-diligence conducted.**

   The Company undertakes periodic human rights due diligence across its operations through internal HR audits, safety audits and compliance reviews. These assessments cover key human rights risks such as non-discrimination, prevention of child labour and forced labour, fair wages and working hours, safe working conditions and protection from workplace harassment.

   The scope of due diligence includes employees and contract workers across plant locations. The Company also ensures adherence to applicable labour laws and internal policies through periodic monitoring and compliance reviews. Wherever applicable, vendor agreements include clauses requiring compliance with labour standards and ethical business practices.

3. **Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

   Yes.

   The Company ensures that its office premises and operational facilities are accessible to differently-abled employees and visitors in line with the provisions of the Rights of Persons with Disabilities Act, 2016. This is a continuous process, and facilities are further enhanced wherever required. Necessary infrastructure, including accessible entryways, facilities, and workplace arrangements, is provided wherever applicable to promote an inclusive and accessible work environment.

4. **Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100
Discrimination at Workplace	100
Child Labour	100
Forced Labour/Involuntary Labour	100
Wages	100

Note: The value chain partner boundary considered is the manpower contractors.

5. **Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.**

   Based on the assessments conducted during the reporting period, no significant human rights risks or concerns were identified.

   Nevertheless, the Company continues to undertake preventive measures to mitigate potential human rights risks across its operations. These include periodic employee awareness programmes, training on workplace ethics and non-discrimination and strict implementation of policies related to prevention of harassment, child labour and forced labour.

   Compliance is monitored through internal audits, safety audits and grievance redressal mechanisms to ensure early identification and resolution of any potential concerns.

Principle 6

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

Essential Indicators

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

Parameter	2025-26	2024-25
From renewable sources		
Total electricity consumption (A) (TJ)	1,959	1,711
Total fuel consumption (B) (TJ)	328	296
Energy consumption through other sources (C) (TJ)	0	0
Total energy consumed from renewable sources (A+B+C) (TJ)	2,287	2,007
From non-renewable sources		
Total electricity consumption (D) (TJ)	821	1,222
Total fuel consumption (E) (TJ)	46,399	45,298
Energy consumption through other sources (F) (TJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)) (TJ)	47,220	46,520
Total energy consumed (A+B+C+D+E+F) (TJ)	49,507	48,527
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) (TJ/Rs. in million)	0.55	0.57
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (TJ/Rs. in million adjusted for PPP)	11.17	11.80
Energy intensity in terms of physical output - (TJ/Tonne of Cementitious Material)	0.00263	0.00261

Note: The boundary has been expanded to include all stationary and mobile combustion sources, so the previous FY figures has been restated for comparability. The boundary has also been revised to include the Corporate Office, CCD, and Packing Plant.

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. Reasonable assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

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

Yes.

The Perform, Achieve and Trade (PAT) Scheme has been transitioned into the Carbon Credit Trading Scheme (CCTS) by the Government of India. Accordingly, the entity's compliance obligations are now aligned with the CCTS framework.

Under CCTS, targets are defined on a positive performance scale, emphasising improved energy efficiency and reduced emissions intensity. The measurement and verification (M&V) of performance against these targets is scheduled to be conducted by an accredited third-party agency in July 2026.

As the verification process is currently underway, the status of target achievement will be confirmed upon completion of the M&V exercise. In case of any shortfall, appropriate corrective and remedial actions will be identified and implemented in line with regulatory requirements.

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

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	19,56,823	18,01,262
(ii) Groundwater	6,50,492	6,43,433
(iii) Third party water	0	1,142
(iv) Seawater/desalinated water	0	0
(v) Others	6,449	5,590
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26,13,764	24,51,427
Total volume of water consumption (in kilolitres)	26,13,764	24,51,427
Water intensity per rupee of turnover (Total water consumption/Revenue from operations) (Kilolitres/Rs. in million)	29.00	28.86
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP) (Kilolitres/Rs. in million adjusted for PPP)	590	596
Water intensity in terms of physical output - Production in mass (Kilolitres/Tonne of Cementitious Material)	0.139	0.132

Note: The reporting boundary has been revised; accordingly, the previous year figures have been restated for comparability.

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. Reasonable assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

4. **Provide the following details related to water discharged:**

Parameter	2025-26	2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To surface water	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
Total water discharged (in kilolitres)	**0**	**0**

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. Reasonable assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation:**

Yes.

