

# BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Adhering to the BRSR framework, the Company ensures stakeholders have access to clear, reliable, and relevant information about their ESG performance and progress. This transparent communication fosters trust among investors, customers, and the wider stakeholder community, strengthening the Company's reputation as a responsible organization and nurturing lasting relationships with stakeholders who share the collective commitment to a better and more sustainable future.

## Section A: General Disclosures



### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L26940OR2011PLC013933
2.	Name of the Company	Orient Cement Limited
3.	Year of Incorporation	2011
4.	Registered Office Address	Unit –VIII, Plot No. 7, Bhoinagar, Bhubaneswar-751012, (Odisha)
5.	Corporate Address	5-9-22/57/D, 2nd Floor, GP Birla Centre, Adarsh Nagar, Hyderabad, Telangana – 500063
6.	Email Address	<a href="mailto:prakash.jain@orientcement.com">prakash.jain@orientcement.com</a>
7.	Telephone	91-40-23688600
8.	Website	<a href="http://www.orientcement.com">www.orientcement.com</a>
9.	Financial Year Reported	April 1, 2023- March 31, 2024
10.	Name of the Stock Exchanges where shares are listed	National Stock Exchange of India Limited BSE Limited
11.	Paid-up Capital	Rs. 20,48,68,760/-
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Prakash Chand Jain Chief Financial Officer 040-23688788 <a href="mailto:prakash.jain@orientcement.com">prakash.jain@orientcement.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).	Standalone basis as there is no other entity forming part of the financial statements of the Company.
14.	Name of assurance provider	M/s TUV India Private Limited
15.	Type of assurance obtained	Limited

## II. Products/Services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1	Clinker and Cement Manufacturing	Manufacturing and sale of Cement	99.73

### 17. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total turnover contributed
1	Clinker and Cement	2394	99.73

## III. Operations

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

Location	Number of plants	Number of offices	Total
National	3	32	35
International		NIL	

### 19. Markets served by the Company

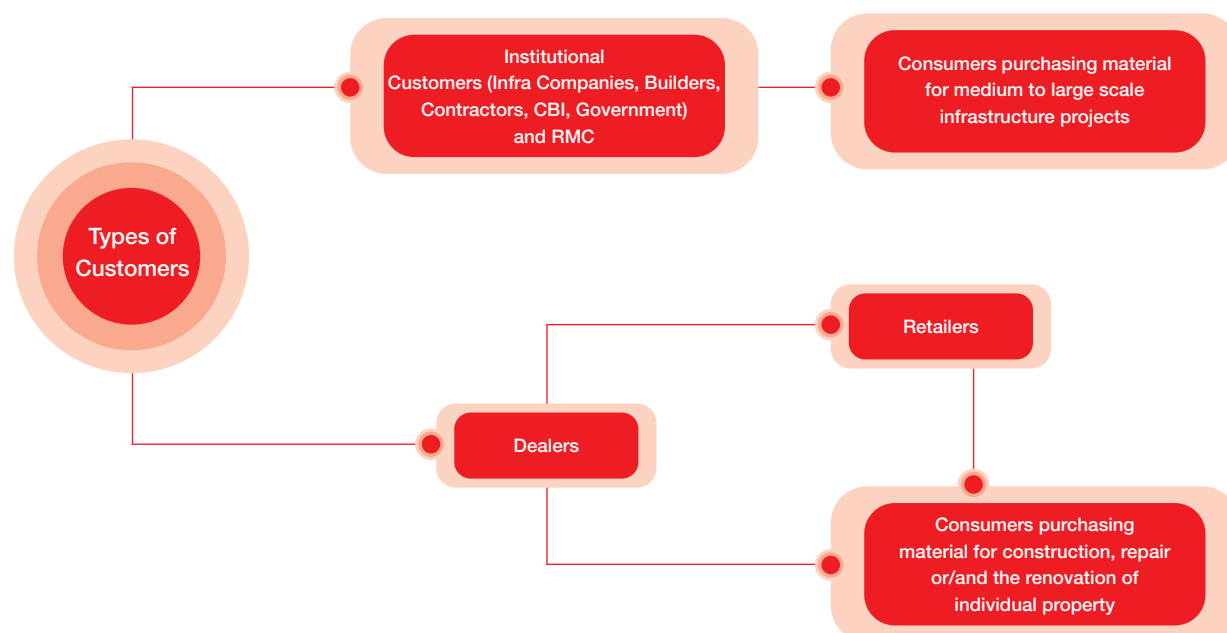
#### a. Number of locations

Locations	Number
National (No. of States)	10
International (No. of Countries)	NIL

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

Nil. The products are sold only in India.

#### c. Types of customers



#### IV. Employees

##### 20. Details as at the end of Financial Year, i.e., March 31, 2024

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	843	815	96.68	28	3.32
2.	Other than Permanent (E)	-	-	0.00	-	0.00
3.	<b>Total employees (D+E)</b>	<b>843</b>	<b>815</b>	<b>96.68</b>	<b>28</b>	<b>3.32</b>
Workers						
4.	Permanent (F)	432	411	95.14	21	4.86
5.	Other than Permanent (G)	3,135	3,016	96.21	119	3.79
6.	<b>Total workers (F+G)</b>	<b>3,567</b>	<b>3,427</b>	<b>96.08</b>	<b>140</b>	<b>3.92</b>

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

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

##### 21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	9	2	22
Key Management Personnel	3	1	33

##### 22. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

Particulars	FY2024			FY2023			FY2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.84	0.83	17.67	14.85	0.94	15.79	14.45	1.75	16.20
Permanent Workers	2.31	0.00	2.31	4.29	0.23	4.52	4.39	-	4.39

Note: This includes employees/workmen who have retired during the year.

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

##### 23. Name of holding/subsidiary/associate companies/joint ventures

During the financial year 2023-24, the Company had no holding, subsidiary, associate or joint venture company.

#### VI. CSR Details

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

(ii) Turnover: **Rs. 3,18,508.98 lacs**

(iii) Net worth: **Rs. 1,74,324.25 lacs**

## VII. Transparency and Disclosure Compliances

### 25. Complaints/Grievances on any of the principles (Principle 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 weblink for grievance redressal policy)	FY2024			FY2023		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	Nil	Nil	-	Nil	Nil	-
Investors	Yes	Nil	Nil	-	Nil	Nil	-
(other than shareholders)							
Shareholders	Yes	5	Nil	-	Nil	Nil	-
Employees and workers	<a href="https://www.orientcement.com/wp-content/uploads/2016/05/Whistle-Blower-Policy.pdf">https://www.orientcement.com/wp-content/uploads/2016/05/Whistle-Blower-Policy.pdf</a>	0	0	-	1	0	-
Customers		175	1	under investigation	64	0	-
Value Chain Partners		0	0	-	1	0	-
Others		0	0	-	2	0	-
(Anonymous)							

### 26. Overview of the Company's material responsible business conduct and sustainability issues pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. 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	Health and safety	Risk	The Company considers its employees and workers to be its most valuable assets. Ensuring their health and safety is the Company's foremost priority.	<p>The Company places extreme importance on safety of its employees by focusing on training, monitoring, proper use of protective equipment &amp; various other initiatives to ensure a safe working place for all its employees.</p> <p>The Company has implemented various measures, including safety champions and an ideas forum for safety.</p> <p>The Company has made improvements by conducting regular inspections and emphasising hazard communication.</p> <p>The Company also organises safety meetings, celebrations and motivational programmes.</p>	Negative

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Community development	Opportunity	Maintaining positive relationships with communities has enabled the Company to effectively contribute to social development and lay the foundation for a sustainable business.	<p>Communities are an integral part of the Company's operations, and it is deeply committed to giving back to the society that supports us. Through its Corporate Social Responsibility initiatives, the Company strives to not only contribute to economic growth but also to empower the communities.</p> <p>The Company invests in the areas of education, health, skill development programmes, infrastructure development and environmental projects to foster a vibrant, thriving society that benefits all its team members and stakeholders.</p> <p>CSR activities at all plants have helped it create deeper bonds with the community at large.</p> <p>Please refer Principle-9 of this report and Annexure 3 'Annual Report on CSR' forming a part of the Board's Report for details of the expenses incurred by the Company.</p>	Positive
3	Labour relations	Risk	Maintaining cordial relations with Labour Unions and addressing labour concerns.	<p>- The Company has recognised the pivotal role of Labour Unions and fostered harmonious relations with them.</p> <p>- It has also taken proactive steps to resolve concerns that crop up from time to time.</p>	Negative
4	Energy Security	Opportunity and Risk	<p><u>Risk –</u></p> <ul style="list-style-type: none"> <li>- High volatility in coal and petcoke availability and prices.</li> <li>- Hazardous wastes require specific safety protocols to be maintained right through their life cycle (that is, transportation, handling and disposal or usage).</li> </ul>	<p>- SOPs are meticulously defined and continuously monitored to ensure compliance. Permission from the Pollution Control Board is obtained for the use of hazardous waste.</p>	Positive

