

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

FOR FINANCIAL YEAR 2024-25

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L26943RJ1976PLC001705
2.	Name of the Listed Entity	Mangalam Cement Ltd.
3.	Year of Incorporation	1976
4.	Registered Office Address	P. O. Aditya Nagar-326520 Morak, Dist. Kota, Rajasthan
5.	Corporate Address	Mangalam Cement Limited Birla Building, 10th Floor, 9/1, R.N. Mukherjee Road, Kolkata - 700 001. Phone: 033-22438706/07; Fax: 033-22438709 Email: kolkata@mangalamcement.com
6.	E-mail	shares@mangalamcement.com
7.	Telephone	07459-232231
8.	Website	www.mangalamcement.com
9.	Financial Year for which reporting is being done	1st April, 2024 to 31st March, 2025
10.	Name of the Stock Exchanges(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11.	Paid up Capital	Rs. 27,49,72,980
12.	Name and contact details (telephone, e-mail address) of the person who may be contacted in case of any queries on the BRSR Report	Shri Yaswant Mishra Executive Director & CFO Phone : 033-22438706/07 Email: kolkata@mangalamcement.com
13.	Reporting Boundary (Standalone/Consolidated)	Standalone
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

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	Cement and Clinker	97.03

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 and Clinker	23941	97.03

III. Operations

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

Location	Number of Plants	Number of offices	Total
National	3 (Morak, Aligarh and Nabarangpur)	4 (Registered Office at Morak, other offices are at Jaipur, Delhi and Corporate Office at Kolkata)	7
International	NA	NA	NA

19. Markets served by the entity :

a. Number of locations

Locations	Number
National (No. of States)	6 States
International (No. of Countries)	NA

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

Nil

c. Our customers include various institutional/commercial customers, individual house builders, government bodies for infrastructure projects.

IV. Employees20. Details as at the end of Financial Year **2024-25**:

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)	555	545	98.20%	10	1.80%
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	555	545	98.20%	10	1.80%
WORKERS						
4.	Permanent (F)	445	445	100%	0	0.00%
5.	Other than Permanent (G)	2036	2032	99.80%	4	0.20%
6.	Total workers (F + G)	2481	2477	99.84%	4	0.16%

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)	1	1	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	1	1	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100%	0	0
5.	Other than Permanent (G)	5	5	100%	0	0
6.	Total differently abled workers (F + G)	7	7	100%	0	0

21. Participation/Inclusion/Representation of women as on 31st March, 2025

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8*	1	12.50%
Key Management Personnel	3**	Nil	Nil

* Shri Ajit Cherian Kuruvilla, was appointed as Non-Executive Independent Director w.e.f. 3rd May, 2025.

** Key Managerial Personnel includes Whole-time Director, Executive Director & Chief Financial Officer & Company Secretary

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2024-25			FY 2023-24			FY 2022-23		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.44	0.54	8.98	10.85	0.36	11.21	13.85	0	13.85
Permanent Workers	8.06	0	8.06	9.62	0	9.62	6.78	0	6.78

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)
	NIL	NIL	NIL	NIL

Note : - Mangalam Cement Limited ('Company') holds 26% in Suryadeep RJ1 Projects Private Limited, ('Investee'). However, Company does not exercise significant influence or control on decisions of the investees. Hence, it is not being construed as Associate Company. This investment is included in "Note 7 - Financial Assets Investment" under investment measured at fair value through Profit & Loss in the Financial Statements.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/NO) : Yes**
 (ii) Turnover (in ₹) : 1,68,098.78 Lakhs
 (iii) Net worth (in ₹) : 85,188.32 Lakhs

