

Orient Cement Limited

Sustainability Report

FY2016-18

Growing STEADILY, SUSTAINABLY, and RESPONSIBLY.



Table of Contents

1. Foreword	6
1.1 Message from the Management	7
1.2 About the Report	9
2. Growing Profitably	10
2.1 Company Profile	11
2.2 Creating Tangible Value	12
2.3 Awards and Recognitions	14
3. Growing Sustainably	15
3.1 Sustainability Approach & Performance – targets	16
3.2 Environmental Stewardship	17
3.2.1 Resource Efficiency and procurement practices	18
3.2.2 Sustainable Water and Waste Management	19
3.2.3 Biodiversity	20
3.2.4 Energy and Emissions Management: Towards Green Operations	21
4. Growing Responsibly	22
4.1 Ethics, Governance and Compliance	23
4.2 Our Sustainability Journey	24
4.2.1 Stakeholder engagement	25
4.2.2 Materiality	25
4.3 People management	26
4.3.1 Employee management and training	27
4.3.2 Employee Health and Safety	28
4.4 Responsible Supply Chain	29
4.5 Local Community Development	30
5. Assurance	31
5.1 Independent Assurance Statement	32
5.2 GRI Content Index	33



1. FOREWORD

1.1 Message from the Management

Message from the Chairman



Mr. Chandrakant Birla,
Chairman

Dear Readers,

Orient Cement Ltd has always aspired to be a responsible and relevant member of the Indian Cement industry, contributing to the growth of infrastructure in the Indian economy through our high-quality products. India has witnessed rapid economic growth over the last two decades and is currently the second largest cement producer in the world having added 109 MTPA to the national cement production capacity between the years 2013-16¹.

In the 36 years since our formation and the 6 years since our demerger, Orient Cement Limited has risen through the ranks at a rapid pace. We have an aggregate cement manufacturing capacity of approximately 8 MTPA from our three manufacturing units at Devapur in Telangana, Chittapur in Karnataka and Jalgaon in Maharashtra and aspire to manufacture 15 MTPA by the year 2023. Be it the quality of our products, our relationship with stakeholders or production practices followed at our manufacturing units, we continue to strive for excellence with foresight, persistence, focus and control.

Orient Cement Limited aims to expand its geographic presence and become a relevant national level player in the Indian cement sector in terms of production and distribution. We are working to realize this vision by increasing our production capacity both organically and inorganically. As we grow, we continue to apply our skills and resources to assist **the growth and development of our employees** and all stakeholders associated with us through our initiatives in employee management, health and safety and our **participation in local community development**.

“Build Sustainably” To be a valued partner in progress.

We hold ourselves **accountable for employee safety and security**, having taken an initiative to augment their skills and prevent occupational injuries and diseases. To this end, we are an active member of National Safety Council (NSC). We have designed and launched ‘Suraksha Drishti’ which is an in-house Mobile Application for capturing safety related violations on the basis of Cardinal Rules. We organize various safety awareness campaigns and follow the monthly safety theme. We have integrated our quality, environment and safety management goals as a means to improve our operational efficiency, data management process and long term management strategy and goals. Orient Cement Limited is certified for ISO 9001, 14001 & OHSAS 18001 and ISO 50001:2011. We have also recently recertified for Integrated Management Systems - ISO 9001:2015, 14001:2015 (latest version) & OHSAS 18001:2007.

At Orient Cement we believe that sustainability is as much about conserving and enhancing natural resources as it is about **adding value** to the lives of our stakeholders including our shareholders, employees and local communities. We follow a **holistic approach to sustainability** and have incorporated **sustainability as a way of life**. We have undertaken several mitigation measures, aiming for **responsible growth** including improving our capacity utilization. We have made improvements to our machinery, enhanced our process integration and are using clinker substitutes like waste fly ash to manufacture Portland Pozzolana Cement (PPC). These initiatives highlight our **commitment to resource efficiency** which we aim to improve upon through our future plans in Green energy generation focusing on WHR (Waste Heat Recovery). Joining the Cement Sustainability Initiative (CSI) in Feb ‘17 is part of our endeavor to learn and further streamline our efforts towards sustainability by adopting world class practices.

Our first sustainability report with the theme “**Growing steadily, Growing sustainably, Growing responsibly**” is a means to illustrate the sustainability priorities, practices and achievements of Orient Cement Limited. Reporting on the Global Reporting Initiative (GRI) Sustainability Reporting Standards (GRI Standards) and Cement Sustainability Initiative (CSI), we wish to transparently communicate with our employees, partners, our neighboring societies and all stakeholders through this report and express our dedication to sustainability and environmental management.

The following pages emphasize our long standing commitment towards embracing sustainable practices in all our operations and illustrate our plans for continuing to improve our positive impacts while minimizing any negative impacts.

We look forward to your feedback and valuable suggestions.

Mr. Chandrakant Birla
Chairman

Message from Managing Director and CEO



Mr. Deepak Khetrapal
Managing Director & CEO

Dear Readers,

The global construction sector has exhibited a growing trend in the last decade and the cement industry is a major contributor to the sector. Dependent on housing and infrastructure growth, India's cement industry has been rapidly growing in the last 15 years. Currently, with a production capacity of approximately 420 million tons, India is the second highest producer of cement in the world after China. India has also increased its consumption rate in the last couple of years. Domestically, the largest share of demand for cement comes from the housing sector followed by infrastructure, commercial and industrial construction. We consumed around 270 million tons in 2016 as compared to around 166 million tons in 2007.

Orient Cement's own production has seen a major increase in the 36 years since we began our cement production. Our aim to become a nationally relevant player drove us to reach a cement manufacturing capacity of 5 million tons per annum (MTPA) by 2013 and

8 MTPA in 2015. We are targeting a cement manufacturing capacity of 15 MTPA by 2023.

We currently have three cement manufacturing plants in Devapur (Telangana), Chittapur (Karnataka) and Jalgaon (Maharashtra). Our Devapur plant that commenced production in 1982 is the oldest plant in our portfolio with the Chittapur plant being the newest to help our growth in the market in the south of the country. We are also working towards increasing our production through acquisition of existing cement facilities in our endeavor to move towards our target of 15MTPA by 2023. We also aim to reduce the distance travelled by our finished product to reach its consumers thereby reducing emissions from transportation too.

With our growth, we have also enhanced our efforts of being the '**employer of choice**' through consistent efforts in ensuring our people continue to develop their skills, enjoy a favorable and safe work environment as well as improved working conditions with each passing year. We have recently rolled out our corporate safety manual and a mobile application for employees to report on-the-spot safety violations thereby monitoring strict adherence to safety procedures. Our efforts have been recognized in the form of awards like winning the Golden Peacock Occupational Health and Safety award consecutively in 2012 and 2013, the Greentech Safety Silver award in 2013 and more recently, the best Management Award from Telangana Government in 2017. We have been awarded for three consecutive years from 2013-16 for Best Safe Project Site at Chittapur Plant from KRISC (Kalaburagi Regional Industrial Safety Committee).

We, at Orient Cement Limited believe that sustainability is a holistic philosophy to be

followed across our operations. Our initiative of upgrading our documentation processes has led us to reduce our paper consumption by digitizing most of our communications, reports and other work- flows.. Our plants are encircled by greenbelts which we have developed through regular plantation activities over the years to help control our emissions, promote biodiversity growth, control rainwater runoff and prevent soil erosion. We have also begun to convert our limestone mines into freshwater reservoirs which are providing water to the vicinal residential areas as well as the local flora and fauna.