Sl. 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)
			<ul style="list-style-type: none"> <li>- Changes in legislative norms on waste collection and utilisation.</li> <li>- Process variability caused by the variable chemistry of different alternative raw materials or fuels may impact quality.</li> </ul> <p><u>Opportunity</u> – AFR, including hazardous waste helps mitigate availability of traditional fossil fuels and Pet coke, lowers cost, promotes a circular economy and contributes to sustainability goals.</p>	<ul style="list-style-type: none"> <li>- Continuous efforts are made to address process variability, with robust monitoring mechanisms to safeguard quality standards. Over the years, investments in digitally-enabled monitoring and process optimisation systems have further bolstered these initiatives.</li> <li>- Throughout FY23-24, 18.4% of alternative fuels were co-processed in kilns, while 5.4% were consumed in the Captive Power Plant, effectively substituting fossil fuels, promoting circularity and cost savings.</li> <li>- The Company has installed Waste Heat Recovery System (WHRS) to generate power, significantly reducing the total fossil fuel requirement by utilising waste gases/heat. This has resulted in savings of approximately Rs. 4 crore per month.</li> <li>- Furthermore, additional resources were dedicated to procuring Refuse Derived Fuel (RDF), Plastic waste and locally generated agri-waste to enhance thermal substitution, fostering interdependence with local communities.</li> </ul>	

Sl. 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)
5	Sustainable supply chain	Risk	<p>Surge in the cost of raw materials</p> <ul style="list-style-type: none"> <li>- High dependency on local vendors and sources.</li> <li>- Increased logistics costs due to the rise in fuel prices.</li> <li>- Quality and consistency in the parameters of raw materials is a challenge.</li> <li>- The service provider's adherence to statutory compliances like labour, SHE and more.</li> </ul>	<ul style="list-style-type: none"> <li>- The Company has focused on optimising fuel procurements based on arbitrage and availability, locally as well as globally.</li> <li>- Efforts are ongoing to expand the supplier base with long-term contracts.</li> <li>- Adoption of a Green Logistics Policy, which means exploring and applying reverse logistics wherever possible to minimise dead freight.</li> <li>- A progressive shift from road to rail mode to reduce cost and emissions.</li> <li>- Quality parameters are contractually specified, tracked in-house and strictly enforced.</li> <li>- The EHS policy is an integral part of all service contracts, which is shared with the provider and strictly enforced.</li> </ul>	Negative
6	Climate Change	Opportunity	<p>Rising awareness of climate change has led consumers to deliberately opt for eco-friendly products. This trend presents a revenue growth opportunity for the Company, owing to its broad range of products and commitment to lowering its carbon footprint.</p>	<p>The planet is more stressed than ever owing to rising temperature and carbon footprints. Orient Cement, firmly believes that every individual is responsible for reversing this trend. In line with its vision to build safe and sustainable ecosystems and to offer superior and eco-friendly products to its consumers, the Company has high blended cement usage and has recently introduced Birla. A1 OrientGreen, which has received 'GreenPro' certification by the Confederation of Indian Industry (CII) - Green Products and Services Council. It is a special cement that stays environment-friendly throughout its life cycle.</p>	Positive



## Section B: Management And Process Disclosures



This section describes the structures, policies and processes aligned to nine principles 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		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a.	Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Note 1	Yes	Yes	Yes	Yes	Yes
	b.	Has the policy been approved by the Board? (Yes/No)	Note - 3	No	No	Yes	No	No	Note 2	Yes
	c.	Weblink of the policies, if available	*	**	-	#	##	***		#
2.		Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes		Yes
3.		Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	No	No	No	Yes		No
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 the Company and mapped to each principle.	The policies are based on prescribed principles, the Bureau of Indian Standards (BIS), in conformance to the spirit of International Standards, including, ISO 9001, ISO 14001, ISO 27001, ISO 45001, ISO 50001 GRI-standards and ILO principles, GCCA/WBCSD, PAT (Performance, Achieve Trade), NABL and GPTW (Great Place to Work), wherever applicable.							
5.		Specific commitments, goals and targets set by the Company with defined timelines, if any.	The commitments and goals, wherever required, are set by the Company and have been mentioned in the respective principles.							
6.		Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Not applicable							
Note-1: The policy is embedded in the Company's quality, environment, energy, safety policies which, inter alia, relate to safe and sustainable products.										
Note-2: The need for a formal policy was not identified.										
Note-3: The Code of Conduct for Directors and Senior Management and the Whistle Blower Policy of the Company are approved by the Board of Directors of the Company and are signed by the Managing Director and CEO of the Company.										
* <a href="http://www.orientcement.com/wp-content/themes/orient/assets/pdfs/Acrobat-Document.pdf">http://www.orientcement.com/wp-content/themes/orient/assets/pdfs/Acrobat-Document.pdf</a>										
** <a href="http://www.orientcement.com/sustainability/">http://www.orientcement.com/sustainability/</a>										
# <a href="https://www.orientcement.com/wp-content/uploads/2021/05/corporate-social-responsibility-policy.pdf">https://www.orientcement.com/wp-content/uploads/2021/05/corporate-social-responsibility-policy.pdf</a>										
## <a href="http://www.orientcement.com/wp-content/uploads/2018/03/OCL-Human-Rights-Policy.pdf">http://www.orientcement.com/wp-content/uploads/2018/03/OCL-Human-Rights-Policy.pdf</a>										
*** <a href="http://www.orientcement.com/sustainability/">http://www.orientcement.com/sustainability/</a>										



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>									
7. Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).	Statement by the Managing Director & CEO highlighting the relevance of sustainability to the organisation is mentioned at page nos. 14 to 16 of this Annual Report of FY24. Please refer page nos. 26-27 of this Annual Report FY24 for ESG achievements of the Company.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Mr. Desh Deepak Khetrapal Managing Director & CEO DIN: 02362633								
9. Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Managing Director and CEO, Chief Financial Officer, Plant Heads, HR Head, Sales and Marketing Head, Procurement Head, regularly assess the Company's performance in terms of corporate responsibility. The Board evaluates overall performance at least once a year. The KRA of senior management includes the environmental KPI targets, which include lowering operational water use, using alternative fuels & raw materials, and mitigating and controlling the effects of climate change. Every quarter, the Managing Director assesses performance in relation to these KRAs. The Board is updated on developments regarding these metrics.								

10. Details of review of NGRBCs by the Company:

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment /evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.									

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 Principle 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



### Principle 1

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

Orient Cement has established a strong and equitable governance framework to uphold ethical values across the Company's culture and safeguard the interests of all stakeholders. The Company's Code of Conduct sets forth objectives, tasks and rules for employees and senior management, which are mandatory for all to follow. This framework emphasises the Company's dedication to adhering to ethical principles and ensures that all employees integrate these principles into their daily practices. Any deviations from the Code of Conduct are promptly addressed with firmness and transparency.

#### SDGs Impact



#### 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 Key Managerial Personnel (KMP)	The Board of Directors and KMPs have attended approximately 12 familiarisation opportunities during the Board meetings and other Committee meetings.	The topics are aligned with the material topics as identified during the stakeholder consultation, including, but not limited to, Business & Financial performance, Corporate Social Responsibility, Enterprise Risk Management, Internal financial controls, Digitisation initiatives, Compliance and Regulatory changes, etc.	100%
Employees other than Board of Directors and KMPs	The employees other than the Board of Directors and KMPs have undergone 214 awareness sessions and training programmes	The topics were aligned with material topics as identified during stakeholder consultation, including, but not limited to, Prevention of Sexual Harassment (POSH), water and energy conservation, IT security, incident investigation, productivity, environment protection, digitisation and fire safety  The topics included capacity building programmes for sales and marketing teams, workplace safety, Hazard Identification and Risk Assessment (HIRA), SAP modules, Technical trainings conducted by the OEMs, ESG Excellence, ISO training programs, Sustainability and behavioural training	POSH, IT -100% Other programs on skill development, productivity, Environment, Sustainability - 77%.
Workers	44 Awareness (all Plants) and 51 Skill Development Programmes at Plants.	Awareness Programmes on Health and Safety and On-skill Development Programmes	Health and Safety- 69% Skill development - 93%

Open house sessions were conducted from time to time by the Managing Director and CEO of the Company. These sessions were conducted on [Workplace@facebook.com](mailto:Workplace@facebook.com) (the Company's internal communication platform) and / or through Zoom with Q&A session and in-person connect with the team members of Hyderabad. During these meetings, the Managing Director and CEO addressed the staff and familiarised them with business updates, developments in the cement industry, obstacles encountered, new initiatives launched on environmental and social fronts to satisfy the Company's commitments, and so on.

Further, the Managing Director and CEO also gave updates on the previous Townhalls, key suggestions and way forward. These sessions were attended by all team members.

The Managing Director and CEO also engages with the team members during his visits to various offices / plants from time to time. In addition to these engagements during the fiscal year, the Plant Leadership Team and Functional Leadership Team organised numerous smaller-group meetings to reinforce key principles, values and policies across levels.

Also, the Company has launched 'Samvaad' - A platform for freewheeling and open dialogue between Sales and Marketing team members along with the President Sales and Marketing. This is designed to foster direct communication, breakdown hierarchical barriers and empower people to speak their mind, ideate, share stories, seek suggestions and achieve success. All the members of the Sales and Marketing teams participate in it.

**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:**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website)

The Company regularly checks for any risks related to regulatory compliance in its business operations and takes appropriate steps to mitigate these risks. The Company's dedication to regulatory compliance is strengthened by the

online tool 'Kavach'. This tool maps legal requirements to every corporate activity and is overseen by the Company's Head of Legal. There have been no orders or penalties from any regulatory bodies or courts that could adversely affect the Company's future operations.

**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:**

Not applicable

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

The Company's anti-bribery and anti-corruption prevention policy is firmly embedded into its Codes of Conduct, including those for employees, directors, senior management and suppliers. These codes are complemented by the Whistleblower Policy and HR policies and practices.

