

## SECTION A: GENERAL DISCLOSURES

### I. DETAILS

1. Corporate Identity Number (CIN) of the Listed Entity	L26940MH2000PLC128420
2. Name of the Listed Entity	UltraTech Cement Limited
3. Year of incorporation	24 <sup>th</sup> August, 2000
4. Registered office address	B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
5. Corporate address	B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093
6. E-mail	brr.utcl@adityabirla.com
7. Telephone	022 - 6691 7800 / 2926 7800
8. Website	<a href="http://www.ultratechcement.com">www.ultratechcement.com</a>
9. Financial year for which reporting is being done	1 <sup>st</sup> April, 2021 to 31 <sup>st</sup> March, 2022
10. Name of the Stock Exchange(s) where shares are listed	- BSE Limited - National Stock Exchange of India Limited
11. Paid-up Capital	₹ 2,88,67,08,470
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Sanjeeb Kumar Chatterjee Company Secretary B Wing, Ahura Centre, 2 <sup>nd</sup> Floor, Mahakali Caves Road, Andheri (East), Mumbai 400 093 Tel.: 022-6691 7800 Email: <a href="mailto:brr.utcl@adityabirla.com">brr.utcl@adityabirla.com</a>
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).	Disclosures made in this report are on a consolidated basis

### II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Other manufacturing	100

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of Clinker and Cement	2394	90

## III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	22 Integrated Cement Units; 23 Grinding Units; 1 White Cement Unit; 1 Wall Care Putty; 7 Bulk Terminals; 177 Ready Mix Concrete Units, 36 Building Product Division Units	1 Registered Office 1 Central Marketing Office 8 Zonal Marketing Offices	277
International	1 Clinkerisation Unit 4 Grinding Unit 1 Bulk Terminal	-	6

#### 17. Markets served by the entity:

##### a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	4 countries

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

- 0.5%

##### c. A brief on types of customers

- Individual Home Builders; Dealers; Real Estate Developers; Infrastructure Companies.

## IV. EMPLOYEES

#### 18. Details as at the end of Financial Year 2021-2022:

##### a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	15,546	14,996	96	550	4
2.	Other than Permanent (E)	4,713	4,467	95	246	5
3.	<b>Total employees (D + E)</b>	<b>20,259</b>	<b>19,463</b>	<b>96</b>	<b>796</b>	<b>4</b>
<b>WORKERS</b>						
4.	Permanent (F)	6,396	6,383	99.80	13	0.20
5.	Other than Permanent (G)	36,559	35,851	98	708	2
6.	<b>Total workers (F + G)</b>	<b>42,955</b>	<b>42,234</b>	<b>98</b>	<b>721</b>	<b>2</b>

##### b. Differently abled employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B/A)	No. (C)	%(C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	9	8	89	1	11
2.	Other than Permanent (E)	1	1	100	-	-
3.	<b>Total differently abled employees (D + E)</b>	<b>10</b>	<b>9</b>	<b>90</b>	<b>1</b>	<b>10</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	14	14	100	-	-
5.	Other than permanent (G)	8	8	100	-	-
6.	<b>Total differently abled workers (F + G)</b>	<b>22</b>	<b>22</b>	<b>100</b>	<b>-</b>	<b>-</b>

## 19. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	10	3	30
Key Management Personnel*	3	-	-

\* (includes 2 Executive Directors and Company Secretary)

## 20. Turnover rate for permanent employees and workers:

	FY 22			FY 21			FY 20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.31%	15.82%	9.75%	5.92%	11.16%	5.97%	7.62%	11.70%	8.09%
Permanent Workers	7.05%	0.00%	6.80%	5.08%	8.33%	5.28%	5.45%	16.67%	5.34%