We have implemented Zero Liquid Discharge mechanisms across our units, ensuring that no untreated wastewater is discharged outside the plant boundary. While cement manufacturing does not generate process effluent, wastewater generated from utilities, thermal power plants, townships, canteens, offices, workshops and other allied facilities is collected, treated and reused within the premises.

Thermal power plant wastewater, including boiler blowdown, DM plant regeneration wastewater, UF/RO rejects and cooling tower blowdown, is treated through effluent treatment systems and reused for equipment cooling and other plant requirements.

Domestic sewage from townships, offices, canteens and plant areas is treated in sewage treatment plants and reused for greenbelt development, while automobile garage wash water is treated through oil and grease traps. Treated wastewater is further utilised for greenbelt development, fugitive emission suppression and cement plant activities and supporting water conservation & regulatory compliance. In addition, STP sludge is reused as manure for greenbelt development, reducing the use of chemical fertilisers.

6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Unit	2025-26	2024-25
NOx	MT	9,973	8,652
SOx	MT	332	272
Particulate matter (PM)	MT	708	689
Persistent organic pollutants (POP)	MT	-	-
Volatile organic compounds (VOC)	MT	-	-
Hazardous air pollutants (HAP)	MT	-	-

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

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

Parameter	Unit	2025-26	2024-25
Total Scope 1 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Million Metric tonnes of CO_2 equivalent	10.63	10.54
Total Scope 2 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Million Metric tonnes of CO_2 equivalent	0.16	0.25
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	Million Metric tonnes of CO_2 equivalent/Rs. in million	0.00012	0.000127
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)	Million Metric tonnes of CO_2 equivalent/Rs. in million adjusted for PPP	0.00243	0.00262
Total Scope 1 and Scope 2 emission intensity in terms of physical output- Production in mass	Million Metric tonnes of CO_2 equivalent/Tonne of Cementitious Material	5.72×10^{-7}	5.81×10^{-7}

Note: The previous FY figures have been restated due to the adoption of IPCC emission factors in line with SEBI BRSR Core recommendations and the expansion of the boundary to include all stationary and mobile combustion sources.

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. Reasonable assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

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

Yes.

The Company has undertaken multiple initiatives to reduce GHG emissions. The consumption of fossil fuels has been minimised through the adoption of Waste Heat Recovery Systems and the use of wheeled wind energy. Additionally, rooftop solar panels have been installed wherever feasible to further reduce dependence on fossil fuel-based energy sources.

A 15 MW Waste Heat Recovery System (WHRS) is planned for commissioning in the coming year, in line with the Company's commitment to enhance the share of green power in its energy mix, and reducing greenhouse gas emissions and reliance on fossil fuels.

Deployment of two 45-tonne electric dumpers for mining operations, which significantly reduced dependence on diesel-powered equipment and contributed to lower greenhouse gas emissions in upstream material movement.

In addition, limestone from the Budawada mines was increasingly transported through a dedicated railway siding, thereby reducing reliance on road transportation. This shift helped minimise fuel consumption, lower emissions, and improve the overall environmental performance.

Solar panels have been installed across several operating facilities to reduce dependence on captive power plants, such as 250 kW solar installation at Jayanthipuram plant, contributes to lowering the overall power demand indirectly.

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

a. **Total Waste generated**

Parameter	2025-26	2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	453	365
E-waste (B)	40	9
Biomedical waste (C)	0.48	0.44
Construction and demolition waste (D)	0	0
Battery waste (E)	30	22
Radioactive waste (F)	0	0
Other Hazardous Waste (G)	112	58
Other Non-Hazardous Waste (H)	97,493	1,00,124
Internal CPP - Fly Ash	90,974	92,394
Wood Waste	287	0
Other wastes (Metal scrap, Rubber scrap, etc)	6,232	7,730
Total Waste Generated (A+B+C+D+E+F+G+H)	98,128	1,00,578
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) (Metric ton/Million Rupee)	1.09	1.18
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) (Metric ton/Rs. in million adjusted for PPP)	22.15	24.46
Waste intensity in terms of physical output - Production in mass (Metric ton/Tonne of Cementitious Material)	0.00521	0.00542

b. **For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)**

Parameter	2025-26	2024-25
Category of waste		
(i) Recycled	99,098	1,01,796
(ii) Re-used	0	0
(iii) Other recovery operation	0	0
Total	99,098	1,01,796

Note: All facilities have adopted separate accounting for waste generation and waste disposal. Accordingly, waste disposal is higher than generation, as waste accumulated from previous years was also disposed of during the reporting period.

c. For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Parameter	2025-26	2024-25
Category of waste		
(i) Incineration	332	17
(ii) Landfilling	0	0
(iii) Authorised Disposal Facility	154	68
Total	486	85

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. Reasonable assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

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

The Company has adopted a structured waste management system based on segregation, reuse, recycling, co-processing and authorised disposal. Waste generated from premises are managed in compliance with applicable regulatory requirements.