The Whistleblower Policy delineates the steps necessary for efficient incident reporting. Every complaint received is reviewed by the Audit Committee and the Board of Directors on a quarterly basis. The Company ensures widespread awareness of the Whistleblower procedure and Code of Conduct to facilitate their effective implementation.

The relevant policies can be accessed at <https://orientcement.com/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:**

The Directors, KMPs, employees or workers have not been subjected to any action by law enforcement agencies for charges of bribery or corruption in the current financial year or the previous financial year.

Particulars	FY2024	FY2023
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

No complaints pertaining to the conflict of interest of Directors and KMPs have been received in the current fiscal year or the previous fiscal year.

Particulars	FY2024		FY2023	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not applicable

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

Particulars	FY2024	FY2023
Number of days of accounts payables	34	30

## 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	FY 2023
Concentration of Purchases*	a. Purchases from trading houses as % of total purchases	31%	20%
	b. Number of trading houses where purchases are made from	160	118
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	91%	93%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	45%	51%
	b. Number of dealers / distributors to whom sales are made	2,534	2,743
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7.23%	7.41%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.008	0.007
	b. Sales (Sales to related parties / Total Sales)	Nil	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d. Investments ( Investments in related parties / Total Investments made)	Nil	Nil

(\*) Above data consists of purchases related with traders & dealers only excluding OEM / Direct suppliers from Manufactural and Purchases from related parties.

## Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
45 separate programmes (conducted at the plants many times).	Contractors (including their supervisors and workers) attended training sessions on topics such as maintaining inward and outward registers, verifying necessary documents for inward and outward returnable and non-returnable materials, behaviour-based safety and avoiding unsafe practices, limestone mining practices, types of emergencies and threats, electrical safety awareness, firefighting and fire hydrant maintenance, and so on.	Out of a total of 27 high value chain partners, 100% have been trained on all safety-related training, training for security professionals to keep different registers, records and safety, while the others were supplied with function-related training programmes.
25 distinct programmes (conducted in several locations several times)	<p>25 Awareness programmes for channel partners, influencers and customers were implemented with the primary objective of increasing product awareness, good construction practices and learnings from various technical points to ensure suitable building practices.</p> <p>Apart from these 25 distinct programs, Dolphin was promoted for its unique features, benefits and cost savings. A total of 947 demonstrations were conducted at a counter for Dolphin product demonstration. Over 4000 meetings conducted for different influencers. Value-added services such as three health talks were organised for influencers and were conducted by the technical team. The Company offers technical training at plants and conducts health programmes for its value chain partners and their family members.</p>	Almost 85% of the awareness and information building session for masons, architects, engineers, dealers and merchants focused on increasing their product awareness and helping them learn good construction practices.

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

According to the Company's Code of Conduct, the Directors and the Senior Management are required to take utmost care when participating in any transaction directly or indirectly in which they have a direct or indirect interest that conflicts, or may conflict, with the interests of the Company. They are expected to-

- Avoid conflicts of interest
- Refrain from accepting benefits from third parties
- Disclose interest in a proposed transaction or arrangement (transactional conflicts)
- Declare interest in an existing transaction or arrangement.

Every member of the Board and Senior Management must submit an affirmation of compliance with the provisions of the Code of Conduct annually.



## Principle 2

### Business should provide goods and services in a manner that is sustainable and safe

Orient Cement embraces sustainability as a fundamental principle. Its website serves as a valuable hub for individual house builders (IHBs), offering educational videos, cost estimation tools and insights into Vaastu compliance. These resources empower IHBs to construct eco-friendly dream homes. Notably, Orient Cement's Birla.A1 Premium Cement (PPC) holds the esteemed 'Green Product' certification from the Confederation of Indian Industry (CII) since 2019.

By minimising the environmental impact of its business operations and upholding ethical standards, Orient Cement contributes to a more sustainable and responsible future.

#### SDGs Impact



#### Essential Indicators

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

Segment	FY2024	FY2023	Details of improvements in environmental and social impacts
R & D	0.21%	—	Investments in the Concrete R&D lab
Capex	55.86%	15.90%	<ul style="list-style-type: none"> <li>• Migration towards clean energy</li> <li>• Energy &amp; Fuel security</li> <li>• Reduction of CO<sub>2</sub> emissions</li> <li>• Reduction of vehicular emissions</li> <li>• Reduction of dust emissions</li> <li>• Mitigating the negative environmental footprint by using waste materials as alternative fuels &amp; raw materials</li> </ul>

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

Yes, a constant increase in sustainable sourcing is the primary objective of the Company's sourcing policies and procedures. All supply and service contracts of the Company go through the following processes: vendor selection, vendor on boarding, contract negotiation and award, as well as post-contract support. All vendor and service provider requirements are freely discussed and coordinated to ensure sustainability throughout the sourcing lifecycle.

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

Approximately 55% of input material vendors and suppliers (including those who provide alternative fuels and raw materials) have confirmed compliance with social and environmental standards and have been certified in this regard by the International Organisation for Standardisation. The Company has also increased its usage of rail transportation for cement and raw material shipments. The Company also provides regular safety training for drivers, including those employed by logistics partners.

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.

Cement is packaged in PP (polypropylene) bags, which produce a set quantity of plastic waste based on sales. In accordance with plastic waste management regulations, the Company collects an equivalent amount of plastic waste from various sources including urban local bodies and co-processes it in the kiln. Also, the Company co-processes the internal plastic packing waste received as fuel in our kiln. E-waste and hazardous garbage are responsibly disposed through authorised recyclers.

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

Yes, EPR is applicable to Orient Cement Limited. In accordance with the EPR policy, the Company has submitted its plastic waste management action plan to the Central Pollution Control Board.

#### Leadership Indicators

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

During the reporting year, the Company has not carried out Life Cycle Perspective / Assessments (LCA) for its products. However, it is planning to carry out LCA in coming years.

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

This year the Company has not carried out Life Cycle Perspective / Assessments (LCA) for its products. However, the Company's usual rigorous monitoring measures ensure that there are no significant social or environmental concerns.

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

Indicate input material	Recycled or re-used input material to total material #	
	FY2024	FY2023
Fly Ash, Lime sludge, Iron slag and Chemical Gypsum	16.06%	15.63%

# The above numbers are based on quantity on a mass basis.

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

	FY2024			FY2023		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics	-	54.38	-	-	-	-
(including packaging)	-	-	-	-	-	-
E-waste	-	2.63	-	-	-	-
Hazardous waste	-	60.80	-	17.30	21.00	-
Other waste	-	1,183	-	-	-	-
Battery waste	-	3.94	-	-	20.20	-
Bio-medical waste	-	-	0.15	-	-	0.20

Reused waste consists of used oil, oil-soaked cotton waste and these materials co-processed in the Kiln.

Recycled waste consists of Battery waste, used grease, used oil etc., disposed to authorised recycler.



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

### Indicate product category

### Reclaimed products and their packaging materials as % of total products sold in respective category

The end product is cement and it is utilised in the form of concrete for construction purposes. Therefore, it cannot be reclaimed. As regard, packaging material, please refer to the essential indicators 3, mentioned above



### Principle 3

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

The Company offers equal employment opportunities to qualified individuals, guided by fair employment policies. Prioritising worker health and safety, Orient Cement mitigates risks through engineering and management solutions. The Company's philosophy of 'Work Safe-Live Safe' is deeply ingrained in its corporate operations via the Environment, Health and Safety (EHS) policy. Rigorous safety protocols and procedures are implemented across all operational sites, addressing the unique health hazards associated with the cement industry. Mechanised mining operations and standard operating procedures (SOPs) help minimise workplace accidents.

Orient Cement not only prioritises employee well-being but also extends this commitment to their families. Round-the-clock healthcare facilities serve workers and their families near the plant. The 'We Care' initiative, initially a feedback mechanism, has evolved into a comprehensive programme focusing on health, wellness, idea generation and stakeholder engagement.

From induction onward, employees undergo safety training modules. New hires participate in safety induction programmes covering infrastructure, electrical safety, fire prevention, etc. Existing employees benefit from Behaviour-Based Safety Training programmes. Regular safety inspections and audits ensure consistent safety practices across the organisation, involving everyone from leadership to contractual workers and security personnel.

### SDGs Impact



### Essential indicators

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

The Company prioritises employee well-being through several people-centric policies. Along with health and accident insurance policies, non-occupational medical and healthcare services are offered to permanent employees and workers. The details are provided below:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities#	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	815	815	100	815	100	-	-	815	100	-	-
Female	28	28	100	28	100	28	100	-	-	28	100
Total	843	843	100	843	100	28	100	815	96.68	28	3.32
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

# At the plants, members are covered through facilities available at their respective locations. For members based out of office locations (where the number of total employees at each location is very less) the Company has explored tie-ups with professional facility partners.



**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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	411	411	100	411	100	-	-	-	-	-	-
Female	21	21	100	21	100	21	100	-	-	21	100
Total	432	432	100	432	100	21	4.86	-	-	21	4.86
Other than Permanent Workers											
Male	3,016	3,016	100	3,016	100	-	-	-	-	-	-
Female	119	119	100	119	100	119	100	-	-	119	100
Total	3,135	3,135	100	3,135	100	119	3.80	-	-	119	3.80

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

Particulars	FY 2024	FY 2023
Cost incurred on well- being measures as a % of total revenue of the company	0.07%	0.06%

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

The Company also offers provisions for PF, Gratuity and ESI to the employees and the details are provided below:

Benefits	FY2024			FY2023		
	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	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI*	-	100	Y	0.1	100	Y
Others- please specify	-	-	-	-	-	-

\*In FY 23 we had only 1 member covered under ESI while in FY 24 there are no members covered.