## V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Grasim Industries Limited	Holding	57.27	Sr. No. 1: Grasim Industries Limited follows its separate business responsibility initiatives. Sr. Nos. 2 to 9: The Company's business responsibility initiatives apply to its subsidiaries.
2	Bhagwati Lime Stone Company Private Limited	Subsidiary	100	
3	Gotan Lime Stone Khanij Udyog Private Limited	Subsidiary	100	
4	Harish Cement Limited	Subsidiary	100	
5	PT UltraTech Investments Indonesia	Subsidiary	100	
6	PT UltraTech Mining Indonesia	Subsidiary	100	
7	UltraTech Cement Lanka (Pvt.) Limited	Subsidiary	80	
8	UltraTech Cement Middle East Investments Limited	Subsidiary	100	
9	UltraTech Nathdwara Cement Limited	Subsidiary	100	
10	Aditya Birla Renewable Energy Limited	Associate	26	
11	Aditya Birla Renewables SPV1 Limited	Associate	26	
12	Bhaskarpara Coal Company Limited	Associate	47.37	
13	Madanpur (North) Coal Company Private Limited	Joint Venture	11.17	

## VI. CSR DETAILS

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes  
(ii) Turnover (in ₹) 51,707.85 crores  
(iii) Net worth (in ₹) 50,431.21 crores

## VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2021-2022			FY 2020-2021		
		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.	-	-	-	-	-	-
Investors (other than shareholders)	The Company has in place a Grievance Redressal Mechanism;	-	-	-	-	-	-
Shareholders	details whereof are available at <a href="http://www.ultratechcement.com">www.ultratechcement.com</a>	53	1	-	43	1	-
Employees and workers		1,349	5	-	463	3	-
Customers		1,818	4	-	2,368	6	-
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Global regulations on curbing Green House Gas Emissions	Risk	Consumption of limestone and fossil fuels as part of the manufacturing process leads to release of carbon emissions.	Please refer to the Risk Management section forming part of the Directors' Report and Management Discussion and Analysis.	Negative
2	Climate Change and Global Warming	Opportunity	Climate Change and global warming related risk includes risks pertaining to environmental norms and natural calamities triggered by climate change, as well as local and global level sustainability pressures.	Although this is a risk at present, it provides the Company a unique opportunity to shift to sustainable practices like exploring renewable energy, resource and fuel sources. For details, please refer to the Risk Management section forming part of the Directors' Report and Management Discussion and Analysis.	Positive
3	Health & Safety (Occupational Hazards)	Risk	Occupational hazards can encompass many types of risks. The ones related to the Company's activities are biological hazards, psychosocial hazards and physical hazards. This type of risk signifies both long-term and short-term risks associated with the workplace	The Company follows 'Zero tolerance' policy for safety breaches. The Company conducts business with only those vendors who qualify across all of our stringent safety parameters.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
			environment. Short term risks may include physical injury, while long-term risks may be increased risk of developing a chronic disease.	Zero Fatality target for 2024. Use of wearables integrated with IT-enabled system for conducting safety audit from remote location. Digitisation in safety: Application for video analytics and data analytics. Safety training through AI-based platform (USHA Chatbot). Monthly safety campaigns on identified themes have been helping in sensitising people across plants. Board and unit level committees monitoring Safety leading and lagging parameters.	

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Voluntary Guidelines on Social, Environmental and Economic Responsibilities of Business (NVGs) released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as follows:

- P1 Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
- P2 Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3 Businesses should promote the wellbeing of all employees
- P4 Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- P5 Businesses should respect and promote human rights
- P6 Businesses should respect, protect, and make efforts to restore the environment
- P7 Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
- P8 Businesses should support inclusive growth and equitable development
- P9 Businesses should engage with and provide value to their customers and consumers in a responsible manner

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Policies are available at <a href="https://www.ultratechcement.com/investors/corporate-governance#policies">https://www.ultratechcement.com/investors/corporate-governance#policies</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	The Company expects its value chain partners to adhere to the Company's enlisted policies in all their dealings with the Company.								