Particulate matter collected through air pollution control equipment is recovered and reused in the process, while STP sludge and organic waste are utilised for greenbelt development and composting activities. Organic waste is processed in biogas plants, and the generated biogas is used in industrial canteens, partially replacing LPG.

Non-hazardous combustible waste is utilised as an alternate fuel in cement kilns wherever feasible, while hazardous and bio-medical waste is safely managed through authorised recyclers and disposal facilities. The Company also minimises the use of hazardous chemicals through safer alternatives, process optimisation and sustainable practices.

We will progressively increase the percentage of waste recycled, reused, and co-processed, while ensuring that 100% of hazardous and bio-medical waste is managed through authorised facilities. Further strengthening our waste management initiatives, we have embarked on the Zero Waste to Landfill certification process through CII for our RR Nagar plant, which is currently in progress.

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.
Nil			

Note: No facilities are located within or in proximity to ecologically sensitive areas.

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

S. No	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
1	East Band Limestone Mine	EIA Notification, 2006 vide number S.O 1533 (E) and its amendments there of	14th May 2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal

S. No	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
2	Amalgamated Periyanagalur Limestone Mine	EIA Notification, 2006 vide number S.O 1533 (E) and its amendments there of	29th May 2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
3	Ottakovil Limekankar Quarry Lease-2	EIA Notification, 2006 vide number S.O 1533 (E) and its amendments there of	29th May 2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
4	Expansion of Kalavatla Line -II	EIA Notification, 2006 vide number S.O 1533 (E) and its amendments there of	19th June 2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
5	Bommanalli Limestone Mine Block	EIA Notification, 2006 vide number S.O 1533 (E) and its amendments there of	19th November 2025	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
6	Expansion of Ramasamy Raja Nagar Cement Plant	EIA Notification, 2006 vide number S.O 1533 (E) and its amendments there of	26th January 2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
7	Maravarperungudi Lime Kankar Quarry Lease-III for Quarrying of Lime Kankar & Clay	EIA Notification, 2006 vide number S.O 1533 (E) and its amendments there of	06th February 2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal
8	Expansion of Jayanthipuram cement plant	EIA Notification, 2006 vide number S.O 1533 (E) and its amendments there of	21st February 2026	Yes	Yes	https://parivesh.nic.in/newupgrade/#/trackYourProposal

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 noncompliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
		Nil		

Note: Compliant with all the relevant regulations.

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

For each facility/plant located in areas of water stress, provide the following information:

(i) **Name of the Area:** Salem, Tamil Nadu and Mathodu, Karnataka.

(ii) **Nature of operations:** Grinding Unit

(iii) **Water withdrawal, consumption and discharge in the following format:**

Parameter	2025-26	2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface Water	0	0
(ii) Groundwater	16,098	20,731

Parameter	2025-26	2024-25
(iii) Third party water	0	1,142
(iv) Seawater/desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	16,098	21,873
Total volume of water consumption (in kilolitres)	16,098	21,873
Water intensity per rupee of turnover (Water consumed/turnover) (Kilolitres/Rs. in million)	0.178	0.256
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Water discharge by destination and level of treatment (in kilolitres) entity		
(i) To surface water	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment (Primary/Secondary/Tertiary treatment)	0	0
Total water discharged (in kilolitres)	**0**	**0**

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. Reasonable assurance has been carried out by TÜV SÜD South Asia Pvt Ltd.

2. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	2025-26	2024-25
Total Scope 3 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,95,560	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/Rs. in million	3.26	-
Total Scope 3 emission intensity (optional) – Production in mass	Metric tonnes of CO_2 equivalent/Tonne of Cementitious Material	0.016	-

Note: The scope 3 emission categories considered are employee commute and downstream transportation & distribution.