**3. Accessibility of workplaces**

Are the premises/offices of the Company 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 Company in this regard.

Yes, the Company offices are made accessible through ramps, lifts and more, wherever required and the facility of western restrooms is available across all the operational sites.

**4. Does the Company 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 equal opportunity policy is embedded into the Code of Conduct policy of the Company, which can be accessed via this link: <https://www.orientcement.com/wp-content/themes/orient/assets/pdfs/Acrobat-Document.pdf>. The Code of Conduct is shared with all the employees as a part of their induction programme.

## 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%	100%	No permanent worker availed parental leave.	
Female	100%	100%		
<b>Total</b>	<b>100%</b>	<b>100%</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.

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes
Other than permanent workers	Yes
Permanent employees	Yes
Other than permanent employees	Yes

Orient Cement's open-door policy provides opportunities for employees to freely communicate their concerns. Mentioned here are a few initiatives taken by the Company to ensure a conducive working environment.

### • WE CARE Platform:

- Employees have the opportunity to express their concerns, ideas and proposals on the WE CARE platform.
- Regular updates are provided to employees regarding the progress of issues forwarded through '[wecare@orientcement.com](mailto:wecare@orientcement.com)'.
- During the reporting period, four replies were sent via the WE CARE platform; all of which were addressed promptly.

### • POSH (Prevention of Sexual Harassment):

- Orient Cement has formulated a policy to ensure the safety of team members at the workplace, even when they are performing official work outside the base location.

- A dedicated internal committee has been established to address any issues raised by team members.
- The Company conducts awareness sessions and has launched an e-learning module to enhance understanding of the POSH policy.

### • Whistle-blower Policy:

- This policy enables both internal team members and external stakeholders to raise concerns.
- The Whistle Blower Committee, led by the Managing Director and CEO, the Chief Financial Officer and the Chief HR Officer, addresses these concerns.
- All matters reported during the financial year were thoroughly investigated and necessary actions were taken. The findings were then reported to the Audit Committee and the Board of Directors.

- Orient Cement provides channels for employees and workers to report grievances or suggestions. They can reach out to their respective locational HR and functional heads. The Company ensures that grievances are addressed following the defined grievance redressal procedure.
- To foster effective communication, Orient Cement conducts various programmes, including P-Connect, Coffee with Leaders and Town Halls. These platforms enable employees to express their concerns to both team members and top management. All raised points are addressed and the concerned individuals and teams are kept updated, facilitating swift resolution.

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

None of the permanent employees are the members of any Association(s) or Union(s) recognised by Orient Cement. However, the men and women workers at Devapur Plant of the Company are part of a workers' union recognised by an authorised entity. The details of such membership/s are provided below:

Category	FY2024			FY2023		
	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>	NIL	NIL	NIL	NIL	NIL	NIL
- Male	NIL	NIL	NIL	NIL	NIL	NIL
- Female	NIL	NIL	NIL	NIL	NIL	NIL
<b>Total Permanent Workers</b>	268	268	100	271	271	100
- Male	249	249	100	258	258	100
- Female	19	19	100	13	13	100

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

Training is an important aspect of talent and skill development. Therefore, the Company conducts various programmes to meet these requirements throughout the year. The details are provided below:

Category	FY2024					FY2023				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	815	665	82	626	77	825	651	79	645	78
Female	28	27	96	19	68	30	23	77	17	57
Total	843	692	82	645	77	855	674	79	662	78
Workers										
Male	411	298	73	399	97	405	390	96	250	62
Female	21	2	10	2	10	15	15	100	12	80
Total	432	300	69	401	93	420	405	96	262	62

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

Performance reviews are conducted twice a year, along with yearly career development reviews. For workmen, performance and development reviews are conducted yearly and rewards are linked to skills and performance. The details are provided below:

Category	FY2024			FY2023		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	815	815	100	825	825	100
Female	28	28	100	30	30	100
<b>Total</b>	<b>843</b>	<b>843</b>	<b>100</b>	<b>855</b>	<b>855</b>	<b>100</b>
<b>Workers #</b>						
Male	411	376	91.48	405	349	86.17
Female	21	10	47.62	15	9	60
<b>Total</b>	<b>432</b>	<b>386</b>	<b>89.35</b>	<b>420</b>	<b>358</b>	<b>85.24</b>

\* Note: (1) Performance Reviews are conducted for all non-unionised workmen on an yearly basis.

(2) Unionised workmen who have spent at least five years in a particular grade/trade are reviewed along with HODs on a yearly basis.

## 10. Health and Safety Management System:

At Orient Cement, vigilance is incorporated into the Company's operations, to continually ensure the health and safety of all its employees. The Company's commitment to safe and sustainable working conditions is highlighted by its philosophy of 'Work Safe-Live Safe' and its Corporate Environment, Health & Safety (EHS) Policy. To ascertain the well-being of its employees, the Company has implemented stringent safety protocols and procedures, which are implemented across all its operational sites.

The Company also organises safety toolbox talks and awareness sessions at every site before work permit issuance. Its employees have access to detailed information on all safety protocols through the Company's Corporate Safety Manual and safety trainings, which are conducted at various stages. Annual medical examinations are being organised for all employees to monitor health status in accordance with guidelines.

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

Yes, all Orient Cement manufacturing plants have adopted ISO 45001 - the Occupational, Health, and Safety Management System. The scope of certification includes product manufacturing and supply.

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

To ensure that mandated safety standards are followed, teams visit workplaces and areas to check and assess any hazard that could endanger personnel. Toolbox lectures enable teams to communicate with workers and explain the hazards and risks associated with

assigned jobs. The Company also has a Hazard Identification and Risk Assessment (HIRA) process in place, which includes identifying existing as well as potential routine and non-routine workplace hazards, as well as conducting periodic risk assessments and establishing and implementing a hierarchy of controls to ensure safe operations. The HIRA registry covers hazards such as working at heights, working in tight spaces, heated work, conveyor belts as well as inadequate guarding and maintenance.

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

Yes, in addition to implementing safety measures, the Company encourages its employees and workers to report workplace hazard, near misses, unsafe acts and so on. During the daily toolbox meetings, personnel can report any work-related dangers they encounter while executing their duties with the in-charge and suitable actions are taken to mitigate them. The process has been strengthened further to include corrective and preventive steps that protect employees from potential threats.

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

Yes, in addition to health and accident insurance plans and hospital tie-ups, the Company's Health Centres provide non-occupational medical and healthcare services to permanent employees and workers stationed at their individual factories. In addition to health and accident insurance plans, the Company has hospital affiliations that cover all medical needs for cross-country team members.

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

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

\*Including contract work force.

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

The Company implements various measures to ensure a safe and healthy workplace. Few of the measures are as mentioned below:

- Various safety trainings and awareness programmes are organised across operations, like HIRA (Hazard Identification and Risk Assessment), energy isolation, excavation and scaffolding safety, emergency preparedness, mock drills for fire safety, handling of AFR materials, maintenance of safety data sheets, work in confined spaces, mining safety and so on. Trainings on lifting tools and tackles, power tools, electrical safety, road safety, railway safety and behaviour-based safety and work at height safety are provided by the Company. Cardinal Rules are also shared during these safety trainings and awareness programmes.
- The Company has designated teams to monitor the activities to ensure all safety protocols are followed.
- Across the plants of Orient Cement, an 'Applause' programme is followed, wherein employees and workmen are felicitated for sharing the best ideas, the highest number of near-miss incidents, initiatives for environmental improvement and energy efficiency. A reward for 'Safety Employee of the Month' and 'Star of the Month' is also given.

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

The Company did not receive any complaints from employees and workers during the current reporting period. The details are provided below:

Category	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions						
Health & Safety	NIL			NIL		

# 14. Assessments for the year:

Internal and external agencies perform periodic assessments of health and safety procedures. The ISO certification agencies—M/s DNV GL (Det Norske Veritas, Germanischer Lloyd) and M/s BSI—British Standards Institution—conduct periodic (half-yearly) assessments on health and safety practices across all facilities and offices. The company welcomes visits from statutory authorities.

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

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

A hierarchy of controls and a variety of safety protocols have been implemented to eliminate hazards and ensure the safety of team members and the workplace. As a proactive measure, various incidents from the cement industry and other industries are collected, analysed and a detailed presentation on key lessons learned is prepared and distributed to all plants to assist them in learning, assessing, and taking necessary corrective and preventive actions. Safety vigilance has also been increased.

All leading and lagging indicators are gathered and corrective and preventative measures are planned and implemented throughout the operations. A variety of activities were carried out throughout the workplaces, including workplace safety inspections, safety toolbox presentations and awareness seminars.

The Company conducts annual medical examinations, provides free medical treatment, organises medical camps and runs awareness campaigns on a variety of topics (sanitation, AIDS, the environment, heat stress management, HIRA and so on).

#### Leadership Indicators

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

The Company extends its Group Personal Accident Policy and Employee Deposit-Linked Insurance Policy for any unfortunate event/s to all permanent employees and permanent workers to support the aggrieved family.

**2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.**

Contracts executed by the Company with value chain partners contain 'Standard Terms and Conditions,' which bind the value chain partners to ensure payment of statutory dues, including but not limited to payment of 'Taxes and Duties', 'Compliance with Laws', 'Compliance with Statutory Obligations', 'Indemnification', 'Audit Provisions' and so on. These contractual duties are reviewed on a regular basis to ensure that the value chain partners pay and comply with statutory dues such as PF, gratuity, insurance, and taxes.