We have also joined the **Cement Sustainability Initiative (CSI)** in 2017, with the intent to promote climate protection, raw material & waste management and recycling, health & safety, emissions management and biodiversity enhancement thereby **contributing towards global sustainability**. Our recent contributions towards emission and waste reduction as well as a company-wide initiative on employee safety highlight our commitment towards the same. In addition, we have undertaken a number of initiatives to reduce our energy requirement and improve our process efficiency while continuing to

enhance our production capacity and facilities. Covering our conveyor belts and installing dust collectors are also some of our initiatives towards **growing responsibly**.

For our surrounding communities, we have taken up infrastructure initiatives like setting up a school, bus shelter facilities, drinking water facility, road construction for nearby villages, sanitation and health related initiatives like organizing medical camps, constructing drains and contributing to Swachh Bharat Mission employment related initiatives like ITI training and women empowerment. Our vision of keeping needs of the community primary in project planning ensures that our presence improves the quality of life of our local community and demonstrate our commitment towards being the '**Neighbor Of Choice**' wherever we operate.

This Sustainability Report shall further enumerate Orient Cement's various achievements in the field of sustainability as well as our vision of growing steadily, sustainably and responsibly. I encourage you to peruse this report and provide feedback so as to help us in our efforts to provide for an environmentally safe and viable future.

Deepak Khetrapal
Managing Director and CEO

Message from the COO



Mr. Rajendra Mishra
COO

Dear Readers,

At Orient Cement, **sustainable growth** has been critical to our vision for growth. To us, sustainability means leaving the world a better place for future generations. We understand our responsibility to ensure efficient and sustainable use of resources while continuing to expand our production as **sustainability is rapidly becoming a critical license to operate**.

Growth being our focus, we have our clearly defined expansion plans to achieve a capacity of 15 MTPA by 2023. Operational efficiency has been one of our key levers in the business and will continue to remain so to sustain and grow our business.

Orient Cement today spends around a half of its operating expenditure on power, fuel and Freight & Forwarding. On the Freight & Forwarding side, we are looking at increasing usage of **rail as a mode of transportation** thereby reducing our dependence on traditional road transport and are exploring to develop terminals to the bulk distribution of cement. This will also help us reach bulk distribution markets efficiently. On the power

side, we plan to install **Waste heat recovery systems (WHRS)** and increase use of Alternate Fuel Resources (AFR) such as municipal waste, pharma and bio wastes in our plants. We plan to **scale AFR consumption to 10% of TSR (Thermal Substitution Rate) in the near term**. We see WHRS and AFR as one of the critical components in the current 5 year plan for the company.

Having cognizance of the fact that **resource availability** is rapidly becoming an **operational barrier**, we are moving towards sustainable modes of operation. We are working towards reducing unproductive mining and researching better ways to improve combustion in our kilns. Increasing the proportion of PPC in our product mix will help to reduce our limestone requirement and increase our consumption of waste material like fly ash. Constant improvement projects on Specific Power and Fuel consumption further aids the sustainability of the business.

“Increase to double, reduce by half”

We believe in optimizing our products to suit the application in the market. We are also looking at **engineering our cement** to cater to the special application needs of our consumer.

Health and Safety is a big focus area for Orient Cement Ltd and we are putting in dedicated efforts in our journey to match global standards. Safety today is linked more to behavioral change than just having the processes in place hence we intend to treat **safety as a license to operate** for each employee at Orient Cement Ltd. We are committed to safety and do not restrict use of the term to only our employees. We

treat safety for all our stakeholders including contractors, consumers and local community as **everyone's responsibility at Orient Cement Ltd**.

To strengthen employee engagement, we organize regular **‘townhalls’, ‘Mela’ and ‘All Hand Meet’** which are interactive in nature and allow employees to interact with management representatives in an informal setting. **Monthly meetings** of all department heads ensure that all departments work hand-in-hand and new initiatives, achievements, feedbacks are shared. We follow the practice of creating leaders rather than hiring them. We regularly organize trainings for our employees.

It is our priority that our **people grow with the organization** and we put efforts to ensure we provide an environment which promotes this growth.

Orient Cement has adopted responsible growth strategy with focus on reducing our resource consumption and green initiatives in its operations. We intend to match best practices in the industry as well as become the **benchmark for our peers** in initiating new best practices across our operations.

In summary, **doubling our performance in all the areas we were looking to improve and halving our input in areas where we intend**

Rajendra Mishra
Chief Operating Officer

SUMMARY

8.07 MTPA 15 MTPA 5.5 MTPA

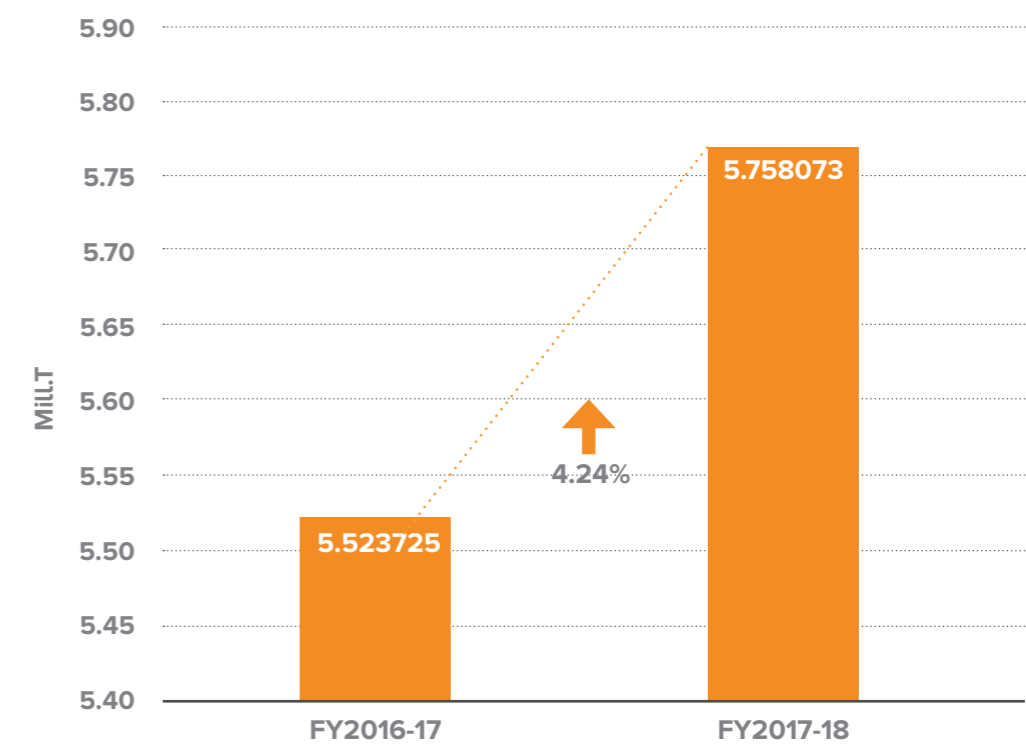
Total Cement Vision by Total Clinker
Manufacturing Capacity 2023 Manufacturing Capacity

Certification

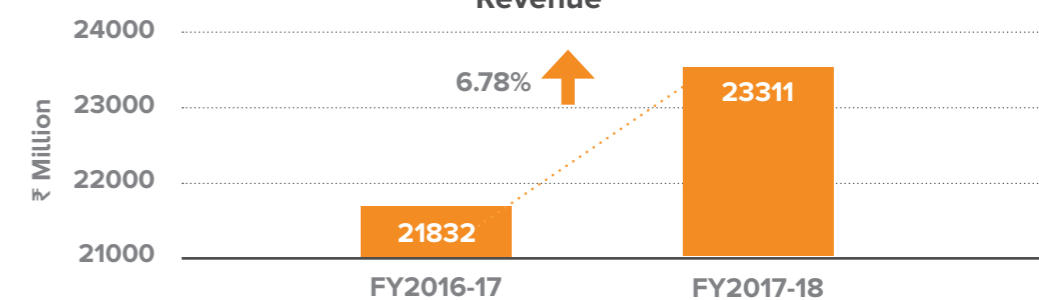
- ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007, certified for EnMS ISO 50001: 2011 (Devapur & Jalgaon Plant)
- Total Productive Maintenance (TPM) Excellence award (Phase-I) & Excellence in Consistency (Phase-II) from JIPM, Japan
- NABL Accredited Labs of Devapur & Jalgaon for Physical & Chemical testing