4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are based on prescribed principles, conformance to the spirit of international standards like ISO 9000; ISO 14000; OHSAS 18000; ISO 45000; ISO 50000; SA 8000; UNGC Guidelines; GRI Standards; BIS Standards; ILO Principles; WBCSD; IGBC GreenPro																	
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	For commitments, goals and targets relating to Environment and Social, please refer to Targets and Achievements section of the Sustainability Report, the weblink for which is <a href="https://www.ultratechcement.com/about-us/sustainability/sustainability">https://www.ultratechcement.com/about-us/sustainability/sustainability</a>																	
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.																		
<b>Governance, leadership and oversight</b>																		
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Please refer to the message of the Managing Director forming part of the Sustainability Report the weblink for which is <a href="https://www.ultratechcement.com/about-us/sustainability/sustainability">https://www.ultratechcement.com/about-us/sustainability/sustainability</a>																	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. K. C. Jhanwar DIN: 01743559 Designation: Managing Director Telephone: 022 66917800 email: <a href="mailto:brr.utcl@adityabirla.com">brr.utcl@adityabirla.com</a>																	
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. Risk Management and Sustainability Committee. The Committee comprises of: - Mrs. Sukanya Kripalu, Independent Director - Mr. K. C. Jhanwar, Managing Director - Mr. Atul Daga, Whole-time Director and Chief Financial Officer  For further details, please refer to the Report on Corporate Governance forming part of this Integrated Annual Report																	
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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committees of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is compliant with applicable rules and regulations on an on-going basis.																	
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.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
	The Company publishes a Sustainability Report which is GRI Standard and covers policies mentioned herein. The Report is assured by an independent certifying agency. The weblink for the Sustainability Report is <a href="https://www.ultratechcement.com/about-us/sustainability/sustainability">https://www.ultratechcement.com/about-us/sustainability/sustainability</a>																	

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									Not Applicable
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

#### Essential Indicators:

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	Please refer to the Corporate Governance section forming part of this Integrated Annual Report.		
Key Managerial Personnel	2	All	100
Employees other than BoD and KMPs	2	All	52
Workers	1	All	100

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

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

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

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

– Yes. The policy is available on the Company's weblink - <https://www.ultratechcement.com/investors/corporate-governance#policies>

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

	FY 2021-2022	FY 2020-2021
Directors		
KMPs	Nil	Nil
Employees		
Workers		

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

	FY 2021-2022		FY 2020-2021	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

Not Applicable

### 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.

	FY 2021-2022	FY 2020-2021	Details of improvements in environmental and social impacts
R&D	0.04%	0.06%	Conservation of energy
Capex	1.32%	0.52%	

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

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

- The Company has developed a Sustainable Supply Chain Framework which uses an ESG criteria for vendor assessment and prefers those with better scores.
- These criteria encompass availability of robust policies, compliance certifications like ISO 14001, OHSAS 18001, etc., performance on emissions, water use, human rights, etc.
- The other element which is an integral part for sustainable sourcing, is sourcing locally, which reduces the impact on environment.
- More than 19% of raw material used for production of cement is recycled from industrial waste which is sourced sustainably, leading to an increase of 15.4% usage as compared to the previous year.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.
- The Company aims to reduce waste and dispose the same responsibly.
  - It follows circularity principles in the manufacturing and end use stage of the product lifecycle.
  - Fly ash generated in the captive power plants is used as an additive for blending with cement.
  - The Company is plastic negative. Plastic waste generated at the Company's manufacturing Units is used as fuel in the kilns. It also sources plastic waste from local municipal corporations and industries, as alternative fuel.
  - The above initiatives result in lower usage of natural resources, thereby reducing environmental footprints and curtailing emissions.
  - The Company does not generate any hazardous waste, but consumes hazardous waste like chemical waste etc. procured from outside.

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.

Extended Producer Responsibility (EPR) is evolving and final guidelines are to be issued by Pollution Control Boards. The Company's Units have submitted their action plans in line with the EPR guidelines.

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

#### Essential Indicators

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

Category	% of employees <sup>#</sup> covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits <sup>@</sup>		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	14,732	14,732	100	14,732	100	N.A	N.A	363	2	-	-
Female	539	539	100	539	100	539	100	N.A	N.A	-	-
<b>Total</b>	<b>15,271</b>	<b>15,271</b>	<b>100</b>	<b>15,271</b>	<b>100</b>	<b>539</b>	<b>4</b>	<b>363</b>	<b>2</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent employees</b>											
Male											
Female	Vendors and Contractors are required to adhere with the statutory compliance as per the State rules.										
<b>Total</b>											

# Data specific to India

@ For paternity benefits, the number of employees who availed paternity leave is mentioned.