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

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities**

Not Applicable

4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

S. No	Initiative undertaken	Details of the initiative (Web link, if any, may be provided along with summary)	Outcome of the initiative	Corrective action taken, if any
1	A Waste Heat Recovery System (WHRS) has been implemented to utilise waste heat and reduce the demand on captive power plants.	A 8 MW Waste Heat Recovery System (WHRS) has been commissioned, increasing the total installed capacity to 53 MW.	The increasing WHRS capacity enhances energy efficiency by utilising waste heat, reduces reliance on captive power, and lowers both energy costs and greenhouse gas emissions.	Nil

5. **Does the entity have a business continuity and disaster management plan? Give details in 100 words/web link.**

Yes.

All our units are aided with on-site emergency plan which holds in the disaster management plan. The on-site emergency plan is framed as per the corporate safety manual. The plan is targeted to contain the incident, minimise causalities and prevent further injuries, migratory measures, quick and streamlined relief and rescue operation without unnecessary delay, speed up restoration of normalcy and ensure each member of the emergency operation including response team and employees are aware of their role in emergency. This can be achieved by:

- Informing the workplace hazards to the workers through awareness training.
- Identifying the areas where there is uncertainty in safety. What if analysis is carried out in appropriate area.
- Implementing controls to eliminate risk, or if elimination is not possible, reducing the risk to as low as is reasonably practicable.
- Monitoring implementation by inspecting & auditing controls to ensure they are working as expected.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

Value Chain Policy has been formulated, and procedures have been established to assess partners across all ESG parameters, including the BRSR Core requirements, in alignment with regulations issued by the Securities and Exchange Board of India.

This policy serves as a strategic framework to promote sustainability across the supply chain and mitigate associated environmental impacts. As per the policy, the top 2% of value chain partners will be assessed in the next financial year.

7. **Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts**

0%

The top 2% of the value chain partners will be assessed as per the value chain policy.

8. **How many Green Credits have been generated or procured:**

i.	By the listed entity	0
ii.	By the top ten (in terms of the value of purchases and sales respectively) value chain partners	0

Note: We have not generated or procured any Green Credits during the reporting period; however, we continue to evaluate opportunities under the applicable Green Credit framework.

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.

16

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

S. No	Name of the trade and industry chambers associations	Reach of trade and industry chambers/associations (State/National)
1	Global Cement and Concrete Association, India	National
2	Cement Manufacturers Association	National
3	Mining Engineers Association of India	National
4	Confederation of Indian Industry	National
5	Cement Manufacturers Association	National
6	Indian Wind Power Association	National
7	The Employers' Federation of Southern India	National
8	The Madras Chamber of Commerce & Industry	State
9	Madras Management Association	State
10	Virudhunagar 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
Competition Commission of India (CCI)	The Builders Association of India has filed a complaint against The Ramco Cements Limited (The Company) & Cement Manufacturers Association (CMA) and other leading,Cement companies, before the Competition Commission of India (CCI) in the year 2006. Vide its order dated 20th June 2012, a sum of Rs. 258.63 crores were imposed as penalty against The Ramco Cements Limited for contravening the provisions of section 3(1) read with section 3(3) (a) and 3(3)(b) of the Competition Act 2002. Against the said order, the cement companies went for an appeal to the Competition Appellate Tribunal (COMPAT) and the Honourable Appellate Tribunal was pleased to refer the matter before CCI for fresh adjudication. Thereafter, by order dated 31st August 2016, CCI reiterated the substantial portion of its earlier order imposing Rs. 258.63 crores towards alleged cartelisation. Aggrieved by the said order, the Company filed an appeal before COMPAT and obtained an interim order on 28th November 2016, wherein the Company was directed to deposit 10% of the penalty amount in the registry of COMPAT by way of Fixed deposit, within 60 days from the date of the order. Accordingly, the Company has deposited the amount of Rs. 25.86 crores (10% of Rs. 258.63 crores) on 30th November 2016. In the year 2017, central government abolished COMPAT and all its powers and functions were vested with NCLAT. Vide order dated 25th July 2018, NCLAT dismissed the Company's appeal along with the appeals of other cement companies. Aggrieved by the NCLAT order, the Company preferred an appeal before the Honourable Supreme Court and the Honourable court was pleased to admit the same and directed to continue the interim order passed by NCLAT. Accordingly, the Company redeposited a sum of Rs. 25.86 crores [i.e., 10% of the penalty amount of Rs. 258.63 crores] and the said deposit is classified under "Bank Balances other than Cash and Cash Equivalents.	The proceedings are ongoing.