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)	Number of complaints filed during the year	FY 2024-25 Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	FY 2023-24 Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, https://www.mangalamcement.com/contactus-new.php	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes, https://www.mangalamcement.com/contactus-new.php	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes, https://www.mangalamcement.com/contactus-new.php	11	11	Nil	5	Nil	Nil
Employees and workers	Yes, https://www.mangalamcement.com/contactus-new.php	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes, https://www.mangalamcement.com/contactus-new.php	539	Nil	Nil	479	Nil	Nil
Value Chain Partners	Yes, https://www.mangalamcement.com/contactus-new.php	Nil	Nil	Nil	Nil	Nil	Nil
Other (Please specify)–		--	--	--	--	--	--

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 issued 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	Environmental rules and 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.	Shifting to renewables and/ or low-carbon solutions where possible and process optimisation and digitisation	Negative
2	Climate changes / sustainable development.	Risk	Increase the cost of fuel, pet coke and Coal	Installation of Waste Heat Recovery plant. Use of Biomass Use of Wind Energy Exploring the other options of green energy	Negative

S. No.	Material issued 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	Occupational Health and Safety	Risk and Opportunity	<p>Risk- Failure to protect workers from occupational hazards can result in legal action, fines, and compensation claims against the company. These risks can lead to significant financial liabilities and damage the company's reputation.</p> <p>Also, potential employees may hesitate from joining the company, and current employees may leave if they perceive their health and safety are not adequately protected, leading to challenges in attracting and retaining a skilled workforce.</p> <p>Opportunity- By prioritising the well-being of all employees and workers, the company can enhance its employer brand, making it a more attractive place to work. Employees are more likely to join and stay with a company that prioritises their well-being, leading to lower turnover rates and higher employee satisfaction.</p>	We have developed safety initiatives including competency development, training, audits, inspections, surveys, We Care initiatives, Critical Control Management to prevent unwanted events, and especial cross functional teams to drive process safety. Also, we conduct safety audits across our manufacturing sites to ensure that the actions are timely closed and implemented.	Negative/ Positive
4	Customer Relationship Management	Opportunity	CRM empowers to build a positive customer experience based on relevant, real-time information and customer needs that matters to the business. It would enable data driven decision making, improved customer experience and hence drive growth in business by increasing loyalty and enhancing relations.	–	Positive

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC **(National Guidelines on Responsible Business conduct)** Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management process										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.mangalamcement.com/codes_policies.php								
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	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, Trustee) standards (e.g. SA8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>Company has adopted various standards specified by the International Organization for Standardization (ISO). These are:</p> <ol style="list-style-type: none"> ISO 45001:2018 for OHS (Bureau of Indian Standard, Gol) ISO 9001: 2015 for Quality Management Systems (QMS) (Bureau of Indian Standard, Gol) ISO 14001: 2015 for Environment Management Systems (EMS) (Bureau of Indian Standard, Gol) ISO 50001: 2018 Energy Management Systems (EnMS) (S.G.S, Kolkata) 								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	By reducing its Carbon footprints and use of Renewable/ Green energy Company wants to give its contribution to Climate changes/sustainable development.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> Waste Heat Recovering plant is installed Use of Biomass Use of Wind Energy Exploring the other options of green energy 								
Governance, leadership and oversight										
7.	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity had flexibility regarding the placement of this disclosure</i>).</p> <p>At Mangalam Cement, we believe any business enterprise cannot sustain in an environment of complete insularity and isolation. It needs to continually draw resources from the community, while giving back something in return. This symbiotic relationship with the community represents the bedrock of sustainable and holistic development, both for the community and the corporate.</p> <p>At Mangalam Cement, green initiatives are integral to our corporate philosophy. We adopt eco-friendly processes to minimise our environmental footprint and promote green awareness to help shape a cleaner and greener tomorrow. We are implementing measures to minimise our carbon footprint and help protect the environment. This is part of our sustainable business blueprint requirements.</p> <p>Pollution-free Plant Vicinity</p> <p>We monitor the performance of our pollution-control equipment regularly. We have enhanced focus on ensuring dust-free surroundings, so all the transfer points of raw materials are provided with water mist dust suppression system. Besides, consistent water sprinkling (from harvested water) in the vicinity of the dust emission area is conducted to reduce dust levels. The effluent treatment plant ensures zero discharge.</p> <p>Wind Energy</p> <p>We have an aggregate wind turbine capacity of 13.65 MW at Jaisalmer, India. It helps reduce CO2 emissions.</p> <p>Safety</p> <p>To cultivate and promote safety amongst the employees at the plant, the Company celebrated National Safety Week. The mission of the National Safety Week Celebration was to collectively raise awareness about the importance of safety measures and how to implement them in day-to-day activities. A series of competitions and activities related to safety were organised throughout the week for employees and their family members. During the National Safety Day function, employees and workers gathered and undertook a "Safety Pledge" to reaffirm their commitment to ensuring health and safety. Safety banners and posters were also displayed at various locations along with the distribution of tokens and articles promoting safety awareness and alertness among all the employees.</p>									