Highlights

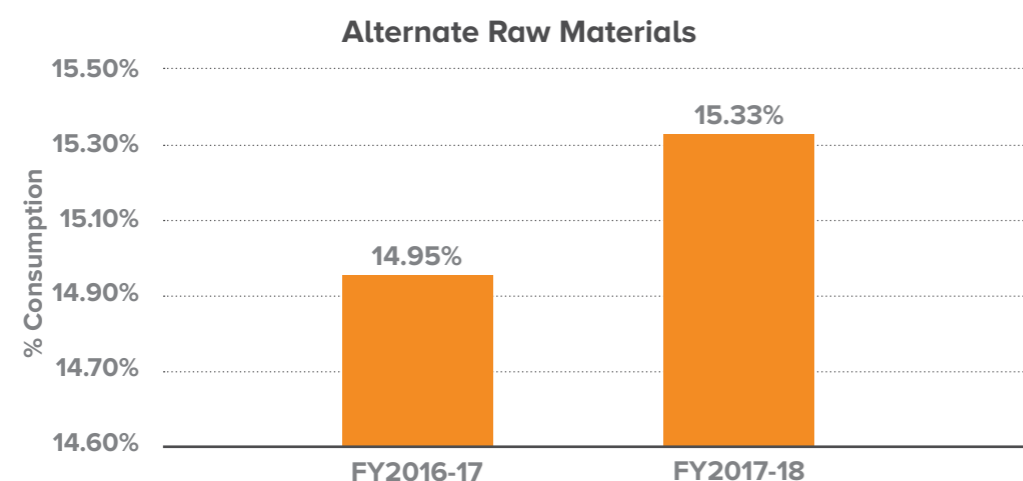
Cement Production



Revenue



Material Management



Water Management

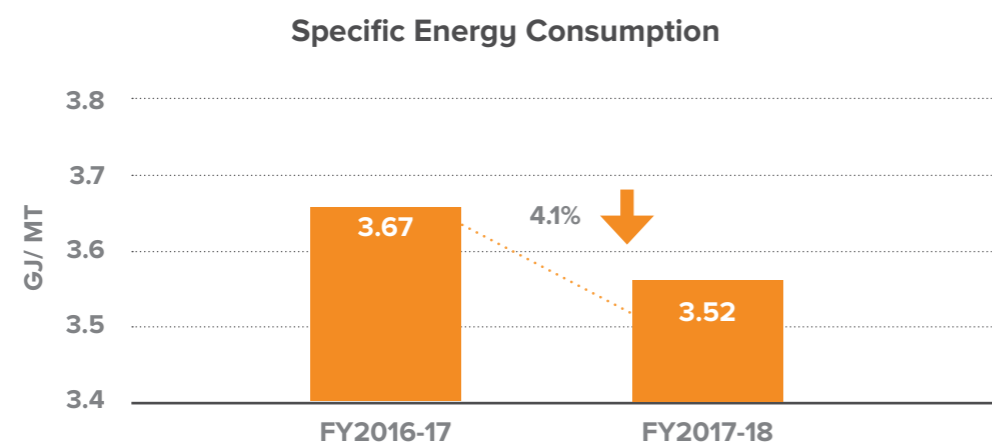
- Our specific water consumption remained constant at **0.21 kl** for both the reporting years in spite of increase in Clinker & Cement production.
- Zero discharge of waste water in the reporting period.

Effluent & Waste Management

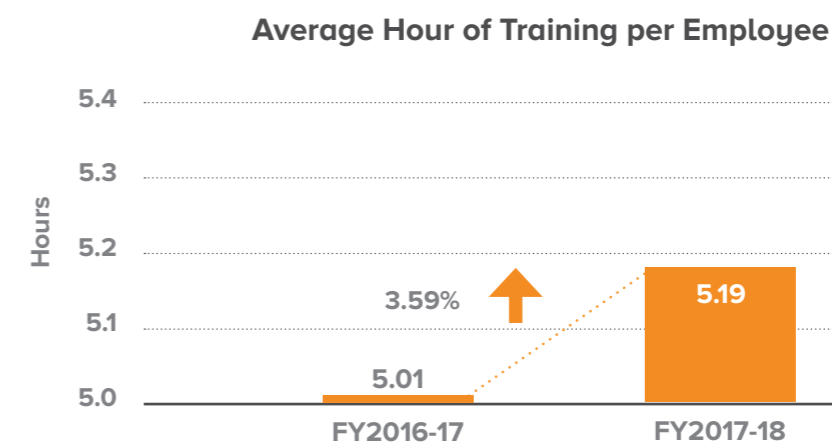
- **23.08% Reduction** in waste disposed at Devapur
- **91.53% Reduction** in battery waste disposed by all three plants in the reporting period

Energy and Emissions Management

- Devapur Unit: over achiever of PAT-1 targets
- **Purchased-41726** (Solar & Non Solar) Renewable Energy Certificates (REC).
- **3.08% reduction** of CO₂ Emissions (Kg CO₂/t of Cement Production) over FY17



Training



Employee Health & Safety

- **0** occupational diseases, injuries and fatalities of direct employees

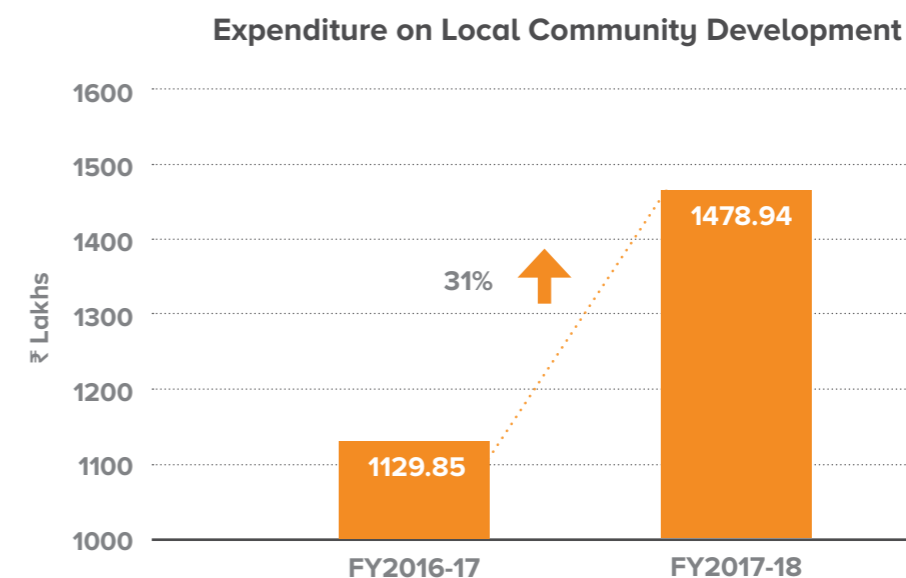
Responsible Supply Chain

- **5430 Total Active Vendors** are associated with Orient Cement Limited

Human Rights

- No complaints were received regarding violation of human rights in the reporting year
- Zero incidents of child labour/forced labour, discrimination or sexual harassment
- No incidents were reported against violation of rights of indigenous people

Local Community Development





About the Report

This is the first sustainability report of Orient Cement Limited. The report has been prepared for two financial years; 1st April 2016 – 31st March 2017 and 1st April 2017 – 31st March 2018. While our sustainability report is being presented for the first time, our commitment towards sustainability has existed ever since our demerger in 2012. We have always made efforts to optimize our resource utilization and minimize our waste. Promoting Health and safety of our employees has always been our priority while we aim to grow our operations

and expand our outreach. In this report, we present our efforts towards institutionalization of sustainability in every aspect of our business and our intention to transparently disclose our performance in the environment, social and economic dimension.