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

Particulars	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024	FY 2023	FY 2024	FY 2023
Employees	NIL	NIL	NIL	NIL
Workers	NIL	NIL	NIL	NIL

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?**

(Yes/ No) – No

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices Working Conditions	Within the Company's value chain, 62% of its partners consist of Public Sector Undertakings (PSUs), Electronics Manufacturing Services (EMS), and Original Equipment Manufacturers (OEMs). These vendors uphold sustainable practices, minimizing environmental impact, and ensuring safe working conditions. Additionally, the Company is actively reviewing their sustainability disclosures to monitor performance

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

An assessment of the health and safety practices of the value chain partners has not been conducted. However, the Company intends to carry out this assessment in the upcoming years.

## Principle 4

### Business should respect the interests of and be responsive to all its stakeholders

Orient Cement remains deeply dedicated to meeting the expectations of its diverse stakeholder community, including customers, suppliers, regulatory bodies, investors and employees. The Company values transparency and encourages continuous dialogue to nurture long-term relationships with its stakeholders. During the financial year 2023-24, Orient Cement extensively engaged with stakeholders to gather their feedback.

Following a systematic approach, the Company ensures ongoing communication and collaboration, effectively addressing concerns and gathering feedback. It particularly engages with vulnerable stakeholders impacted by its operations to understand their needs and address their challenges.

#### SDGs Impact



#### Essential Indicators

##### 1. Describe the processes for identifying key stakeholder groups of the Company.

Stakeholder mapping occurs at various levels within the Company, encompassing plant locations, sales offices, central and state regulatory bodies, nodal agencies, key customers, channel partners, shareholders, financiers and the investor community.

The Company follows a hybrid approach in this regard, involving decentralising local stakeholder identification, engagement and is overseen by the executive leadership team. Stakeholders associated with central and state regulatory bodies, as well as other nodal agencies, are overseen by executive team members. Shareholder, financier and investor interactions are primarily centralised and are overseen by the Investor Relations team, reporting to the Managing Director and CEO and the Chief Financial Officer. Sales teams, guided by the President-Sales and Marketing and the Managing Director and CEO, handle customer and channel partner relationships.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Regulatory bodies/ Government/ Industry Associations	No	<ul style="list-style-type: none"> <li>- Dialogue with regulators and Government authorities</li> <li>- Mandatory filings</li> <li>- Policy advocacy</li> <li>- Newspapers, Email, social media, Website</li> </ul>	Ongoing	Compliance-related requirements such as the filing of periodic returns, reports, payment of taxes, and more, including compliance in view of change in the regulations, future regulations
Legal/ Auditors/ Consultants/ other third party	No	Written and verbal communication	Ongoing	Compliance with legal requirements, advice on business, legal, tax and environment-related issues.



Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	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 and Investors	No	<ul style="list-style-type: none"> <li>- Annual General Meeting</li> <li>- Annual Report</li> <li>- Quarterly Results submission to the Stock Exchanges</li> <li>- Quarterly Investor and Analyst presentations</li> <li>- Periodic Stock Exchange announcements and communications</li> <li>- Website of the Company</li> </ul>	Yearly Yearly Quarterly Quarterly Ongoing Ongoing	Financial performance and business updates, Sustainability, Market Outlook, Risk Management, Corporate Governance
Vendors/ Suppliers/ Contractors/ Sellers	No	<ul style="list-style-type: none"> <li>- Review meetings</li> <li>- Vendor interactions</li> <li>- Supplier meets</li> <li>- Plant visits</li> <li>- Workshops</li> <li>- Training Sessions</li> </ul>	Ongoing	To maintain ethical and responsible business practices, it is imperative to establish clear expectations and obligations for all parties involved and ensure that vendors and suppliers adhere to laws prohibiting practices like child labour.
Customers	No	<ul style="list-style-type: none"> <li>- Company website</li> <li>- Product campaigns</li> <li>- Customer visits</li> <li>- Customer feedbacks</li> <li>- Surveys</li> <li>- Social media</li> </ul>	Ongoing	Promote and grow business by educating them about the products, services and new initiatives (if any). Understanding their expectations about products and services. The Company also conducts Brand Satisfaction Survey to gauge client contentment.
Local Communities	Yes*	<ul style="list-style-type: none"> <li>- Physical visits</li> <li>- Community meetings</li> <li>- Surveys</li> <li>- Grievance redressal</li> </ul>	Ongoing	To build community support and focus on community growth.
Employees	No	<ul style="list-style-type: none"> <li>- Internal communication platforms</li> <li>- Townhalls</li> <li>- Training courses</li> <li>- Performance reviews</li> <li>- Grievance redressal</li> <li>- Website: <a href="mailto:workplace@facebook.com">workplace@facebook.com</a></li> </ul>	Ongoing Ongoing Ongoing Half-yearly Ongoing Ongoing	Enhancing efficiency and productivity. Imparting training through regular programmes; increasing awareness of all aspects of the business (codes, values, and more).  The Company has established CEO and the Chairman's circle for grooming future leaders.
Management/ Board	No	<ul style="list-style-type: none"> <li>- Reviews and meetings</li> <li>- Circulation of various Reports and data</li> <li>- Review of Policies</li> </ul>	Board meetings with defined frequency. Regular monthly review meetings.	To meet the highest standards of governance. Guidance on smooth operations, improving efficiency and productivity



Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Media/NGOs	No	<ul style="list-style-type: none"> <li>- Media interactions</li> <li>- Media releases, Branding and Marketing Initiatives, Quarterly/ Annual Results</li> </ul>	Ongoing	Maintaining quality standards, health, well-being and inclusive growth in the community.

\*Yes, Orient Cement has identified the disadvantaged, vulnerable and marginalised stakeholders in its areas of operation. It includes, among others, people affected by its projects, land sellers and local residents. Orient Cement undertakes conscious efforts to engage with such stakeholders, identify their needs and concerns and address issues appropriately. Based on their needs, the Company engages in initiatives related to healthcare, education, skill development, infrastructure development, provision for safe drinking water and sanitation, sustainable livelihoods, and more. To achieve these objectives, the Company also has in place a strong CSR policy.

## Leadership Indicators

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

Stakeholder mapping is undertaken at various levels, covering the Company's plant locations, sales locations, central and state regulatory bodies, other nodal agencies, key customers and channel partners, shareholders, financiers and the investor community. The Company follows a hybrid policy where identification and engagement of local stakeholders are largely decentralised but with a level of central oversight by the executive leadership team.

On the other hand, stakeholders representing central and state regulatory bodies and other nodal agencies are identified and managed by the respective members of the executive team with assistance from the liaison team. Identification and engagement with shareholders, financiers and investors are largely centralised and managed by the Investor Relations team under the supervision of the Managing Director and CEO and the Chief Financial Officer. Customer and channel partner relationships are largely handled by the sales teams, duly guided by the President-Sales and Marketing and the Managing Director and CEO.

Further the Company conducts periodical materiality assessments. Stakeholder evaluation was conducted in adherence to the Principles of Global Reporting Initiatives to identify the Company's most important economic, environmental and social challenges. The identification of material issues is based on stakeholder engagement data, global and sectoral sustainability trends and other criteria. The comprehensive materiality evaluation assists the Company in prioritising strategies, policies and action plans in alignment

with economic, environmental and social repercussions. The Risk Management Committee also considers the identification and mitigation of material risks, known as Risks that Matter (RTMs). This Committee reviews all RTM and communicates them to the Board every quarter for effective monitoring and mitigation. The risk identification method considers environmental, economic and social topics, as well as their evolution, to determine whether particular factors may be classified as RTM for proper monitoring and mitigation.

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

Yes. During the project's conceptual stage (i.e. environmental clearance stage), environmental and social concerns were initially identified, including engagement with local communities. Further, ongoing interactions involve designing and implementing various initiatives such as skill development programmes, beautician and tailoring courses for women, provision of sewing machines, motor vehicle driving courses for youth and support for self-help organisations. Community collaboration on environmental matters, such as water-related issues, remained the Company's priority. Feedback received from these interactions are considered while designing the development of the Company's future Corporate Social Responsibility (CSR) programmes.

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

Yes. As mentioned in question 2 above, a variety of tailored programmes and measures are conducted to address the needs of one of the most vulnerable stakeholder groups, women.



## Principle 5

### Business should respect and promote human rights

Orient cement ensures employee well-being and dignity through comprehensive policies and proactive measures. The Company prioritises the well-being and dignity of its employees by preventing sexual harassment, child labour, forced work, etc. Regular training ensures that all staff, including permanent and non-permanent workers, understand human rights policies and legal compliance. Transparent remuneration practices guarantee equitable pay for both genders, contractors, suppliers and communities.

The Company's core values, 'Respect for All' and 'Celebrate Diversity,' embrace individuals of diverse backgrounds. Upholding human rights is integral to Orient Cement's ethos. Robust policies, including a Whistleblower Policy and a POSH Committee, further prevent violations. Clauses in business agreements reinforce ethical conduct and assessments of value chain partners enhance safeguards.

### SDGs Impact



### 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:

Training sessions are periodically conducted to make the employees and workers aware of the Company policies.