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

Category	% of workers <sup>#</sup> covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent workers</b>											
Male <sup>#</sup>	6,136	6,136	100	6,136	100	-	-	N.A	N.A.	-	-
Female	13	13	100	13	100	13	100	N.A	N.A.	-	-
<b>Total</b>	<b>6,149</b>	<b>6,149</b>	<b>100</b>	<b>6,149</b>	<b>100</b>	<b>13</b>	<b>0.21</b>	<b>N.A</b>	<b>N.A.</b>	<b>-</b>	<b>-</b>

Category	% of workers <sup>#</sup> covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Other than Permanent workers</b>											
Male											
Female	Vendors and Contractors are required to adhere with the statutory compliance as per the State rules.										
<b>Total</b>											

# Data specific to India

2. Details of retirement benefits:

Benefits <sup>#</sup>	FY 2021-2022			FY 2020-2021		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Yes	100	100	Yes
Gratuity	100	100	Yes	100	100	Yes
ESI	N.A	12	Yes	N.A	18.50	Yes
Others – please specify	Superannuation: 10 NPS: 5	-	Yes	Superannuation: 12 NPS: 4	-	Yes

# Data specific to India

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

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.

The Company is committed to being an equal opportunity employer and ensures an inclusive workplace for all its employees, contractors and partners. It is working on developing a policy to strengthen its commitments to ensure equal opportunity for all stakeholders.

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	77%	88%	Not applicable	Not applicable
Female	47%	86%	Not applicable	Not applicable
<b>Total</b>	<b>76%</b>	<b>88%</b>	<b>Not applicable</b>	<b>Not applicable</b>

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Employee Relations Team meet at the shop floor twice a week to discuss concerns raised and tasks are assigned to Team Members for speedy redressal of grievances.
Other than Permanent Workers	The Company has a digitised Online Tool- Xpedite for receiving and attending to grievances.
Permanent Employees	
Other than Permanent Employees	

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

Category#	FY 2021-2022			FY 2020-2021		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
<b>Total Permanent Employees</b>	-	-	-	-	-	-
- Male	-	-	-	-	-	-
- Female	-	-	-	-	-	-
<b>Total Permanent Workers</b>	6,149	4,126	67	6,582	4,516	69
- Male	6,136	4,126	67	6,570	4,516	69
- Female	13	-	-	12	-	-

# Data specific to India

8. Details of training given to employees and workers:

Category	FY 2021-2022					FY 2020-2021				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	14,996	12,983	87	13,197	88	14,417	12,939	90	14,108	98
Female	550	167	30	478	87	466	139	30	447	96
<b>Total</b>	<b>15,546</b>	<b>13,150</b>	<b>85</b>	<b>13,675</b>	<b>88</b>	<b>14,883</b>	<b>13,078</b>	<b>88</b>	<b>14,555</b>	<b>98</b>
<b>Workers</b>										
Male	6,383	6,255	98	396	6	6,826	6,717	98	2,133	31
Female	13	13	100	12	92	12	12	100	12	100
<b>Total</b>	<b>6,396</b>	<b>6,268</b>	<b>98</b>	<b>408</b>	<b>6</b>	<b>6,838</b>	<b>6,729</b>	<b>98</b>	<b>2,145</b>	<b>31</b>

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

Category	FY 2021-2022			FY 2020-2021		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	14,996	14,996	100	14,417	14,417	100
Female	550	550	100	466	466	100
<b>Total</b>	<b>15,546</b>	<b>15,546</b>	<b>100</b>	<b>14,883</b>	<b>14,883</b>	<b>100</b>
<b>Workers</b>						
Male	6,383	6,383	100	6,826	6,826	100
Female	13	13	100	12	12	100
<b>Total</b>	<b>6,396</b>	<b>6,396</b>	<b>100</b>	<b>6,838</b>	<b>6,838</b>	<b>100</b>

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?
- Yes. The Company's Units are ISO 45001 certified for implemented occupational health and safety management systems covering all elements of Plan-Do-Check-Act (PDCA) cycle.