This report has been prepared ‘in accordance’ with Global Reporting Initiative (GRI) Standards (Core). World Business Council for Sustainable Development (WBCSD) – Cement Sustainability Initiative (CSI) has also

been referred in preparation of this report and we have tried to align our performance with Sustainable Development Goals (SDGs). The economic performance reported is in line with the Company’s audited annual results prepared in accordance with the Companies Act, 2013.

Independent third party Assurance to this report has been provided by KPMG India. Please refer the annexure for the Assurance Statement.

The boundary of the report is the same as our annual report and includes our manufacturing units viz: Integrated plants at Devapur, Chittapur and grinding unit at Jalgaon; power plants at Devapur and Chittapur and Mines at Devapur and Chittapur. Residential colonies have been excluded from the boundary of this report.



2. GROWING PROFITABLY

2.1 Company profile

About Orient Cement Limited

Orient Cement Limited is a public limited company listed on the Bombay Stock Exchange Limited and National Stock Exchange of India Limited. While we stand today as a rapidly growing cement company, our demerger from Orient Paper & Industries Ltd. was an event just six years ago; viz 2012.

5,758,073 MT
Production in FY2017-18

5,523,725 MT
Production in FY2016-17

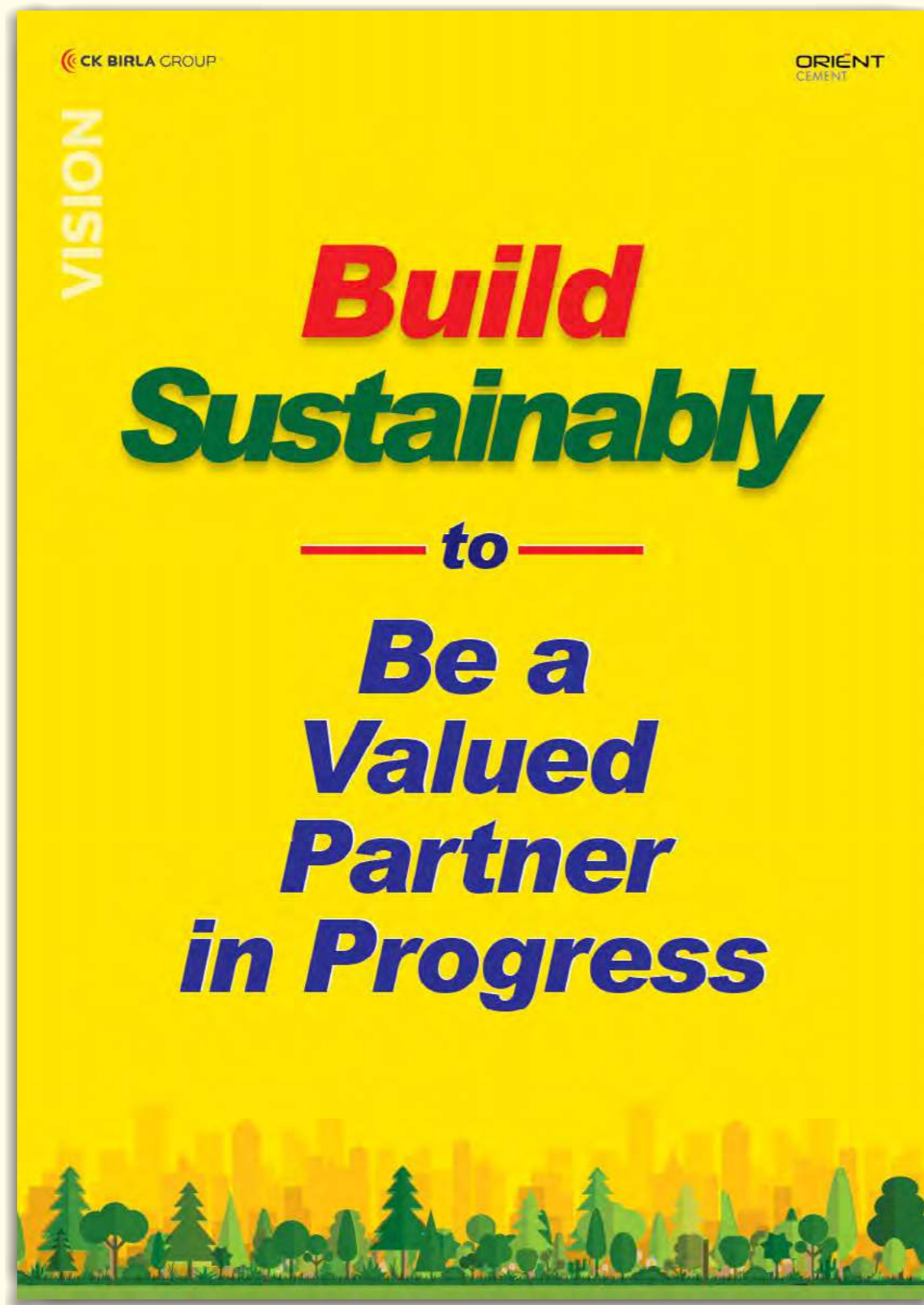
3.5% Growth
In sales volume in FY2017-18

4,923
Workforce

3
Manufacturing Units



Vision



Values

Our values form the bedrock to our organizational culture and way of doing business. We strive to imbibe our values in every interaction and action that we undertake. Every employee of Orient Cement Ltd is an ambassador of the company who upholds the spirit of the core values.



Collaboration
The Orient Cement Way,
The Dahi Haandi Way



Walk the Talk



Celebrate Diversity



Respect for All



Passion to Excel



Humility to Learn



Agility with Speed

Our Commitment to Sustainability

Since 2012 Orient Cement Limited has been on a transformational journey. This journey is an endeavor to not just produce and sell cement to our customers, but to become an indispensable part of their lives. While doing so, we also aim to contribute towards sustainable development, by making triple bottom line as our guiding principle and sustainable development goals as our compass. This commitment was reinforced in 2017, when the Company joined Cement Sustainability Initiative (CSI), a voluntary global CEO led business initiative, operating under the umbrella of World Business Council for Sustainable Development (WBCSD). By joining CSI, we have voluntarily accepted the responsibility to achieve higher and stringent goals towards environmental and social sustainability, becoming a part of the global movement to create a greener, healthier and more equitable world.

Manufacturing Facilities

Presently the company comprises of 2 integrated plants, one at Devapur (Telangana) and the other at Chittapur (Karnataka). We have a Clinker Grinding unit at Jalgaon (Maharashtra). The integrated plant at Chittapur was commissioned in 2015.