Leadership Indicators

1. Details of public policy positions advocated by the entity

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others – please specify)	Web link, if available
			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.**

S. No	Name and brief details of project	SIA Notification No	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
1	Our Company's partnership with the Tamil Nadu Champions Foundation reflects our long-term commitment to delivering meaningful and sustainable Corporate Social Responsibility initiatives. Through focused investments in grassroots sports infrastructure and athlete development, we are contributing to the creation of a resilient sports ecosystem while fostering inclusive growth within the communities we serve.	-	-	Yes	Yes	https://ramcocements.in/cms/uploads/Social_Impact_Assessment_Report_Tamil_Nadu_Champions_Foundation_e7c815669e.pdf

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families(PAFs)	% of PAF covered by R&R	Amounts paid to PAFs in the FY (In Rs.)
Not Applicable						

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

Established dedicated CSR teams at all units to strengthen community engagement and ensure timely resolution of grievances. These teams can collaborate with key stakeholders, including local communities and district administration, to device and implement projects that deliver sustainable solutions.

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

Particulars	2025-26	2024-25
Directly sourced from MSMEs/small producers	2.69	2.94
Directly from within India	93.50	94.69

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 categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan)

Location	2025-26	2024-25
Rural	66.8%	68.3%
Semi-urban	3.5%	3.6%
Urban	5.8%	5.6%
Metropolitan	23.9%	22.5%

Note: The previous FY data has been restated in accordance with the RBI classification.

Leadership Indicators

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

S. No	Details of negative social impact identified	Corrective action taken
	Nil	

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. No	State	Aspirational District	Amount spent (In Rs.)
1	Tamil Nadu	Virudhunagar	89,44,323
2	Andhra Pradesh	Visakhapatnam	4,76,452

3.a. **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised/vulnerable groups? (Yes/No)**

No

b. **From which marginalised/vulnerable groups do you procure?**

Not Applicable

c. **What percentage of total procurement (by value) does it constitute?**

Not Applicable

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge**

S. No	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
		Nil		

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

S. No	Name of authority	Brief of the Case	Corrective action taken
		Nil	

6. **Details of beneficiaries of CSR Projects:**

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Education	6,897	100.00
2	Environment Sustainability	25,817	49.87
3	Health	37,867	78.55
4	Rural Development	41,860	41.56
5	Sports	781	43.66
6	Sanitation	691	68.74
7	Water	318	70.13
8	Vocational Skills - Women Empowerment & Livelihood	25,619	21.88
9	Art and Culture	53,601	0

Principle 9

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

Essential Indicators

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

The Company is educating all construction professionals – Masons, Architects, Contractors, and Engineers – through its awareness/promotional programmes. All the complaints were resolved during the year as it's because of poor concreting practices.

The Company carries out consumer surveys/consumer satisfaction trends, through interaction with end users and the information is utilised to improve the business operations/services.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	83
Safe and responsible usage	83
Recycling and/or safe disposal	83

Note: Information is provided on all packaged products, except for bulk cement supplied through bulkers.

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

Particulars	2025-26			2024-25		
	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
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:**

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

5. **Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web link of the policy.**

Yes.

https://ramcocements.in/cms/uploads/Cybersecurity_and_Data_Privacy_Policy_822e79627a.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**

We have implemented a comprehensive and robust cybersecurity framework to safeguard the security, integrity, and privacy of our customers' data. Our approach encompasses the following key measures:

- Secure and resilient server and network infrastructure
- Robust access control mechanisms
- Multi-factor authentication (MFA)
- Data minimisation and privacy-by-design principles
- End-to-end data encryption
- Proactive software updates and patch management
- Regular and reliable data backup procedures
- Secure communication protocols
- Periodic security audits and penetration testing
- Continuous threat monitoring and incident detection

Through the consistent application of these controls, we significantly mitigate cybersecurity risks and reinforce the protection of customer data against evolving threats.

7. **Provide the following information relating to data breaches:**

   a. **Number of instances of data breaches**

   0

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

   0

   c. **Impact, if any, of the data breaches**

   Nil

Leadership Indicators

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

   Ramco provides information about the product and services through its Website, News Paper/TV advertisements, Facebook and Instagram. Primary source of the information is our corporate website which can be accessed on

   Company Website - https://www.ramcocements.in

   Twitter - https://twitter.com/ramcocements

   Facebook - https://www.facebook.com/theramcocementsltd

   Instagram - https://instagram.com/theramcocementsltd

   Youtube - https://www.youtube.com/@TheRamcoCementsLimited

   Linkedin - https://www.linkedin.com/company/theramcocementsltd

   Threads - https://www.threads.net/@theramcocementsltd

   Whatsapp Business App - https://wa.me/9150023245

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

   Information regarding usage of product and end use applications are given in the respective product catalogue, Website of the Company, etc. The information on proper usage of products is provided with live demonstrations to Masons, Architects and Dealers at Ramco Research and Development centre.