Energy Conservation Week Celebration

Energy Conservation Week was celebrated in December to create awareness of energy conservation. A variety of programs were organised, such as essay writing, speech competition, slogan writing, quiz.

Steps taken by the Company for utilizing alternate sources of energy during the Financial Year 2024-25

- Utilisation of 116.60 Lakhs units Wind Energy (Green Power) for plant captive use.
- Utilisation of 9113.15 Tons of Biomass in CPP.
- Utilisation of Net electricity of 663.36 Lakhs Units for captive use, generated from Waste Heat Recovery (WHR) Plant.

Further for energy conservation measures taken by the Company during the Financial Year **2024-25**, please refer the information as per section 134 (3) (m) read with rule 8 of the Companies (Accounts) Rules, 2014 and forming part of the Directors' Report for the year ended **31st March, 2025**.

We support local communities wherever we operate and foster an environment in which the business and the neighbouring populace share a relationship of mutual trust and reliability. The Company has formulated a CSR Policy pursuant to the Section 135 of the Companies Act, 2013 and rules framed thereunder. The Policy is framed for undertaking activities as may be found beneficial for upliftment of the society, environment protection and economic development for the weaker section with preference to local areas and areas near Company's factory sites.

For upgrading skills of the youth and building a progressive society, the Company provides regular financial support to Industrial Training Institution (ITI), Khairabad.

An initiative to empower women to contribute meaningfully to women empowerment in rural areas, the Company has tied up with gram panchayats surrounding the plant in providing training of tailoring and garment stitching to the women of the village. This promotes financial independence and self-respect among women, thereby building a better society.

Our community intervention initiatives include the following:

- o Promoting Education
- o Skill Development Programmes
- o Health
- o Financial Assistance to Gram Panchayats
- o Community Development Programme

Mangalam Jal Rakshak saving water for a better future:

Mangalam Cement continue to live by its motto "**Jal Kam.....Jalan Kam**", which reflects our thrust on saving water.

S. No.	Disclosure Questions	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Shri Yaswant Mishra Executive Director and Chief Financial Officer
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.	The relevant policies are administered by the Departmental Heads who report to the Management of the Company who is responsible for monitoring and overseeing all policy implementation.
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 P P P P P P P P P P P P P P P P P P
		1 2 3 4 5 6 7 8 9 1 2 3 4 5 6 7 8 9
Performance against above policies and follow up action	Committee of the Board which in turn update the Board.	Annually and from time to time as per statutory requirements
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is compliant with relevant principles, applicable rules and regulation, Compliance to regulatory requirements are reviewed on regular basis and as per the requirement.	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2 P3 P4 P5 P6 P7 P8 P9
No, Few Policies are certifies by this part		

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)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C : PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1 Business 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 person in respective category covered by the awareness programmes
Board of Directors	3	They have been given awareness training for the Code of Conduct policy/CSR activities/ awareness about manufacturing process	100%
Key Managerial Personnel	3	They have been given awareness training for the Code of Conduct policy/CSR activities/ awareness about manufacturing process	100%
Employees other than BoD and KMPs	69	Awareness about Safety, First Aid and Skill & Competency	100%
Workers	69	Awareness about Safety, First Aid and Skill & Competency	100%

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

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 Compounding fee		NIL		

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, Anti-Corruption is governed under the Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy for establishing Vigil Mechanism.