**Total Cement
Manufacturing Capacity**

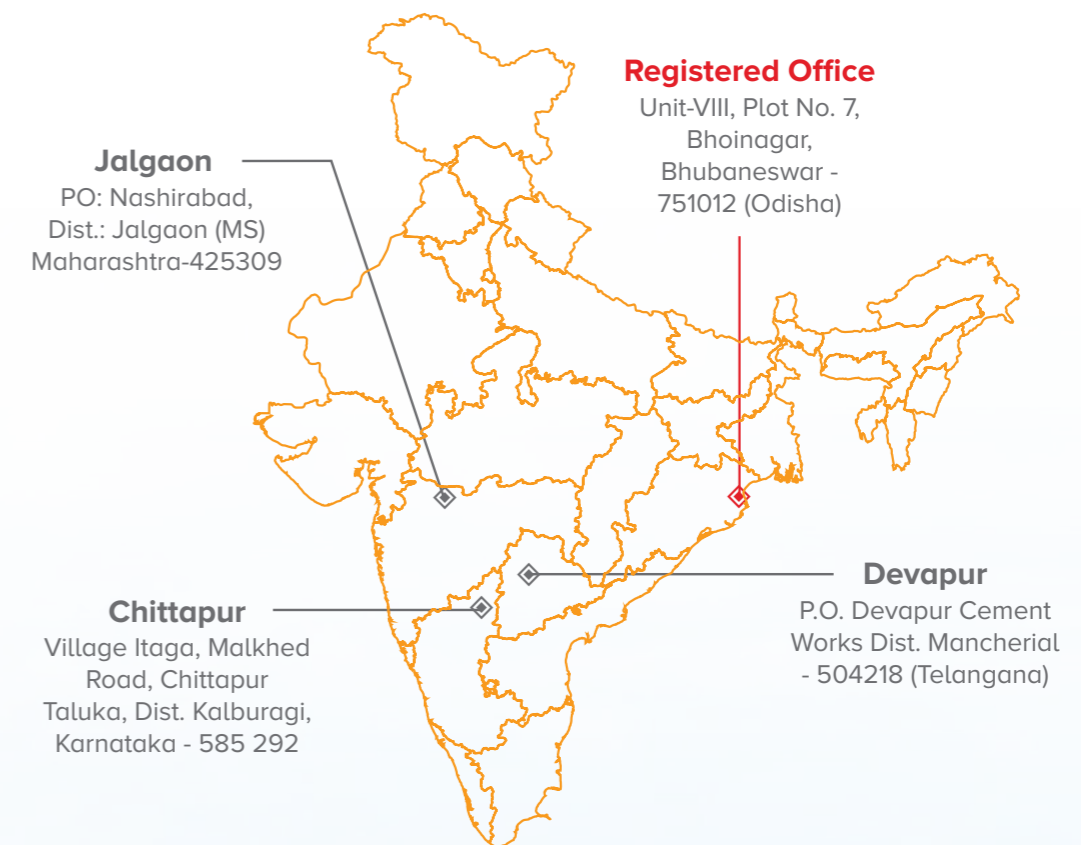
8.07 MTPA

**Total Clinker
Manufacturing Capacity**

5.5 MTPA

We have outlined a clear vision for growth, aiming to reach a capacity of 15 MTPA in the next 5 years.

Manufacturing Plant Location



All our 3 plants are certified for ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007. Further Devapur & Jalgaon plants certified for EnMS ISO 50001: 2011 (Energy Management System). Moreover, we regularly modernize our manufacturing infrastructure and equipment with the objective to enhance operating efficiencies, maintain product quality, conserve energy and lower emissions. Orient Cement's Devapur and Jalgaon Units

Laboratory are certified for NABL for physical and chemical testing for its consistent quality maintained at respective locations. As a result of such steadfast efforts, the Company won the Total Productive Maintenance (TPM) Excellence award (Phase-I) & Excellence in Consistency (Phase-II) from JIPM, Japan, becoming the second company in India to earn this distinction.



Products

Our products are Ordinary Portland and Portland Pozzolana Cement, sold and marketed under the trade name of Birla A1, our premium flagship brand. Our customers range from Individual House Builders (IHBs) to governments contractors and Real estate builders.

In our efforts to become a brand of choice, we diligently strive towards supreme quality, affordable price and wide accessibility. All our products go through extensive quality checks, and we maintain a tight control over production costs through optimum use of

resources, thus manufacturing high quality cement at one of the lowest costs in the market. We have a strong presence in states of Maharashtra, Telangana, Karnataka, Andhra Pradesh, Gujarat, Chattisgarh, Tamil Nadu, Madhya Pradesh, Kerala and Goa.

Production at Orient Cement is coupled with efforts to reduce consumption of raw materials, water and energy, and reduce generation of waste and emissions. This enables us to lay strong foundations in the lives of our customers, by driving sustainable construction. As a result of this perseverance, our brand has come to be known for its excellent quality, high resilience and load bearing capability.

Sectors Served



Infrastructure

Irrigation, Roads, Highways, Urban Infra like Housing, Rural Infra like Rural Road, Canals



Industries

Industry which use Cement as a Raw Material for their Product like Asbestos, Commercial Institution



Housing

Government Housing Scheme, Individual Housing Builders, Real State Builders



Membership of Associations

Our Industry Associations' memberships include.

- ◆ The Cement Manufacturers Association,
- ◆ Cement Sustainability Initiative (CSI), under the aegis of the World Business Council for Sustainable Development (WBCSD)
- ◆ National Human Resource Development (NHRD)
- ◆ Employer's Federation of Southern India (EFI)
- ◆ National Safety Council, India



2.2 Creating Tangible Value

Economic performance is one of the three pillars of sustainability for any business. Financial health provides a basic indication of the potential of our company to create wealth for its stakeholders. We at Orient Cement disclose our financial performance to our stakeholders on a quarterly and annual basis. We have also recognized climate change to be one of the risks for our industry and are implementing mitigation plans that include promoting energy conservation and renewable energy activities, minimizing our GHG emissions and similar such plans. During the reporting period, we have increased our revenue by 6.78% in FY2017-18 steadily moving towards our target of reaching 15 MTPA by 2023. Given our positive growth trajectory in this reporting period, we aim to double our efforts thereby creating a future where we generate profit while caring for our people and the planet.

Our financial performance is an important consideration for our stakeholders and our Annual Report shares our financials with all readers and analysts. We have been able to increase our revenue to INR 23,311 million in FY2017-18 as compared to INR 21,832 million in FY2016-17. A contributing factor for our favorable performance has been a 4.24% increase in our production due to our newer integrated plant at Chittapur.

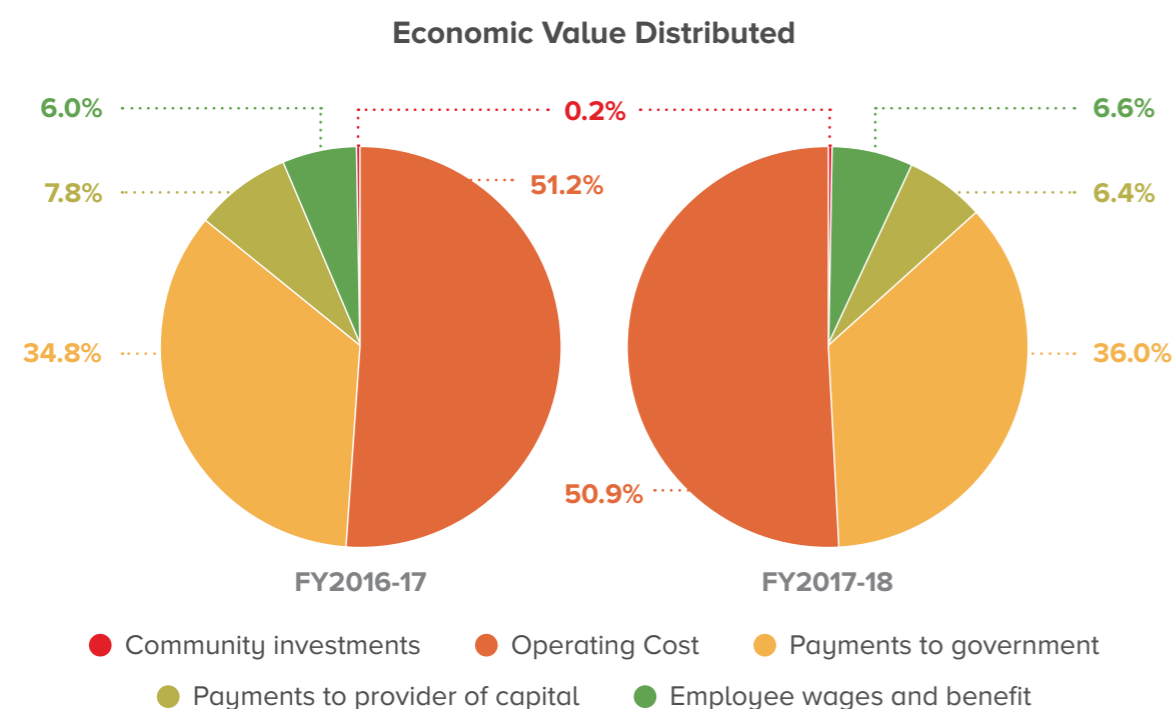
Our promoters and public shareholders are our only source of capital during the reporting period. Our sources of capital do not include any financial assistance from the government during the reporting period. Our performance over the past two financial years has shown an increase in terms of our generated value as well as distributed value. The tables and figure below highlight our economic performance in FY2016-17 and FY2017-18.