Category	FY2024			FY2023		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	843	843	100	855	855	100
Other than Permanent	-	-	-	-	-	-
<b>Total Employees</b>	<b>843</b>	<b>843</b>	<b>100</b>	<b>855</b>	<b>855</b>	<b>100</b>
<b>Workers</b>						
Permanent	432	432	100	420	420	100
Other than Permanent	3,135	2,326	74	3,267	2,353	72
<b>Total Workers</b>	<b>3,567</b>	<b>2,758</b>	<b>77</b>	<b>3,687</b>	<b>2,773</b>	<b>75</b>

Note: All aspects of Prevention of Sexual Harassment (POSH), Child Labour, legal compliances, customer orientation, diversity and equal opportunities to all the Company's employees in Management Staff were covered. In case of workmen, the Company has covered the aspects of POSH, Child Labour and other labour related awareness programmes as part of its Gate meetings / toolbox talks.

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

The Company follows the minimum wage regulations notified in its area of operations. During the reporting period, the Company paid more than the minimum wage to all of its permanent and non-permanent employees as well as permanent workers. The non-permanent workers were paid an amount equal to the minimum wage applicable in respective states. The details are provided below:

	FY2024					FY2023				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	843	-	-	843	100	855	-	-	855	100
Male	815	-	-	815	100	825	-	-	825	100
Female	28	-	-	28	100	30	-	-	30	100
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	432	-	-	432	100	420	-	-	420	100
Male	411	-	-	411	100	405	-	-	405	100
Female	21	-	-	21	100	15	-	-	15	100
Other than Permanent	3,135	3,135	100	-	-	3,267	3,267	100	-	-
Male	3,016	3,016	100	-	-	3,147	3,147	100	-	-
Female	119	119	100	-	-	120	120	100	-	-

## 3. Details of remuneration/salary/wages:

### a. The details are provided below:

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	7	Please refer Annexure 3 of	2	Please refer Annexure 3 of
Key Managerial Personnel (KMP)	2	Board's Report of FY 24	1	Board's Report of FY 24
Employees other than BoD and KMP	813	10,39,440	27	7,54,512
Workers	411	6,39,252	21	6,35,760

### b. Gross wages paid to females as % of total wages paid by the entity:

Particulars	FY 2024	FY 2023
Gross wages paid to females as % of total wages	2.81%	3.30%

## 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)

At present, there is no focal point in charge of resolving human rights problems. Consideration is being given to establishing focal points at both the corporate and individual plant levels in the coming years. However, strict precautions are taken to ensure that there are no human rights breaches in the sphere of influence. The Company prioritises encouraging the creation of and providing opportunities for gainful employment to people with disabilities in accordance with policies that promote equal opportunity for all without discrimination, as well as zero tolerance for any instance of child labour or forced or involuntary labour, including that of contractors, subcontractors, and vendors.

The Company also emphasises looking after the marginalized section of society. A POSH Committee is in place, which oversees activities, organises trainings and conducts investigations to reduce anomalies in larger premises such as plants. Concerns or

grievances can also be filed by email under the Whistleblower policy and the 'WE CARE' programme. Concerns about human rights in the organisation are addressed by the Senior Vice President, the Chief HR Officer and the Managing Director and CEO.

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

As previously stated, the right is granted to all employees to file complaints or express concerns and grievances via email, in line with the Company's whistleblower policy and the 'WE CARE' campaign. Human rights concerns within the organisation are addressed by the Chief HR Officer, the Managing Director and the CEO. According to the POSH Policy, each sexual harassment allegation is handled by the Committee with the utmost confidentiality and priority. A register is maintained by the Committee to endorse received complaints and, if preferred, the contents are kept confidential, except for the purpose of discreet investigation.

Detailed mechanism of the Company's Whistle Blower Policy is available at - <https://www.orientcement.com/wp-content/uploads/2016/05/Whistle-Blower-Policy.pdf>

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

The details are provided below:

Category	FY2024			FY2023		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other Human rights related issues	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:**

Particulars	FY2024	FY2023
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % 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.**

Please refer response to question number 5 above.

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

Yes, it is explicitly stated in all business agreements and contracts that all statutory responsibilities relevant at the place of employment must be followed.

**10. Assessment for the year:**

Particulars	% of the Company's plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100
Forced Labour/Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100
Other- please specify	Nil

Note: The Internal Auditors conduct assessments wherever required as per their audit schedule i.e., Half yearly. Additionally, assessments are also carried out by the respective Government authorities and the Company has not received any non-compliance report. Secretarial Auditors also conduct annual audit on the above stated laws.

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

No instances or grievances relating to child labour, forced labour and/or involuntary labour, sexual harassment, discrimination at the workplace, wages, among others, have been noted or reported during the year. Various awareness and e-learning sessions are regularly held to educate all employees and workers on the subject.

#### Leadership Indicators

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

The Company has not received any grievances / complaints on human rights violations. Hence, no business modifications were required.

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

The Company has not received any grievances / complaints on human rights violations. Hence, no due diligence was required.

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

Yes

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	During the reporting year, no formal evaluation has been conducted. The assessment may be progressively undertaken in the forthcoming years. However, rigorous monitoring is consistently maintained.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

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

During the current year no assessment has been undertaken. The Company may carry out the assessment progressively in the coming years and will take necessary corrective actions as and when required.



#### Principle 6

#### Business should respect and make efforts to protect and restore the environment.

Orient Cement is committed to environmental preservation. Led by a vision of achieving Net Zero Carbon emissions by 2070, the Company integrates sustainability into its core operations. Rigorous adherence to environmental regulations and innovative measures underscores its responsible approach. By championing the circular economy, Orient Cement minimises its ecological footprint. Resource efficiency and operational impact mitigation are also integral to the Company's ethos. The Company's initiatives span energy efficiency, renewable adoption, waste management and emissions reduction. Transparent reporting and regulatory compliance demonstrate responsible stewardship. Initiatives like waste heat recovery and zero liquid discharge exemplify Orient Cement's dedication to a greener future. Independent assurance further ensure accountability and drive continual improvement.

#### SDGs Impact



## Essential Indicators

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

Parameter	FY 2024	FY 2023
<b>From renewable sources</b>		
Total electricity consumption (A)	241.27 TJ	188.4 TJ
Total fuel consumption (B)	963.00 TJ	417.2 TJ
Energy consumption sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1204.27 TJ</b>	<b>605.6 TJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	1139.91 TJ	1132.9 TJ
Total fuel consumption (E)	17002 TJ	16834.0 TJ
Energy consumption sources (F)	0.18 TJ	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>18142.09</b>	<b>17966.9 TJ</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>19346.35</b>	<b>18572.50</b>
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000006074 TJ	0.0000006798 TJ
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed / Revenue from operations adjusted for PPP)	0.0000001680 TJ	0.0000001853 TJ
<b>Energy intensity in terms of physical output</b>	0.601 TJ	0.601 TJ
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

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

Yes, the sites and facilities of Devapur, Chittapur and Jalgaon plants are Designated Consumers (DCs) under Perform, Achieve and Trade (PAT) scheme. Targets under the PAT scheme have been achieved.

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

Parameter	FY2024**	FY 2023
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	3,720	14,82,807
(ii) Groundwater	17,897	15,714
(iii) Third party water	25,268	28,629
(iv) Seawater / desalinated water	0	Nil
(v) Others (harvested in mines)	12,22,008	Nil
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>12,68,893</b>	<b>15,27,150</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>12,68,893</b>	<b>15,27,150</b>
<b>Water intensity per rupee of turnover</b> (Total water consumption / Revenue from operations)	0.040	0.052
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption / Revenue from operations adjusted for PPP)	0.011	0.015
<b>Water intensity in terms of physical output</b>		
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

\*water consumption includes water for both the Cement Plant and CPP

\*\* During the year 2023-24, the categorisation of water types changed as per the regulations issued by Telangana State Government, which resulted in the water from Jack Wells and mines being reclassified as ground water.

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance. An independent water assurance was also conducted by M/s. TUV India Private Limited

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

Parameter	FY 2024	FY 2023
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment	None	
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance. An independent water assurance was also conducted by M/s. TUV India Private Limited

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

Yes, Orient Cement ensures Zero Liquid Discharge across all its plants, safeguarding water bodies and habitats from any adverse impact due to water discharge or runoff. The wastewater generated during Captive Power Plant operations undergoes treatment at a Effluent Treatment Plant. Subsequently, the treated water is repurposed for dust suppression and greenery development.

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

The Company strives to reduce emissions from its areas of operation through mechanisms for continuous monitoring of air quality.

Parameter	Unit	FY2024	FY2023
NOx	MT	2,690.77	2,649.60
SOx	MT	915.21	856.80
Particulate matter (PM)	MT	422.36	410.30
Persistent organic pollutants (POP)	Mg/Nm <sup>3</sup>	-	-
Volatile organic compounds (VOC)	Mg/Nm <sup>3</sup>	Well within the permissible limits	Well within the permissible limits
Hazardous air pollutants (HAP)	Mg/Nm <sup>3</sup>	Well within the permissible limits	Well within the permissible limits
Others – please specify Mercury, Cadmium, Chromium etc	Mg/Nm <sup>3</sup>	Well within the permissible limits	Well within the permissible limits

The emissions are cumulative emissions from both the Kilns and CPPs

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.



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

The details are provided below:

Parameter	Unit	FY2024	FY2023
<b>Total Scope 1 emissions net</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	36,39,069	34,85,763
<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	16,672	34,626
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Kg CO <sub>2</sub> / Rupee of turnover	0.114	0.12
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Kg CO <sub>2</sub> /Rupee	2.61	2.70
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>			
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	KG CO <sub>2</sub> /MT of Cementitious material	594	601

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance. There has been a marginal increase during the year because of change in market demand of unblended OPC cement. M/s TUV India Private Limited also conducted a standalone and independent CO<sub>2</sub> assurance.