The Company's policies viz. Code of Conduct for Board of Directors and Senior Management Personnel and Whistle Blower Policy lay down the rules and procedures by which any stakeholder can report the actual or suspected improper activities of any kind, fraud and violation of company's code of conduct.

The whistle blower policy extends to individuals who are in fulltime or part time employment with the company including those serving as consultants and contract/third Party employees. Web Link - https://www.mangalamcement.com/pdf/policy/WISTLE-BLOWER-POLICY_Final.pdf

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

	FY 2024-25	FY 2023-24
Directors	NIL	NIL
KMPs		
Employees		
Workers		

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

FY 2024-25		FY 2023-24	
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 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 (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:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	64	62

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	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of purchases	a. Purchases from trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases are made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	69.29	70.41
	b. Number of dealers/distributors to whom sales are made	1083	1054
	c. Sales to top 10 dealers / distributors to whom sales are made.	₹ 16,198.31 Lakhs	₹ 16,004.09 Lakhs
Share of RPTs in	a. Purchases (purchases with related parties /total purchases)	16.15%	0.98%
	b. Sales (Sales to related parties / total sale)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)*	3.59%	5.73%
	d. Investments (Investments in related parties / total investment made)	NIL	NIL

*Against Supply

Essential Indicators

- | | FY 2024-25 | FY 2023-24 | Details of improvements in environmental and social impacts |
|-------|------------|------------|---|
| R&D | 98.38% | 10.68% | Development of a triboelectric separator equipment |
| Capex | Nil | NIL | NA |

- YES, we have prepared & submitted action plan in pollution control board to the Best Possible Extent for collection of plastic waste as per Extended Producer Responsibility (EPR).

Essential Indicators

- [illegible]

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 worker											
Male	445	363	81.57	445	100.00	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	445	363	81.57	445	100.00	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent worker											
Male	2,032	2,032	100.00	2,032	100.00	Nil	Nil	Nil	Nil	Nil	Nil
Female	4	4	100.00	4	100.00	4	100.00	Nil	Nil	Nil	Nil
Total	2,036	2,036	100.00	2,036	100.00	4	0.20	Nil	Nil	Nil	Nil

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well being measures as a % of total revenue of the Company	0.19%	0.17%

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and depo- sited with the autho- rity (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and depo- sited with the autho- rity (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	3.42	1.35	Y	3.44	1.25	Y
Other - please specify	--	--	--	--	--	--

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.

Yes. The Company ensures equal opportunities and fair treatment to all including eligible applicants for employment without any bias towards caste, creed, religion, origin, gender, disability, marital status, age and nationality starting from the recruitment to the closure of full and final settlement for accessing the same, please contact: personnel@mangalamcement.com

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	100.00	100.00
Total	100.00	100.00	100.00	100.00

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	- Grievance Redressal System
Other than Permanent Workers	- Works Committee
Permanent Employees	- Canteen Committee.
Other than Permanent Employees	- Safety Committee.
	- Meeting with Labour Unions
	- Approach the HR
	- Write to HR (dedicated E-mail personnel@mangalamcement.com)
	- ICC
	- Certified Standing Orders.
	- HR policies & Practices.