Economic Value Performance (INR Million)	FY2016-17	FY2017-18
Economic Value Generated	21,831.69	23,310.72
Economic Value Distributed	19,620.60	21,143.17
Economic Value Retained	2,211.09	2,167.55

Economic values generated, distributed and retained in FY2016-17 and FY2017-18

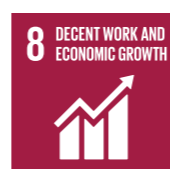
Economic Value Distribution	FY2016-17 (INR Million)	FY2017-18 (INR Million)
Operating costs	10,039.02	10,752.14
Employee wages and benefits	1,183.86	1,385.0
Payments to providers of capital	1,534.51	1,354.1
Payments to government	6,821.77	7,607.54
Community investments	41.44	44.4

Break-up of economic value distributed by Orient Cement in FY2016-17 and FY2017-18



Economic Value Distributed

We at Orient Cement intend to make steadfast efforts to ensure sustainable future growth, strengthening not just our bottom line, but also creating positive social and environmental impact. This will also allow us to generate more jobs and contribute towards the economic growth of the country, thus enabling us to progress in our commitment towards Sustainable Development Goal 8-‘Decent Work & Economic Growth’.



2.3 Awards and Recognitions

We at Orient Cement pride ourselves on achieving high standards in our business operations. Over the course of this reporting period, our company was awarded with several prestigious awards.



A photograph showing two men in the foreground, both wearing safety vests and hard hats. The man on the left is wearing a white hard hat and a green safety vest with an 'ORIENT CEMENT' logo. The man on the right is wearing a yellow hard hat with a 'P' logo and an orange safety vest. They are exchanging a small, wrapped gift. In the background, a large group of men, mostly wearing yellow hard hats and orange safety vests, are standing in a line on a grassy field, some clapping. The scene is outdoors with trees in the background.

**Creating positive
social and
environmental
impact.**

FY2016-17

Devapur Plant

National Energy Management Gold Award from SEEM-2016

National Award for Excellence in Energy Management 2016 from CII

Mines Safety Week 2016 Awards by Director General of Mines Safety



Overall performance
Loading and Transportation
Drilling and Blasting



Publicity, Propaganda
& House Keeping
Lighting and Installations

Mines Environment & Mineral Conservation Week Awards
by Indian Bureau of Mines



Reclamation and
Rehabilitation



Waste Dump
Management



Sustainable Development
Overall performance

Safety Awards from the Mines Safety Association
Karnataka (MSAK)



Safety Management
System
Publicity & Propaganda
and Safety is my
responsibility Cards



Mine Workings
Maintenance of Mining
Machinery
State Level Overall
Performance in mines



Drilling
and
Blasting



FY2017-18

Devapur Plant

Best Management Award, issued by Labour Department, Govt. of
Telangana on May Day 2017

National Award for Excellence in Energy Management 2017 from CII

National Energy Management Gold Award from SEEM-2017

Mines Safety Week 2017 Awards by Director General of Mines Safety



Electrical Installation
Best Practices in Mines
Crusher & Belt Conveyor



Overall Performance
Swachh Bharat
Safe Mine Workings

Mines Environment & Mineral Conservation Week Awards
2017-18 by Indian Bureau of Mines



Waste Dump Management
Reclamation and Rehabilitation

APEX INDIA EXCELLENCE AWARD in the Category of "Platinum" for
Environment and "Gold" for Safety and Energy Efficiency.

Chittapur Plant

Best Safe Performance of Plant, Best Training & Resources Award by
KRISC (Kalburgi Regional Industrial Safety Committee) under the aegis of
Department of Factories, Boilers, Industrial Safety & Health

Safety Awards from the Mines Safety Association
Karnataka (MSAK) 2017-18



Publicity & Propaganda
& Innovation
Contractual Work vis Safety
is my responsibility cards



Safety Management
System
Maintenance of Mining
Machinery & Crusher



Swachh
Bharat
Abhiyan

Jalgaon Plant

APEX INDIA EXCELLENCE AWARD in the Category of "Gold" for Safety.



3. GROWING SUSTAINABLY

**3.1 Sustainability
Approach and
Performance –
targets**

Our approach to sustainability

“Build Sustainably” is our Vision. We believe in a mutually beneficial relationship between our operations with Environment and Society. Our approach to sustainability is staying true to our commitment with our vision.

We firmly believe in sustainable consumption of natural resources which motivates us to use alternative fuels, eco-friendly raw materials/ alternative raw materials, and recycle wastes generated consequent to our operations. We promote

sustainable water usage through rainwater harvesting and also attempt to create a positive impact on biodiversity.

Constant research towards innovative Energy Efficiency and emission reduction initiatives is a way of life at Orient Cement Ltd.

Performance Highlights

While goals and targets are important, it is how we achieve the target that is crucial to us. We innovate, persevere, and look for feedback at every stage to transform the journey of achieving the target into an enriching experience. This experience is what enables us to learn, grow and become better, creating an impact much beyond the boundaries of our own organization.

Target	Expected achievement duration
Have 20% of our employee base comprised of women	FY2019-20
Introducing mandatory human rights training for all employees, as well as for our security personnel	FY2018-19
Reduce energy consumption by 5.5% on a normalized basis with respect to the base line of FY2014-15*	FY2018-19
Increasing use of alternate fuels to 3.4% in operations*	FY2018-19
Increasing use of alternate fuels to 10% in operations*	FY2022-23
Reducing emissions by 3%*	FY2024-25

* Refer Energy and Emissions section

3.2 Environmental Stewardship

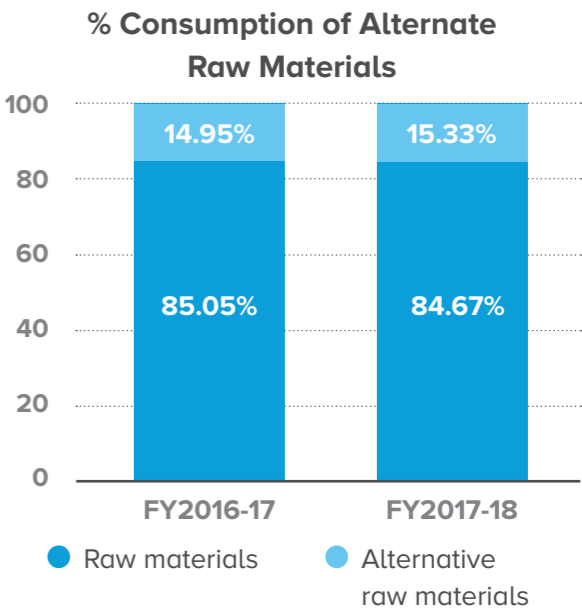
3.2.1 Resource Efficiency and procurement practices

Efficient resource utilization is an important aspect for us at Orient Cement. We believe that it is our responsibility to understand and address the environmental impacts caused by our business operations to ensure the sustainable and responsible growth of our company. To reduce and mitigate the impacts of our operations, we have adopted measures to optimize and reduce our material consumption and improve our resource efficiency. This is reflected in the increased proportion of fly ash in our cement mix among other initiatives. Our aim is to provide our customers with the highest quality cement customized to their requirement, while reducing resource consumption and adverse environmental impacts along the way.