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

- The Company has a structured Hazard Identification and Risk Assessment (HIRA) standard which the Units follow.
- Cross functional teams trained in HIRA methodology identify hazards involved in each activity and evaluate associated risks based on exposure (E), severity (S) and probability (P) following Kinney & Fine method.
- The initial risk score, considering existing control is equal to E x S x P. If the risk score is beyond tolerable limit, additional controls are exercised and the final score is assigned. Efforts are made to follow hierarchy of control in the order of elimination, substitution, engineering control, administrative control and personal protective equipment (PPE). Prioritised actions are taken to reduce / manage significant risks.
- Apart from tier-1 risk assessment described above, tier -2 risk assessment is also done for high-risk activities with the help of HAZOP, PHA and Bowtie as applicable.

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

- Yes

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

- Yes

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

Safety Incident/Number	Category	FY 2021-2022	FY 2020-2021
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.30	0.03
	Workers	0.16	0.18
Total recordable work-related injuries	Employees	24	9
	Workers	59	59
No. of fatalities	Employees	2	1
	Workers	5	1
High consequence work-related injury or ill-health (excluding fatalities)	Employees	11	1
	Workers	25	19

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

- 1) Reporting of near miss incident.
- 2) Conducting safety observation rounds – twice a month.
- 3) Refresher training of all standards.

Overall effectiveness of safety and occupational health management system is reviewed by the Apex Governance body, i.e., OHS board chaired by the Managing Director and Sub-Committees headed by Manufacturing Cluster Heads and Corporate Function Heads:

- Standards and Procedures
- Safety Observation & Audit
- Training & Capability Building
- Incident Investigation
- Contractor Safety Management
- Occupational Health
- Logistics Safety
- Project Safety

Additionally, six Sub-Committees at Unit level, headed by the Unit Head, work to ensure employee safety and occupational health in a sustained manner.

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

	FY 2021-2022			FY 2020-2021		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% by the Company, 85% by third party
Working Conditions	100% by the Company, 85% by third party

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

Use of digitisation in Safety; Contractor Safety; Contractor Connect Initiative; Walkthrough inspections; Safety Inspection Review; Safety events; Addressing high risk operations through augmented process knowledge are some of the initiatives taken / underway to address safety-related incidents. For further details, refer to the Directors' Report and Management Discussion & Analysis forming part of this Integrated Annual Report.

**PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders**

**Essential Indicators**

- Describe the processes for identifying key stakeholder groups of the entity.
  - Please refer to the Stakeholder Engagement section forming part of the Sustainability Report – 2022 available at <https://www.ultratechcement.com/about-us/sustainability/sustainability>.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channel of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Industry Associations	No	- Meetings - Website - Annual Report - Sustainability Report	Annually and as and when required	Information exchange on key sustainability parameters.
Shareholders, Lenders & Investors	No	- General meetings. - Investor meetings - Annual Report - Sustainability Report - Investor Presentation - One-on-One meetings	Quarterly; Annually and as and when required	The Company engages with all its stakeholders. It helps to enrich business conduct by understanding their priorities and addressing their queries and concerns.
Government and Regulatory Authorities	No	- Annual report and regulatory filings - Facility Inspections - One-on-One meetings	Annually / Monthly and as and when required	Good governance practice; community engagement; regulatory compliance; environmental initiatives.
Employees	No	- Internal communication platforms - Townhalls	Daily	Employee engagement is an on-going exercise conducted throughout the year. The Company has also set up a formal mechanism for this – the Vibes employee survey, which includes all its employees.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channel of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website) other	Frequency of Engagement (Annual / Half Yearly / Quarterly / Others – Please specify)	Purpose and Scope of engagement including key topics and concerns raised during such engagement
Customers	Yes	- Company website - Product Campaigns - Surveys - Grievance Redressal	Periodic	Evaluating satisfaction level of customers using net promoter score (NPS) methodology.
Suppliers and Contractors	Yes	- Review Meetings - Vendor Interactions - Performance reports - Feedback and grievance forms	Periodic	Engagement with suppliers and contractors by adhering to the Supply chain code of conduct, thereby developing long-term business relationships.
Community	Yes	- Community Visits & meetings - Surveys - Workshops	Periodic	Help benefit the communities in the areas surrounding the Company's operations through livelihood opportunities – through various CSR initiatives at the Company.