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

Category		FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
Total employees / workers in respective category (A)		No. of employees /workers respect- ive category, who are part of asso- ciation(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees /workers respect- ive category, who are part of asso- ciation(s) or Union (D)	% (D / C)	
Total Permanent employees	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total Permanent Workers	445	445	100.00	479	479	100.00	
Male	445	445	100.00	479	479	100.00	
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total 1(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	545	545	100.00	545	100.00	540	540	100.00	540	100.00
Female	10	10	100.00	10	100.00	12	12	100.00	12	100.00
Total	555	555	100.00	555	100.00	552	552	100.00	552	100.00
Workers										
Male	445	445	100.00	445	100.00	479	479	100.00	479	100.00
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Total	445	445	100.00	445	100.00	479	479	100.00	479	100.00

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	545	545	100.00	540	540	100.00
Female	10	10	100.00	12	12	100.00
Total	555	555	100.00	552	552	100.00
Workers						
Male	445	445	100.00	479	479	100.00
Female	Nil	Nil	Nil	Nil	Nil	Nil
Total	445	445	100.00	479	479	100.00

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?
1. EHS policy 2. Permit to Work System 3. Safety Manual 4. On-site emergency plan 5. Qualified Medical staff 6. OHC (Occupational Health Centre) + Ambulance available 24*7 7. Factories Act Compliance.
- 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. Dedicated Safety Department / personnel primarily responsible for overall safety of Men, material & Machines in the Plant. 2. Regular Plant round by designated staff to find unsafe action / condition & take appropriate action to address the same. 3. Safety audits of selected areas. 4. Regular Safety Committee meetings. 5. Toolbox Talks. 6. Mandatory Safety Induction of all new Staff / Workers / Trainees. 7. Safety Trainings. 8. Mock drills. 9. Monthly Safety Gate Meeting (participation from all levels of employees & Workers) 10. HIRA for identified jobs. 11. Reward & Recognition for best safety practices & suggestions 12. Consequence Management. 13. Safety inspections by Competent Govt. Authorities. 14. SOPs
- 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/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**
YES
YES (Mandatory Periodic Health Check-up & need based medical assistance provided round the clock).

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

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

*Including Contract workforce

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

- Mandatory Safety Induction & Trainings
- Mandatory Periodic Health check-ups of all levels of employees
- Permit to work system.
- Power isolation permit
- Mandatory uses of job specific PPEs
- Related jobs with Qualified Personnel.
- Report on the unsafe action and conditions to make the workplace safer
- Toolbox talks
- Safety Instructions & regular training on specific topics.
- Mock drills for awareness.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	647	49		203	14	
Health & Safety	15	0		19	0	

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	Plant is under ISO 45001 Management system, where working condition and safety is constantly assessed by third party & by entity at regular intervals.
Working Conditions	

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

- Made Safety Instruction for shifting the material from height.
- Random checking of vehicle speed by speed gun.
- Set the pressure of Fly ash unloading compressor and pressure vessel at 2 Kg.
- Automation of fire hydrant system.
- Change the insulating mat with high quality insulating paint in front of some electrical panel.
- Removed the locking arrangement from outside of emergency exits.
- Introduced new PPEs - Nomex Suit and Cut resistant hand gloves.
- Life line for working at height with 12 mm wire rope.

PRINCIPLE 4 Business 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.

Your company is that which is directly or indirectly impacted by it or can impact our value creation in the short, medium, or long term. Our relations with them are based on mutual trust and understanding their priorities in creating shared value.

Accordingly your company has identified internal stakeholders like employees, workers, and board of directors, as well as external stakeholders that impact our business, like investors, suppliers, and communities. The company has also engaged with these stakeholders through different channels.

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

Stakeholder Group	Whether identified as vulnerable & Marginalized Group (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
Shareholders	No	<ul style="list-style-type: none"> Annual General meetings/ Postal Ballot Annual Report Intimation letters E-mails Newspaper Notice Website 	Quarterly; Annually and as and when required	To provide all necessary information/events of Company and to take necessary approvals.
Government Bodies and Regulatory Authorities	No	<ul style="list-style-type: none"> Annual report Quarterly filing Other event based filings 	Annually / Quarterly / Monthly and as and when required	Good corporate governance practice; environmental compliance;
Industry Association	No	<ul style="list-style-type: none"> Meetings Commutations 	Annually and as and when required	Information exchange on key sustainability parameters
Employees	No	<ul style="list-style-type: none"> Internal communication Circulars Club/Celebration of Events 	Daily and as and when required	Employee engagement is an on-going exercise conducted throughout the year
Local Community / Local Vendors	No	<ul style="list-style-type: none"> Meetings Through CSR activities Providing employment Giving preference to local vendors 	Daily and as and when required	Interaction with Local Community is part of day to day working of the Company.
Customers/ Dealers/ Sales Promoters/ Rajmistri	No	<ul style="list-style-type: none"> Visit to construction site Customer feedback Awareness through Social Media Dealers Meeting Sales Promoter Meeting National and International tours Architect Award 	Routine process	Customer is key stakeholder of the Company and company provides the quality products to its customers at competitive price. Customer satisfaction is the prime moto of the Company.