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

- Orient Cement remains committed to reducing greenhouse gas emissions. The Company's latest projects, such as Waste Heat Recovery to replace thermal power usage, demonstrates its increased focus on using waste materials instead of fossil fuels, the implementation of a fly ash rake handling system and additional investments in renewable power sources.
- In the current financial year, green energy (that is, Renewable + WHRS) accounts for 17.50% of the Company's total energy mix, which has increased the proportion of renewable energy compared to the previous year. The Company has also expanded its range of alternative fuels, incorporating diverse sources such as plastic waste, paper cups, cow dung and cloth waste. These materials are collected from nearby areas and are co-processed at the Company's integrated plants.
- Furthermore, the Company has established infrastructure for co-processing RDF/MSW waste collected from nearby Municipalities/ ULBs at its Devapur plant. The Company's ongoing efforts include enhancing infrastructure facilities and feeding capacities at its integrated plants. The recent commissioning of Waste Heat Recovery Systems (WHRS) at Chittapur has significantly increased the overall green energy mix (Solar + WHRS), accounting for approximately 31% of the total energy mix at the Chittapur plant.
- Additionally, the Company's transition to rake transportation and the establishment of a fly ash reception facility will create an additional storage capacity for fly ash, reducing truck movement both within and outside the plant (including bulkers). This strategic move contributes significantly to minimising the plant's CO<sub>2</sub> footprint.

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

The required details are provided below:

Parameter	FY 2024	FY 2023
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	54.38	NA
E-waste (B)	2.68	0
Bio-medical waste (C)	0.15	0.20
Construction and demolition waste (D)	NIL	NIL



Parameter	FY 2024	FY 2023
Battery waste (E)	3.94	NIL
Radioactive waste (F)	NIL	20.20
Other Hazardous waste. Please specify, if any. (G)	60.78	NIL
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,183*	38.30
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,305.28</b>	<b>58.70</b>
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000410	0.0000012
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.00093	0.00005
Waste intensity in terms of physical output		
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	1,305.13*	41.20
(ii) Re-used	-	17.30
(iii) Other recovery operations	NIL	NIL
<b>Total</b>	<b>1,305.13</b>	<b>58.30</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	0.15	0.20
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	NIL	NIL
<b>Total</b>	<b>0.15</b>	<b>0.20</b>

(\*) During the year 2023-24, Non-Hazardous waste materials like steel scrap and other materials were considered in accounting and these materials are responsibly disposed through recyclers.

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance.

10. Briefly describe the waste management practices adopted in your establishment. 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.

- Orient Cement adheres to all legislation governing the safe and responsible disposal of waste. This waste includes oil, grease, electronic waste, battery waste, biomedical waste and more. It is dispatched to authorised recyclers. Periodically, records of hazardous waste returns are lodged with the relevant regulatory agencies.
- The waste generated by the captive power plant, known as fly ash, is fully utilised during the cement-making process. The Company meticulously follows compliance requirements when co-processing hazardous waste materials. Orient Cement has also received recognitions for its green and safe practices, including the 'GreenPro Certification' from the CII's for its Birla A1 Premium Cement (PPC)

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

No, the Company is not operating in ecologically sensitive areas.

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
--------	--------------------------------	--------------------	---

Not applicable

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Chittapur Plant Expansion	SO 1533	September 14, 2006	Yes	No	Document yet to be submitted to the MoEF&CC for final EC presentation
Chittapur Mine Expansion	SO 1533	September 14, 2006	Yes	No	Document yet to be submitted to the MoEF&CC for final EC presentation
Devapur mine Expansion	SO 1533	September 14, 2006	Yes	No	Document yet to be submitted to the MoEF&CC for final EC presentation

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N).

Yes, the Company complies with Indian environmental laws, regulation, and guidelines.

If not, provide details of all such non-compliances, in the following format:

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

**Leadership Indicators**

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

This is not applicable as the Company does not operate in water stress areas.

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	-	-
Total volume of water consumption (in kilolitres)	-	-
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)	-	-
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY24 (Current Financial Year)	FY23 (Previous Financial Year)
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance. An independent water assurance was also conducted by M/s TUV India Pvt Limited

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

Parameter	Unit	FY2024#	FY2023
<b>Total Scope 3 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	6,41,616	54,287
<b>Total Scope 3 emissions per rupee of turnover</b>	Kg CO <sub>2</sub> /Rupee turnover	0.020	0.0018
<b>Total Scope 3 emission intensity</b> kg CO <sub>2</sub> /T of Cementitious material	Kgs	104.40	9.4

# Emissions for the year 2023-24 calculated for 8 categories i.e., Category 3, 4, 6, 7, 8, 9, 13 & 14

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

Yes, M/s. TUV India Private Limited has conducted the Limited Assurance. M/s TUV India Private Limited also conducted a standalone and independent CO<sub>2</sub> assurance.

## 3. With respect to the ecologically sensitive areas reported in Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable.

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

At Orient Cement, many systems are continuously deployed for enhancing resource efficiency and technology adoption. These are extensively elaborated in Annexure 4 - "Conservation of Energy and Technology Absorption" to the Board's Report forming part of this Annual Report of FY 24. Few of the initiatives are given below:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Utilisation of subgrade limestone at Devapur plant	6%, i.e., 1.74 lakh metric tonnes of subgrade limestone is used by replacing high grade limestone.	Increased mine life by 1.17 months
2	In-house shredder development at Chittapur plant; upgradation of AFR feeding system at Devapur	Developed the waste shredder and implemented AFR feeding system upgradation with in-house resources at low cost	Increased AFR utilisation and cost savings
3	Installation of additional bag filter on flyash unloading system	Installation of additional bag filter on flyash unloading system while emptying fly-ash from wagon	Achieving zero emissions in unloading pits and bucket elevator bottom.

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

- The Onsite Emergency Plan (OEP) represents a comprehensive strategy designed to address anticipated crises. It adheres strictly to ISO 14001, ISO 45001 and all relevant regulations. This plan plays a pivotal role in incident and event management, with the primary goal of minimising environmental impact and human casualties. As an integral component of the overall loss control programme, the OEP ensures the organisation's smooth operations.
- The OEP's objectives encompass several critical aspects:
  - Emergency Preparedness and Response: The plan ensures the presence of robust processes for promptly handling emergencies.
  - Resource Availability: Adequate resources are on standby to facilitate effective response measures.

- Appropriate Response Measures: The OEP outlines tailored actions to address various scenarios swiftly.

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

No, significant adverse impact to the environment has been arising from the value chain partner.

**7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?**

No environmental impact assessment related to the supply chain has been executed during FY24. Consideration may be given to conducting such an evaluation in the upcoming years. Collaboration with the supply chain will be sought for necessary mitigation and adaptation measures.

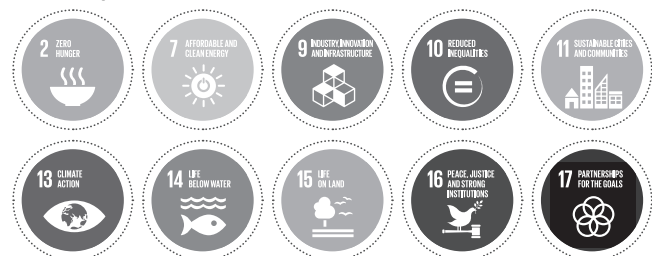


## Principle 7

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

Orient Cement, as a responsible stakeholder in public policy and environmental stewardship, collaborates closely with regulatory bodies. During the reporting period, the Company partnered with Indian agencies like the Ministry of Environment & Forest and Climate Change, the Ministry of Power and the Bureau of Energy Efficiency. Together, they worked towards India's Net Zero Roadmap by 2070. Orient Cement also adheres to global standards through its membership in the Global Cement & Concrete Association, addressing sustainability concerns such as Climate Change and Health & Safety.

### SDGs Impact



## Essential Indicators

### 1. a. Number of affiliations with trade and industry chambers/associations.

Please refer to the details mentioned below at point b.

### b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company 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	CMA-Cement Manufacturing Association	National
2	GCCA-Global Cement & Concrete Association	International
3	National Safety Council, India	National
4	NCCBM-National Council for Cement and Building Materials	National
5	SICMA-South India Cement Manufacturing Association	Southern Region
6	Development Council for Cement Industry- under the aegis of Department for Promotion of Industry and Internal Trade	National
7	CII – Confederation of Indian Industry	National

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

There have been no adverse orders against the Company pertaining to anti-competitive conduct from regulatory bodies.

Name of the authority	Brief of the case	Corrective action taken
Nil		

## Leadership Indicators

### 1. Details of public policy positions advocated by the Company:

The Company participates in various industry bodies and associations, such as the CMA, CII, GCCA and DCCI, to advocate for environmental protection and a regulatory framework governing mine, pollution control measures and extended producer responsibility (EPR). It also collaborates with stakeholders on concerns related to municipal waste and RDF usage, workers' wages and facilities through collective bargaining.

S. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/Others- please specify)	Web Link, if available
1	Carbon neutral concrete@2050 cement@2070	Seminars, Conferences, Workshops	Yes	As and when required	<a href="https://gccassociation.org/concretefuture">https://gccassociation.org/concretefuture</a>



## Principle 8

### Businesses should promote inclusive growth and equitable development.

At Orient Cement, promoting inclusive growth is a core objective. It is supported by the Company's commitment to sustainable value creation and societal well-being. Through targeted Corporate Social Responsibility (CSR) initiatives, Orient Cement consistently advocates for equitable growth, seeking to positively impact local communities and stakeholders in the long run. By fostering sustainable and inclusive growth, Orient Cement aims to enhance opportunities for all stakeholders and contribute to building a fair society.