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

   The products and services offered by Ramco Cements do not constitute in the category of essential services, and hence this disclosure is not applicable.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

   The required information are given on all the products of the Company as required by the applicable laws. For some products, information over and above the mandated requirement is also provided. Customer satisfaction survey and the feedback is a continuous process as the dealers, sales and technical team are in constant touch with the customers to ensure that this is communicated transparently across the value chain. We are in touch with customers through promotional meetings and one-to-one interactions with them through sales and MACE team at various places. As and when challenges/queries of customers arise, they are promptly redressed.

Note: Previous year's BRSR figures have been restated, wherever necessary, due to changes in the reporting boundary.

Assurance statement on third-party verification of sustainability information

Unique identification no.: **3153029130**

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by, **The Ramco Cements Limited Auras Corporate Centre, Vth Floor, 98-A, Dr. Radhakrishnan Salai, Mylapore, Chennai - 600 004, India** (hereinafter "Company") for the period from 01-04-2025 to 31-03-2026.

The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by **The Ramco Cements Limited,** in reference to:

BRSR and BRSR Core – Framework for ESG disclosures and assurance as per SEBI Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024, including Annexure 16 and Annexure 17A.

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July12, 2023.

BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2026 as listed below

Reasonable level of assurance of 'BRSR 9 Core Attributes'

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
1	The Ramco Cements Limited	RR Nagar Integrated Cement Plant & CCD, Ramasamy Raja Nagar, Thulukkapatti village, Virudhunagar District – 626204, Tamil Nadu
2		Ariyalur Integrated Cement Plant, Govindapuram Village, Ariyalur District – 621713, Tamil Nadu
3		Alathiyur Integrated Cement Plant, Alathiyur, Cement Nagar, Sendurai Taluk, Ariyalur District– 621730, Tamil Nadu.
4		Jayanthipuram Integrated Cement Plant & CCD, Jayanthipuram, Kumarasamy Raja Nagar, NTR District—521457, Andhra Pradesh
5		Kalavatala Integrated Cement Plant, Kalvatala Village, Kolimigundla Mandal, Nandyal District - 518123, Andhra Pradesh
6		Chengalpattu Grinding Unit, Kattuputhur village, Uthiramerur Taluk, Olaiyur post, Kancheepuram District-603107, Tamil Nadu
7		Salem Grinding Unit & CCD, Singhipuram village, Valapady Taluk, Salem District-636115, Tamil Nadu
8		Vizag Grinding Unit, Gobburu & Gobburupalem Village, Kasimkota Mandal, A.S. Peta Post, Anakapalle District – 531055, Andhra Pradesh
9		Haridaspur Grinding unit & CCD, Haridaspur, Dharmasala, Jajpur District-755024, Odisha
10		Kolaghat Grinding Unit, Rakshachak village, Purba Medinipur District, Kolaghat – 721134, West Bengal
11		Mathodu Grinding Unit, Mathodu Village, Hosadurga Taluk, Chitradurga District- 577533, Karnataka
12		Nagercoil Packing Plant, Kumarapuram, Aralvaimozhi, Kanyakumari District–629301, Tamil Nadu
13		Sriperumbudur CCD Plant, F-14, SIPCOT Industrial Park, Sriperumbudur, Kanchipuram District– 602106, Tamil Nadu

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

On the basis of the assessment procedures carried out & evidence we have collected during 09-02-26 to 27-04-2026, the identified sustainability indicators of 9 Core Attributes (Listed in Annexure I of this statement) of BRSR for FY 2025-26 are prepared in all material respect in accordance with the reporting requirements outlined in BRSR Core.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

Place, Date: Chennai, 02.06.2026

Name: Prosenjit Mitra	Name: Prarthana Chand
General Manager- Verification, Validation and Audit	Verification Team Leader, TÜV SÜD
Management System Assurance	Management System Assurance

Annexure I

S.No.	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
1.	Green-house gas (GHG) foot-print Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7

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7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9