**PRINCIPLE 5 Businesses should respect and promote human rights**

**Essential Indicators**

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

Category	FY 2021-2022			FY 2020-2021		
	Total (A)	No. of employee / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	9,528	72	0.76	9,087	64	0.70
Other than permanent	902	-	-	890	-	-
<b>Total Employees</b>	10,430	72	0.69	9,977	64	0.64
<b>Workers</b>						
Permanent	6,155	-	-	6,583	-	-
Other permanent	36,323	-	-	35,744	-	-
<b>Total Workers</b>	42,478	-	-	42,327	-	-

- Details of minimum wages paid to employees and workers, in the following format:

All employees and contractors have been paid more than / = minimum wages in accordance with the laws of the land where the Company operates.

- Details of remuneration/salary/wages#, in the following format

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	₹ 1.20 crore	3	₹ 0.95 crore
Key Managerial Personnel*	3	₹ 5.38 crore	-	-
Employees other than BoD and KMP	14,729	8,96,519	539	8,26,809
Workers	6,136	5,65,000	13	5,45,000

# Data specific to India

\* (includes 2 Executive Directors and Company Secretary)

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
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
  - Internal Audit
  - Certification SA 14000 & IMS
  - Human Resource Policy.
6. Number of Complaints on the following made by employees and workers:

	FY 2021-2022			FY 2020-2021		
	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	3	-	closed	4	1	subsequently closed
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
  - POSH Committee
  - ER Apke Dware
  - Shop Floor Committee meeting
  - Parakh Audit
  - Monthly meeting with Unions
8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

9. Assessments for the year:

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

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.
  - ER Apke Dware and physical verification of workmen on the shop floor. Safety Audits i.e. FPSA and SPSA, Parakh Audit, Statutory Audit, Inspection by labour department.
  - Regular employee education.

## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### Essential Indicators

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

Parameter	FY 2021-2022	FY 2020-2021
Total electricity consumption (A) (TJ)	4,627.62	4,404.03
Total fuel consumption (B) (TJ)	2,66,383.00	2,52,120.95
Energy consumption through other sources (C)	-	-
<b>Total energy consumption (A+B+C) (TJ)</b>	<b>2,71,010.62</b>	<b>2,56,524.98</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	5.15 x 10 <sup>-7</sup> TJ/₹	5.73 x 10 <sup>-7</sup> TJ/₹

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.

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, Total 23 DCs under PAT Cycle-II, 1 DC under PAT Cycle-V, 9 DCs under PAT Cycle-VI & 23 DCs under PAT Cycle-VII (all PAT Cycle-II DCs again identified in PAT Cycle-VII) are identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Bureau of Energy Efficiency (BEE) and Ministry of Power have confirmed E certificates for each integrated unit covered under PAT Cycle II in August, 2021. Out of 23 DCs of PAT Cycle-II, 8 DCs have not achieved the targets.

In case of targets not achieved, following are the remedial action taken- For the compliance of targeted energy consumption under PAT Cycle-II, the Company is purchasing the E certificates for the DCs. Energy audit carried out for the DCs as well as others to identify the energy savings measures and implementing these measures to reduce the Gate to Gate energy consumptions. Installing WHRS and solar power plants in the DCs wherever the potential is available.