The Company also practises transparent reporting and undertakes impactful CSR projects to drive inclusive growth and equitable development—addressing pressing social challenges within the communities in which it operates. The Company's dedication to Rehabilitation and Resettlement (R&R) activities ensures the welfare of affected families, while investments in education, healthcare and sanitation highlight its commitment to societal progress.

### SDGs Impact



### Essential Indicators

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

During the reporting period, the Company was not liable to conduct the Social Impact Assessment (SIA).

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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 spent on R&R activities during FY 2023-24 (In ₹)
I	<b>Development Initiatives</b>					
1	Infrastructure development in the villages	Karnataka	Kalaburagi	NA	NA	2,15,28,259.00
2	Education	Karnataka	Kalaburagi	NA	NA	6,36,44,674.00
3	Hygiene and sanitation	Karnataka	Kalaburagi	NA	NA	9,65,120.00
4	Health	Karnataka	Kalaburagi	NA	NA	1,55,95,836.00
5	Livelihood Promotion and Capability building	Karnataka	Kalaburagi	NA	NA	9,048.00
6	Heritage, Culture etc. (Local folk-art promotions etc.)	Karnataka	Kalaburagi	NA	NA	28,69,329.00
7	Others	Karnataka	Kalaburagi	NA	NA	1,10,13,688.00
	<b>Total</b>					<b>11,56,25,954.00</b>

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

Orient Cement has established communication channels which enables community members to report their grievances, either verbally or in writing. The Company has a dedicated email address for this purpose: [info@orientcement.com](mailto:info@orientcement.com). Upon receiving a complaint, company officials promptly investigate the situation and respond to the complainant. If necessary, grievances are escalated to the Senior Management for further review. Orient Cement follows a dialogue-based approach, collaborating with the complainant to reach an appropriate resolution. Each complaint is individually handled, considering unique circumstances and relevant data. The Company implements necessary corrective actions to address community concerns and ensures protecting the best interests of all stakeholders.

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

Particulars	FY2024	FY 2023
Directly sourced from MSMEs/small producers	7.89%	10%
Directly from within India	16.32%	11%

Previous year figures have been regrouped/corrected, wherever considered necessary.

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

Location	FY2024	FY 2023
Rural	54.02%	55.43%
Semi-urban	13.29%	12.70%
Urban	20.93%	20.71%
Metropolitan	11.76%	11.16%

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

### Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not applicable as no social impact assessment has been carried out during FY 2023-24	

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

S. No.	State	Aspirational District	Amount spent (In INR)
There are no designated aspirational districts in the areas of operations of the Company.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No) - No
- (b) From which marginalized/vulnerable groups do you procure? – Not applicable
- (c) What percentage of total procurement (by value) does it constitute? – Not applicable
4. Details of the benefits derived and shared from the intellectual properties owned or acquired by the Company (in the current financial year), based on traditional knowledge:

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

The Company does not own and has not acquired any intellectual properties based on traditional knowledge. Hence, this question is not applicable for the Company.

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

Name of authority	Brief of the Case	Corrective action taken
As no intellectual properties have been involved, this is not applicable for the Company.		

6. Details of beneficiaries of CSR Projects:

The Company interacts with its local communities and performs need-based assessments for the implementation of CSR activities. The details of all CSR activities undertaken by the Company during the financial year 2023-24, can be accessed in the Annual Report on CSR, which forms part of the Directors' Report.

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Education	1,270 students every year; out of which 918 are from local villages	70
		Besides providing primary healthcare to 31,526 local villagers around the plants at its facilities on regular basis, the Company has undertaken the following measures-	
2	Health Care Support	Devapur health and wellness centre was provided with water tank, mattress, bed sheets and other facilities.	100
		Beneficiaries include 3,000 locals.	
		The Company has also provided Kasipet PHC with inverters, BP apparatus, ECG machine, RO plant, wheelchairs and stretchers.	
		Beneficiaries include 5,000 locals.	
		A health check-up camp was organised for villagers in Jalgaon Khurd in partnership with the Indian Red Cross Society. The organisation had arranged for the doctors and the requisite infrastructure. A total of 737 individuals participated in the camp.	
3	Learning and Training	The Company provided essential furniture and fittings such as tables, chairs, fans, tube lights and coolers to a well reputed, 108 years old public library in Nashirabad. This initiative benefits 2,100 students in the public library every month.	100
4	Others	Construction of toilet blocks and a mid-day meal room for children in a Zila Parishad School in Jalgaon (Khurd). This benefitted approximately 145 students. The mid-day meal room was destroyed in a storm in April 2023. The Company took the onus to construct it with the help of its Civil team.	100
		Under the Swachh Bharath Abhyan that aims to maintain health and hygiene, the Company constructed Public Toilet Blocks in Jalgaon Khurd. These public toilets cater to the needs of all the locals.	



## Principle 9

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

In its endeavour to ensure client satisfaction, Orient Cement engaged with its clientele, understanding their needs and tailoring business operations for optimal value creation. By prioritising consumer satisfaction and cultivating client loyalty, Orient Cement has gained a competitive advantage over its peers while also achieving growth and profitability. Moreover, the Company follows a transparent approach by sharing information about product safety, environmental impact and resource responsibility. Also, the Company's focus on cybersecurity and data privacy further ensures responsible consumer engagement.

#### SDGs Impact



#### Essential Indicators

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

Orient Cement has established a robust mechanism for receiving and addressing consumer feedback and complaints. Customers can directly contact the Company through various channels, including the customer care number and email address printed on the bags, or via channel partners.

A qualified technical services team manages all customer complaints, primarily focusing on addressing grievances and educating customers on proper construction practices. Each complaint is meticulously documented using a complaint form that captures essential details about the nature and extent of the concern. The technical services team promptly resolves each complaint by visiting the customer's site and escalating the matter to the appropriate authorities if needed. The entire process is closely monitored and tracked until a satisfactory resolution is provided to the customer.

##### 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	All of the cement bags are branded with the information needed by the BIS and the Legal Metrology Act.
Safe and responsible usage	In accordance with regulatory norms, the Company shares all relevant information about safe and responsible resource usage, recycling and waste disposal.
Recycling and/or safe disposal	

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

Number of consumer complaints in respect of the following:	FY24 (Current Financial Year)		Remarks	FY23 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	No issue	NIL	NIL	No issue
Advertising	NIL	NIL	has been	NIL	NIL	has been
Cyber-security	NIL	NIL	reported	NIL	NIL	reported
Delivery of essential services			Not applicable			
Restrictive Trade Practices	NIL	NIL	No issue	NIL	NIL	No issue
Unfair Trade Practices	NIL	NIL	has been	NIL	NIL	has been
			reported			reported
Other	175	1	Under investigation	64	0	

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

	Number	Reasons for recall
Voluntary recalls	NIL	-
Forced recalls	NIL	-

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

Orient Cement has achieved a certification for the Information Security Management System Standard: ISO/IEC 27001. The certified scope covers Hyderabad and all three manufacturing locations (Devapur, Chittapur and Jalgaon). The Company maintains a data privacy policy, which is accessible on its website. (link-<https://orientcement.com/wp-content/uploads/2019/07/Orient-Cement-Ltd-Privacy-Policy-1.pdf>)

In adherence to IT security protocols, the Company ensures that external audits are regularly conducted to enforce strong cybersecurity. Vulnerability Assessment and Penetration Testing (VAPT) are integral components of these security protocols. The Company applies security patches to all systems and access to these systems is strictly governed by dedicated authorities.

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

Not applicable.

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

##### Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact	NIL
b. Percentage of data breaches involving personally identifiable information of customer	NIL
c. Impact, if any, of the data breaches	NIL

#### Leadership Indicators

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

Orient Cement's websites, [www.orientcement.com](http://www.orientcement.com) and [www.birlaa1.com](http://www.birlaa1.com), offer comprehensive information about the Company's products and services.

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

Orient Cement prioritises training for all stakeholders, ensuring their safe and responsible utilisation of the Company's products and services. To achieve this, the Company has established a specialised technical services team that collaborates closely with the sales team and channel partners. Together, they conduct seminars to educate masons, engineers, architects and project owners.

During these informative sessions, attendees receive essential information about product quality, proper usage and exemplary construction techniques. Additionally, Orient Cement provides fully equipped technical vans and Bike Engineers, known as 'Concrete Xpert,' who offer on-site value-added services to customers.

Moreover, the Company leverages digital media to educate customers and other stakeholders by sharing informative video content and other resources that promote good construction practices.

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

This has little repercussions on operations since the industry operates around the clock. However, if such an emergency occurs, there are numerous channels in place to communicate it. These communication channels include mass email, bulk SMS, Whatsapp and social media handles.

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

Orient Cement adheres to the Bureau of Indian Standards (BIS) product labelling guidelines. Besides these regulations, the Company displays detailed product features and certifications on its goods to enhance consumer knowledge. Furthermore, the Company regularly conducts consumer surveys to assess customer satisfaction with its present products and solicit feedback from customers across all market operations.

In addition to these safeguards, Orient Cement provides on-site services to its clients. The Company's website, <https://www.birlaa1.com/on-site-services.html>, provides more information on these services.