We at Orient Cement understand that cement production is primarily carried out by utilizing non-renewable resources. Nonetheless, we are committed to optimize our raw material consumption by increasing the use of waste/ recycled materials and reduce our carbon footprint.

Limestone being the main ingredient in cement manufacture, is required in large quantities and constitutes the biggest portion of the pie.

Increase in fly ash consumption has led to increase in our percentage consumption of alternate raw materials and reduction in the consumption of natural resources. The percentage has increased from 14.95% in FY2016-17 to 15.33% in FY2017-18.

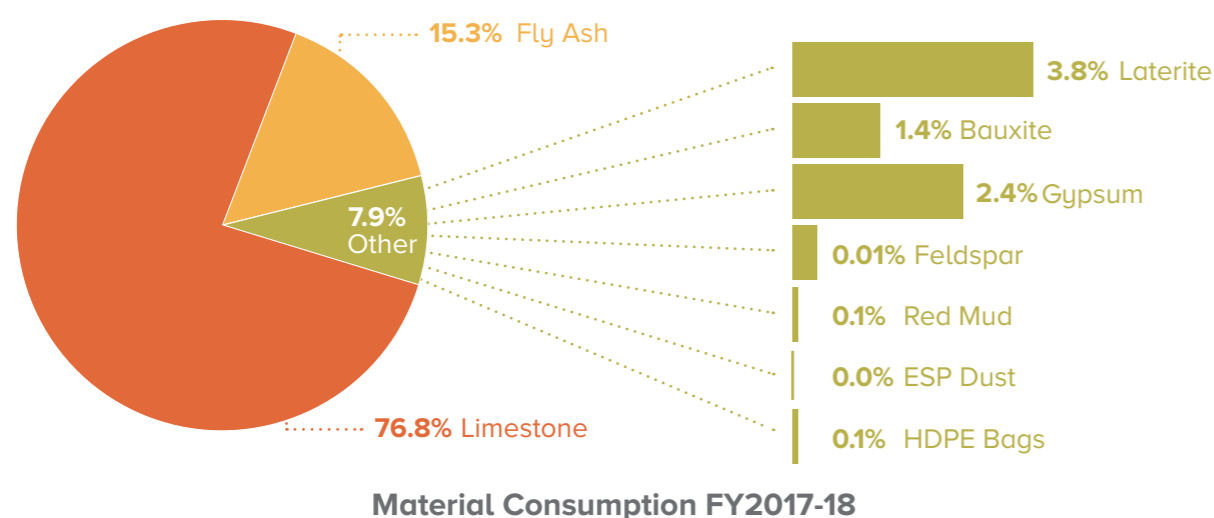
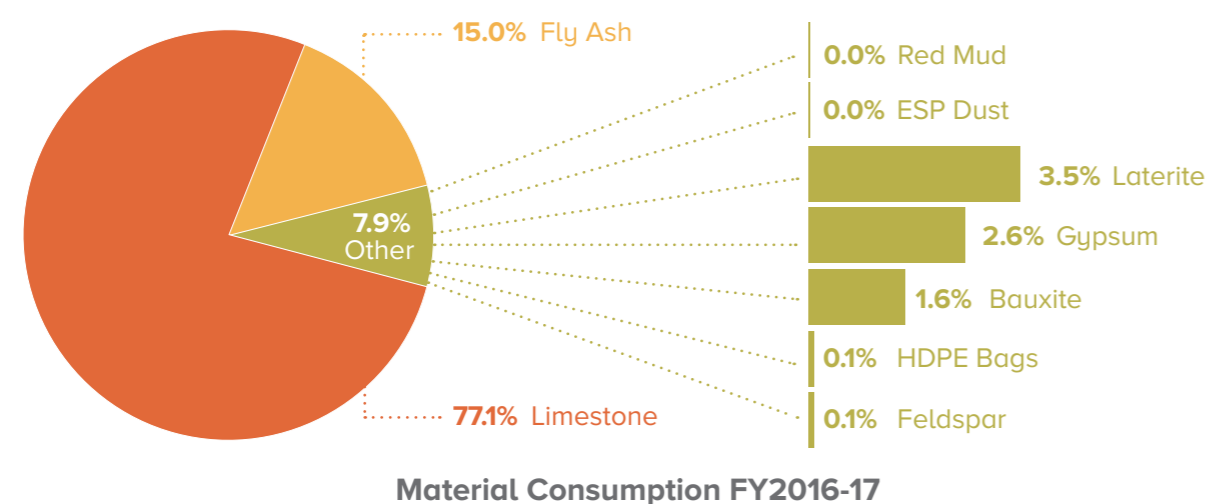


Through the increased usage of recycled materials in our business operations, we are contributing to the creation of a circular economy that minimizes waste and maximizes resource utilization. This helps us conform to three SDGs, namely SDG-12, ‘Responsible Consumption and Production’ SDG-13, ‘Climate Action’ and SDG 15, Life on Land.

We are committed to continually optimizing our products and business operations, making them eco-friendly and sustainable. We endeavor to reduce the strain on our world’s finite resources through utilizing alternative or renewable resources. We are striving to make further substitutions in our processes and products, without compromising on the quality of products we provide our customers.



	FY2016-17	FY2017-18
Raw Material Consumption (In MT)		
Limestone	5894381.37	6175482.18
Laterite	265826.19	307622.31
Bauxite	120628.00	113849.00
Gypsum	202002.62	196695.65
Feldspar	6268.00	959
Red Mud	2990.00	10800.90
ESP Dust	844.00	179.69
Alternate Raw Material Consumption (In MT)		
Fly Ash	1142950.12	1233033.39
Packaging Material Consumption (in MT)		
HDPE Bags	7066.39	6999.82



3.2.2 Sustainable Water and Waste Management

3.2.2.1 Sustainable Water Management

We understand that availability of water is critical to any manufacturing industry, including cement and scarcity of water poses a big risk to our sustainable growth. Hence, we constantly aim towards efficient utilization of this precious resource. We follow dry process of cement manufacture and our requirement

2.37×10^6 KL
of water withdrawn and consumed in reporting period

RWH reservoirs with total capacity of

32 lakh KL

for water in the manufacturing process is only for cooling and dust suppression purposes.

We are not only conscious of water-efficiency in our plant operations, but also water conservation, management and recharge in surrounding areas for the benefit of community. We have developed rainwater harvesting (RWH) reservoirs with a with area of reservoir is 18.747Ha, level is 219 to 259 mtrs. and capacity is 32 Lakh KLin our exhausted mining areas which help recharge the water table. Till a few years back, river water (at Devapur) and water tankers (at Chittapur) used to be our only sources of water. Over the years, we have been able to improve this situation and in FY2017-18, 50.4% of our water requirement was fulfilled through our rain water harvesting reservoirs.