PRINCIPLE 5 Business should respect and promote human rights**Essential Indicators**

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	555	555	100.00	552	552	100.00
Other than permanent	-	-	-	-	-	-
Total Employees	555	555	100.00	552	552	100.00
Workers						
Permanent	445	445	100.00	479	479	100.00
Other than permanent	2036	2036	100.00	2134	2134	100.00
Total Workers	2481	2481	100.00	2613	2613	100.00

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage No. (B)	% (B / A)	More than Minimum Wage No. (C)	% (C / A)	Total (D)	Equal to Minimum Wage No. (E)	% (E / D)	More than Minimum Wage No. (F)	% (F / D)
Employees										
Permanent										
Male	545	Nil	Nil	545	100.00	540	Nil	Nil	540	100.00
Female	10	Nil	Nil	10	100.00	12	Nil	Nil	12	100.00
Other than Permanent										
Male	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Workers										
Permanent										
Male	445	Nil	Nil	445	100.00	479	Nil	Nil	479	100.00
Female	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil
Other than Permanent										
Male	2032	Nil	Nil	2032	100.00	2131	Nil	Nil	2131	100.00
Female	4	Nil	Nil	4	100.00	3	Nil	Nil	3	100.00

3. Details of remuneration/salary/wages,

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	17.35 lakhs	1	12.75 lakhs
Key Managerial Personnel	3	245.51 lakhs	-	-
Employees other than BoD and KMP	542	12.19 lakhs	10	9.32 lakhs
Workers	445	6.81 lakhs	-	-

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wages	1.19%	3.84%

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.
- Dedicated Human Resources Deptt.
 - Grievance Redressal System
 - Write to HR (dedicated E-mail personnel@mangalamcement.com)
 - Certified Standing Orders.
 - Feedback / Suggestions.
 - Management Interactions
 - Works Committee
 - ICC
 - HR policies & Practices.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	NIL	NIL
Complaints on POSH as % of female employees /workers	NIL	NIL
Complaints on Posh Upheld	NIL	NIL

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
- Privacy protection
 - Ensure complainant and his / her family safety
 - Continuous hand holding of the complainant
 - Need based assistance
 - Secured workplace
 - Provide safe working environment
 - Counselling

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

10. 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	Nil
Discrimination at workplace	Nil
Wages	Nil
Others - please specify	Nil

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above : **Not Applicable**

PRINCIPLE 6 Business 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From Renewable Sources		
Total electricity consumption (A)	280.79 TJ	295.03 TJ
Total fuel consumption (B)	1,771.22 TJ	1,158.97 TJ
Energy consumption through other source (C)	--	--
Total energy consumption from renewal sources (A + B + C)	2,052.01 TJ	1,454.00 TJ
From non-renewal sources		
Total Energy consumption (D)	561.45 TJ	541.80 TJ
Total fuel consumption (E)	--	--
Energy consumption through other sources (F)	--	--
Total energy consumed from non- renewable sources (D+E+F)	561.45 TJ	541.80 TJ
Total energy consumed from non-renewable sources (A+B+C+D+E+F)	2,613.45 TJ	1,995.79 TJ

Parameter	FY 2024-25	FY 2023-24
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations)	0.0000001555	0.0000001157
Energy intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total energy consumed /Revenue from operations adjusted for PPP)	PPP adjustment is not applicable	
Energy intensity in terms of physical output Energy intensity (optional) - the relevant metric may be selected by the entity	NIL	NIL

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, All targets under PAT scheme are in progress as per the planning.