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

Parameter	FY 2021-2022	FY 2020-2021
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	55,56,794.16	39,82,828.41
(ii) Groundwater	49,15,446.02	44,71,952.72
(iii) Third party water	2,55,480.12	1,91,348.2
(iv) Seawater / desalinated water	7,06,035.00	7,73,298.00
(v) Others	1,61,76,708.70	1,38,86,195.96
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>2,76,10,464.00</b>	<b>2,33,05,623.29</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>2,77,00,605.86</b>	<b>2,43,30,591.16</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.0526</b>	<b>0.0543</b>
Water intensity (optional)	-	-

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
  - The Company's manufacturing Units are compliant with zero liquid discharge.



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

Parameter	Please specify unit	FY 2021-2022	FY 2020-2021
NOx	Tonnes/Year	73,717.33	87,980.15
SOx	Tonnes/Year	9,783.77	7,134.93
Particulate matter (PM)	Tonnes/Year	2,873.60	2,386.09
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	--
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

Parameter	Unit	FY 2021-2022	FY 2020-2021
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	6,14,53,953.42	5,65,85,915
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	10,49,149.39	14,05,920.28
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>		0.000118	0.0001296
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional)		-	-

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

- The Company is committed to reduce its carbon footprint and has validated all its target with Science Based Target Initiative (SBTi). To achieve the target of carbon neutrality by 2050, the Company has taken major initiatives such as WHRS installation and RE 100 which increased the green energy to 17%. It also adopted processes such as replacing traditional fuel with alternative fuel, improving energy efficiency and using industrial waste as raw material.

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

Parameter	FY 2021-2022	FY 2020-2021
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	1,057.48	1,392.31
E-waste (B)	247.235	162.784
Bio-medical waste (C)	4.97	2.09
Construction and demolition waste (D)	-	-
Battery waste (E)	266.906	104.076
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1,024.74	964.44
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	47,269.00	31,470.03
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>49,870.33</b>	<b>34,095.73</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled		
(ii) Re-used		Not measured
(iii) Other recovery operations		
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration		
(ii) Landfilling		Not measured
(iii) Other disposal operations		
<b>Total</b>		

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

No process waste is generated from cement plant operations; however, some solid waste gets generated from utilities and offices as well as colonies, the management of which are undertaken as detailed below:

- Solid waste generated at Units and colonies are separated as per characteristic of waste viz. dry waste containing burnable fraction of paper; clothes; plastic; wet waste containing canteen / kitchen waste, horticulture waste etc. The dry waste is co-processed at the kilns and wet waste is stabilized by composting or is used in biogas plants.
- There is no process waste generated from cement manufacturing operation and the dust collected from pollution control equipment is being re-used in the process.
- Hazardous waste generated viz. lube oil, grease and oily cotton, is managed through authorized recyclers in terms of the provisions of Hazardous Waste Rules, 2016.
- Cement manufacturing process do not use any kind of hazardous or toxic chemicals, whereas it co-processes various hazardous as well as toxic material of other industries in the cement kilns which is a best proven and scientific method to dispose of such materials without harming the environment.
- The Company re-uses the fly ash and bottom ash generated from its captive power plants.
- Automatic dust cleaning systems like mechanised sweeping machines for removing dust from floors, concrete/ tar topped roads inside the Units to avoid dispersion of dust and good housekeeping practices have been adopted to control fugitive emissions.

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Jafrabad Cement Works Village- Babarkot, Taluka- Jafrabad, Dist.- Amreli	Limestone Mines and captive Jetty-CRZ Area	Yes
2	Sewagram Cement Works Village- Vayor, Taluka- ABDASA, Dist.- Kutch (Bhuj) Gujarat	Limestone Mines and captive Jetty- CRZ Area	Yes
3	Gujarat Cement Works Village- Kovaya, Taluka- Rajula, Dist.- Amreli	Limestone Mines and captive Jetty- CRZ Area	Yes
4	Sidhi Cement Works Village: Majhigawan, P.O. Bharatpur, Tehsil: Rampur Naikin, District: Sidhi, Madhya Pradesh -486 776	Unit is falling in Forest Area and Wild Life Clearance for Cement Plant, CPP and 7 existing mines have been obtained	Yes
5	Baga Cement Works Village – Baga, P.O. Kandhar, Tehsil – Arki, District – Solan Himachal Pradesh - 171 102	Unit is falling in Forest Area and Forest clearance has been obtained for Plant and Mines.	Yes