Name of DC under PAT Scheme - MANGALAM CEMENT LTD.

Mangalam Cement Ltd. has achieved the set target under PAT Cycle- VII in FY2024-25.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third party water	5303 KL	2286 KL
(iv) Seawater / desalinated water	NA	NA
(v) Others	326765 KL	314125 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	332068 KL	316411 KL
Total volume of water consumption (in kilolitres)	332068 KL	316411 KL
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	0.0000197543	0.0000183376
Water intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total Water Consumption/Revenue from operations adjusted for PPP)	NA	NA
Water intensity in terms of physical output	NA	NA
Water intensity (Optional) - the relevant metric may be selected by the entity.	NIL	NIL

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.

We are using all process and drinking water from two sources one is stored rainwater which is stored in our mines pit and second is PHED department.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water discharged by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No Treatment	0	0
- With treatment- please specify level of treatment	0	0
(iii) To seawater	0	0
- No Treatment	0	0
- With treatment-please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment- please specify level of treatment	0	0
(v) Others	2 Nos STP	2 Nos STP
- No Treatment	-	-
- With treatment -please specify level of treatment	Secondary stage	Secondary stage
Total water discharged (in kilolitres)	67917	84072

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

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.
We are maintaining the "Zero Liquid Discharge" strictly and no waste water is being discharged.

Domestic Sewage & industrial effluent from thermal power plants is being treated in our own STP & neutralization pit respectively to meet the prescribed norms.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial Year)
Nox	T/Month	3232.05	2727.42
SOxS	T/Month	356.87	293.66
Particulate matter (PM)	T/Month	208.68	180.68
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Other - Please specify		NA	NA

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.

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

Parameter	Unit	FY 2024-25 (Current Financial year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2000950	2107986
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	37389	47667
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)		0.0001212584	0.0001249306
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 emission/ Revenue from operations adjusted for PPP		PPP adjustment is not applicable	
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emissions intensity (optional) - the relevant metric may be selected by the entry		NA	NA

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.

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

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	4,791.00	4,593.15
E-waste (B)	3.10	0.18
Bio-medical waste (C)	0.046	0.051
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NIL	12.63
Radioactive waste (F)	--	--
Other Hazardous waste. Please specify, if any. (G) {Used Oil}	11.89	22.40
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A + B + C + D + E + F + G + H)	4,806.04	4,628.41

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.0000002859	0.0000002682
Waste intensity per rupee of turnover adjusted for Purchasing power Parity (PPP) (Total Waste Generated/Revenue from operations adjusted for PPP)	PPP adjustment is not applicable	
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional)- The relevant metric may be selected by the entity	NA	NA

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

Category of waste	
(i) Recycled	NIL
(ii) Re-used	NIL
(iii) Other recovery operations	NIL
Total	NIL

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

Category of waste	
(i) Incineration	NIL
(ii) Landfilling	NIL
(iii) Other disposal operations	NIL
Total	NIL

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.

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.

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

- Mangalam Cement Ltd. Installed Bio-methanation / Composting System for disposal of biodegradable waste.
- 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.
- The company re-uses the fly ash and bottom ash generated from its captive power plants.
- Mangalam Cement Ltd. made Cemented Roads to control fugitive emission by automobiles. Dust cleaning system like mechanized sweeping machines for removing dust from Roads inside the units to avoid dispersion of dust and good housekeeping practices have been adopted to control Fugitive emissions.
- The solid waste generation from the Cement plant is mainly dust, which is collected from various control equipment & recycled back to the system, results there is no solid waste generation from the plant.
- The fly ash and bottom ash generated from power plant are basically mineral admixture and possess Pozzolanic properties. Hence, the entire ash received from the boiler utilised for cement blending.
- Sewage Treatment Plant sludge used as manure in green belt development.
- Mangalam Cement Ltd. maintained two bed's Occupational Health Center. Bio-medical waste will be properly disposed as per Pollution Control Guideline.
- Generated total quantity of E-waste sold to the authorize vendors.

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	M/s Mangalam Cement Ltd. Aditya Nagar Morak Kota (Rajasthan)	Cement Plant and Captive Power Plant	Yes
2	M/s Mangalam Cement Ltd. Morak	Lime Stone Mines	Yes

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

Yes, we are complying all the environmental law/regulations/guidelines.

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	Correctives action taken, if any.
	NA	NA	NA	NA

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations. 11 (Eleven)
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	Federation of Indian Chamber of Commerce and Industry (FICCI)	National
2	National Council for Cement & Building Materials (NCCBM)	National
3	Cement Manufacturers' Association (CMA)	National
4	Bureau of Energy Efficiency (BEE)	National
5	Employer Association of Rajasthan, Jaipur	State
6	Divisional Employer Association, Kota	State
7	Rajasthan Chamber of Commerce and industries	State
8	Indian Chamber of Commerce	National
9	Federation of Indian Mineral Industries	National
10	Federation of Mining Association of Rajasthan	State
11	Bharat Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
	None	

Essential Indicators

- | 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 Weblink |
|-----------------------------------|----------------------|----------------------|---|--|------------------|
| NIL | | | | | |

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

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

CSR team interact with the community and address any grievances by planning projects towards the same. The teams have a good rapport with all stakeholders like the community, district administration and work towards finding the best solution.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	25%	28%
Sourced directly from within the district and neighbouring district (directly from within India)	31%	32%

5. Job creation in smaller towns- Disclose wages paid to persons employed (including employees or workers employed on permanent or non-permanent /on contract basis) in the following locations, as % of Total wages Cost

Location	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	58.46%	56.41%
Semi-Urban	Nil	Nil
Urban	38.42%	42.04%
Metropolitan	3.12%	1.55%

(Place to be categorised as per RBI Classification System - rural/semi -urban/metropolitan)

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner**Essential Indicators**

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

The company has a well-established response mechanism for addressing consumer complaints.

Customer complaints are systematically gathered in a specific format, capturing all relevant details such as the date of receipt, product type, brand, manufacturing date, quantity supplied and used, invoice number, dealer information, location, nature of complaint, application area, detailed explanation, past assistance provided, and any testing requirements.

Technical team & Mobile Van Engineers are deputed throughout the market to redressal of customer complaints & queries.

The steps include identifying the root cause, conducting sample testing either at the plant or through a third-party facility if necessary, sharing findings with the customer, and ultimately closing the complaint.

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	100%
Safe and responsible usage	(All necessary information as per regulatory requirements are disclosed on all Safe and responsible usage our products. Information on cement bags are governed as per BIS).
Recycling and/or safe disposal	

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	Nil	Nil	Nil	Nil	Nil	Nil

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

Number	Reasons for recall
Voluntary recalls	NIL
Forced recalls	NIL

5. Does of 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, it is part of the internal IM policies of the Company.

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.

As there were no complaints, there was no requirement for corrective action. Nevertheless, our commitment remains steadfast in delivering the highest quality products to our customers. We actively incorporate feedback from all stakeholders into our business processes to continually enhance our offerings.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: NIL
- b. Percentage of data breaches involving personally identifiable information of customers: NIL
- c. Impact, if any, of the data breaches: NIL

For and on behalf of the Board of Directors

Anshuman Vikram Jalan, Chairman, (DIN: 01455782), Place: Kolkata

Himalyani Gupta, Director, (DIN: 00607140), Place: New Delhi

Yaswant Mishra, Executive Director & CFO, (DIN: 00305109), Place: Kolkata

Date : 10th May, 2025