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Sonar Bangla Cement Works Expansion of grinding unit	EIA Notification 2006	July 2021	Yes	Yes	http://environmentclearance.nic.in/
Dhar Cement Works Expansion in Production Capacity of Sitapuri Limestone Mine along with Expansion in Crusher Capacity	EIA Notification 2006	PH conducted on 29.12.2021	Yes	Yes	www.mppcb.nic.in
Bela Cement Works New upcoming mine	EIA Notification 2006	EAC on 4.12.2021	Yes	Public hearing has been done. EC awaited	Not applicable.
Sidhi Cement Works Capacity expansion of Hinauti Extension Mine	EIA Notification 2006	PH on 4.03.2022	Yes	Yes. However Final EIA and EC is under process.	www.mppcb.nic.in
Sidhi Cement Works Capacity expansion of Cement Plant	EIA Notification 2006	PH on 3.03.2022	Yes	Yes. However Final EIA and EC is under process.	www.mppcb.nic.in
Maihar Cement Works Plant Expansion Project	EIA Notification 2006	17/01/2022	Yes	Yes, PH conducted on 09.03.2022 (Draft EIA is in public domain) final EIA is in progress	
Vikram Cement Works Borkhedi-Nayagaon Limestone Mine along with installation of Crusher	EIA Notification 2006		Yes	No, Draft EIA/ EMP Report is under Preparation.	www.mppcb.nic.in
Roorkee Cement Works EC Expansion	EIA Notification 2006	04/02/2022	Yes	Yes	environmentclearance.nic.in/auth/ECgeneral_report

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

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

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

### Essential Indicators

- Number of affiliations with trade and industry chambers/ associations.
  - 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	Federation of Indian Chambers of Commerce and Industry	National
2	Confederation of Indian Industry	National
3	Global Cement and Concrete Association	Global
4	Global Cement and Concrete Association, India	National
5	Federation of Indian Mineral Industries	National

- 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
		Not Applicable

## PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

### Essential Indicators

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

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

The Company has been voluntarily conducting impact assessments through Independent Agencies to screen and evaluate select CSR programs. The Company takes cognizance of sub-rule 3 of rule 8 of the Companies (Corporate Social Responsibility Policy) Rules, 2014 and shall initiate steps to conduct impact assessment of all applicable CSR projects.

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

S. No.	Name of project for which R&R is ongoing	State	District	No. of project Affected families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (in INR)
						None

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

As a part of the CSR Policy, the Company proactively meets the community representatives and marginal stakeholders. It has a designated office and team at each manufacturing location. Each need is noted, analysed and a feasible solution is implemented.

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

	FY 2021-2022	FY 2020-2021
Directly sourced from MSMEs/ small producers	19	20
Sourced directly from within the district and neighbouring districts	7	6

**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 a Customer Centric organisation with a highly experienced technical team which provides on-site support and demonstration. There's an effective complaint handling procedure that facilitates prompt logging, investigation, resolution, and closure.
- Customers can register their feedback / queries through various modes like dealers, employees, Company Website, Contact Centre. The query is attended to and addressed. Most of the complaints are closed within 72 hours. It is ensured that all the complaints are closed to the fullest customer satisfaction with a formal complaint closure documentation. In addition to this, all the complaints are registered in Technical Force Automation system from where the complaint status is monitored on monthly basis.
- Customer Care Contact Centre –The Company has a Customer Care Centre which seeks feedback from customers after any transaction (Product Query, complaint service).

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

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

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

	FY 2021 2022		Remarks	FY 2020-2021		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	2	-	These were disposed off as the complaints were found to be invalid.	2	-	These were disposed off as the complaints were found to be invalid.
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	1	-	-	-	-	-
Unfair Trade Practices	11	1	-	-	-	-
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		Nil

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. The same is available on the Company's website at [www.ultratechcement.com](http://www.ultratechcement.com)

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

All communications have necessary disclaimer as per Advertising Standard Council of India (ASCI) and Bureau of Indian Standard (BIS) guidelines.