Water Withdrawal

Water is pivotal to our operations. River water (Pedda vagu Nala) and our in-house RWH reservoir are the major sources of water used for our operations all of which is freshwater . During the reporting period, we consumed 1155692.44 kl of water (FY2016-17) and 1211678.51 kl (FY2017-18). Water resource management efforts at Orient Cement that include judicious use of water, setting up of water harvesting structures, and complete

Source of water withdrawal (Mega litre)	Chittapur	Chittapur	Devapur	Devapur	Jalgaon	Jalgaon
	FY2016-17	FY2017-18	FY2016-17	FY2017-18	FY2016-17	FY2017-18
Ground water	0	0	0	0	28.02	31.07
Surface water	0	0	462.15	570.22	0.00	0
Rain water	168.16	212.99	497.36	397.40	0.00	0.00
Total	168.16	212.99	959.51	967.62	28.02	31.07

Major Sources of Water for Chittapur, Devapur and Jalgaon sites in the reporting period

Site	Major Source of Water
Devapur	Maisamma Sagar Reservoir & Pedda Vagu Nala (Surface water)
Jalgaon	Ground Water

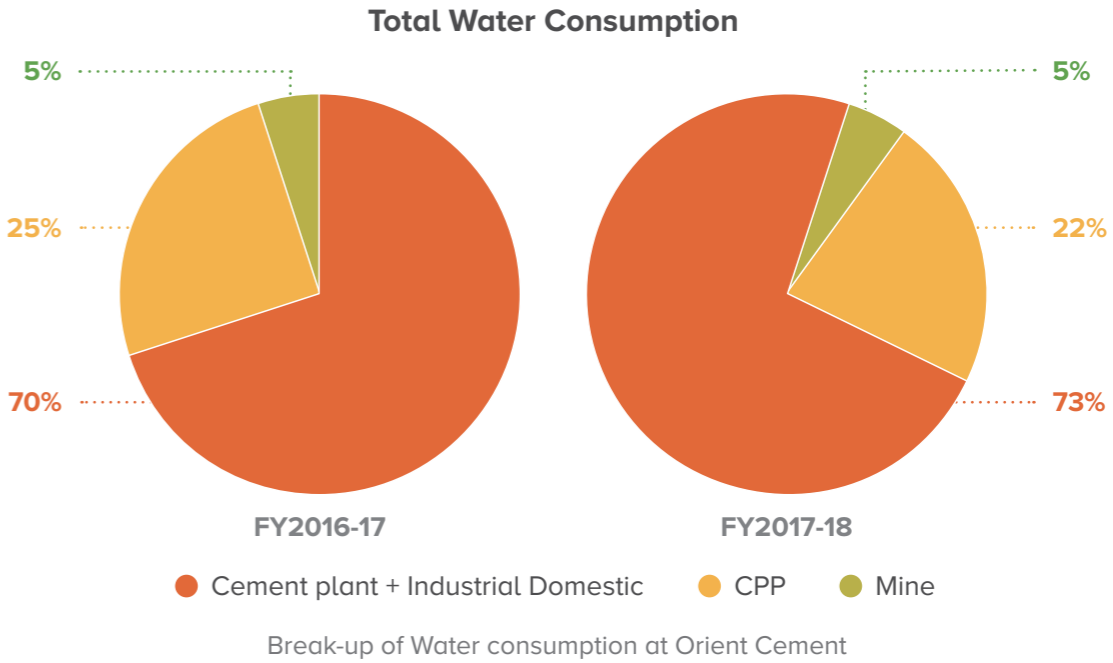
recycling of waste water, have positively impacted local water bodies. Our water withdrawn is the same as water consumed since we have not accounted for any losses. None of our manufacturing units fall under water scarce areas. Consequently, water withdrawal in all our plants did not have any significant impact on the ground water or any other local water bodies.

Water Consumption

While the total amount of water withdrawn increased in FY2017-18 as compared to FY2016-17, our total water consumption increased from 1155692.44 KL to 1211678.51 kl, our specific water consumption remained constant at 0.21 kl for both the reporting years All the water withdrawn in Jalgaon was used in the cement plant. With our steadfast efforts to conserve water, we were able to reduce our overall water consumption in CPP by 5.1 % while water consumption in mines reduced by 2.5%

Recycling of Water

We constantly strive to recycle and reuse all waste water generated from our operations.



There was no discharge of waste water in the reporting period, and consequently no water bodies or habitats were affected due to water discharge/runoff from our operations.

Waste water generated in CPP was recycled in neutralization pit to dilute with the cooling tower blow down and then the same was reused for dust suppression & gardening activities.

Water Conservation Initiatives

Rainwater Harvesting Reservoirs

◆ Rain Water Harvesting Reservoir in Chittapur

Our new integrated plant commissioned in 2015 at Chittapur is equipped with its own rain water harvesting reservoir. With dimensions of 8 Hectare and capacity of 5.6 lakh KL, the reservoir supplies the site with water for industrial and domestic use.

◆ Maisamma Sagar in Devapur

In Devapur, our oldest integrated plant, we are working on an ambitious and worthwhile venture to conserve water and replenish the ecosystem of the area. As part of our rehabilitation initiative, our exhausted limestone mine areas have been repurposed by filling with water to

convert them into a freshwater reservoir. This would enable us to fulfill all our water requirements from the reservoir, reducing our dependency on local water bodies, which in turn is attracting an array of fauna.

Water Conservation Awareness Campaigns

At Orient Cement Ltd, we strive to practice water stewardship through efficient management of water not only in our operations, but also in the surrounding local communities. We work towards the goal to achieve water resilience through collaboration with local communities, NGOs and nearby schools. Our initiatives have been recognized by various bodies and associations in the form of awards.

2008

1st Water Quality Management
– Large Mechanised Mines

2010-11

2nd Water Quality Management
– Large Mechanised Mines



Devapur: Contour trench with water Harvesting pit & Check dam at Mines



Rain Water Harvesting Structure at Jalgaon



World Earth Day Celebration at Devapur , Awareness Program at Zila Parishad school Devapur



3.2.2.2 Effluents and Waste Management

At Orient Cement Ltd., we are committed to contributing to creating a circular economy through efforts to pursue by-product synergy and industrial ecology. We bring in waste products such as chemical gypsum from external sources for utilization in our cement manufacturing process. We also utilize 100% of our by-products in the cement manufacturing process such as Fly Ash. Our waste management initiatives also enable us to remain steadfast in our commitment to uphold SDG 11 & 12. During the reporting years of FY2016-17 and FY2017-18 we generated 40.43MT and 50.32MT of hazardous waste respectively, which was categorized into used oil, biomedical waste, e-waste and battery waste. We ensure that our hazardous waste is handled either by OEMs or by authorized recyclers who adhere to proper scientific waste disposal procedures and statutory guidelines to reduce adverse environmental impact from our operations.

Our hazardous waste disposal methods are guided by specific government rules and regulations to ensure minimum negative environmental impact from our operations. Depending upon the type of waste, it is disposed through authorized recyclers, incinerators or reprocessors.

Category of Waste	Guideline for Waste Disposal Method
Used Waste Oil	HSMD Rules 2016 & 2017
Used Waste Grease Plant	HSMD Rules 2016
Battery Waste	Batteries Rules 2016
Biomedical Waste	BMW Rules 2016
E Waste	E-Waste Rules 2011

Rules Determining Disposal of Hazardous Waste



23.08% reduction
in waste disposed at Devapur

91.53% reduction
in battery waste disposed by all three plants in the reporting period



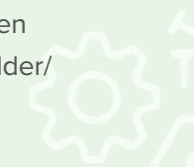
Biomedical Waste

Sent to the State Pollution Control Board authorized incinerator.



Scrap Waste

Non hazardous scrap is segregated and stored in the scrap yard on site where it is auctioned off and taken away by the highest bidder/ authorized recycler



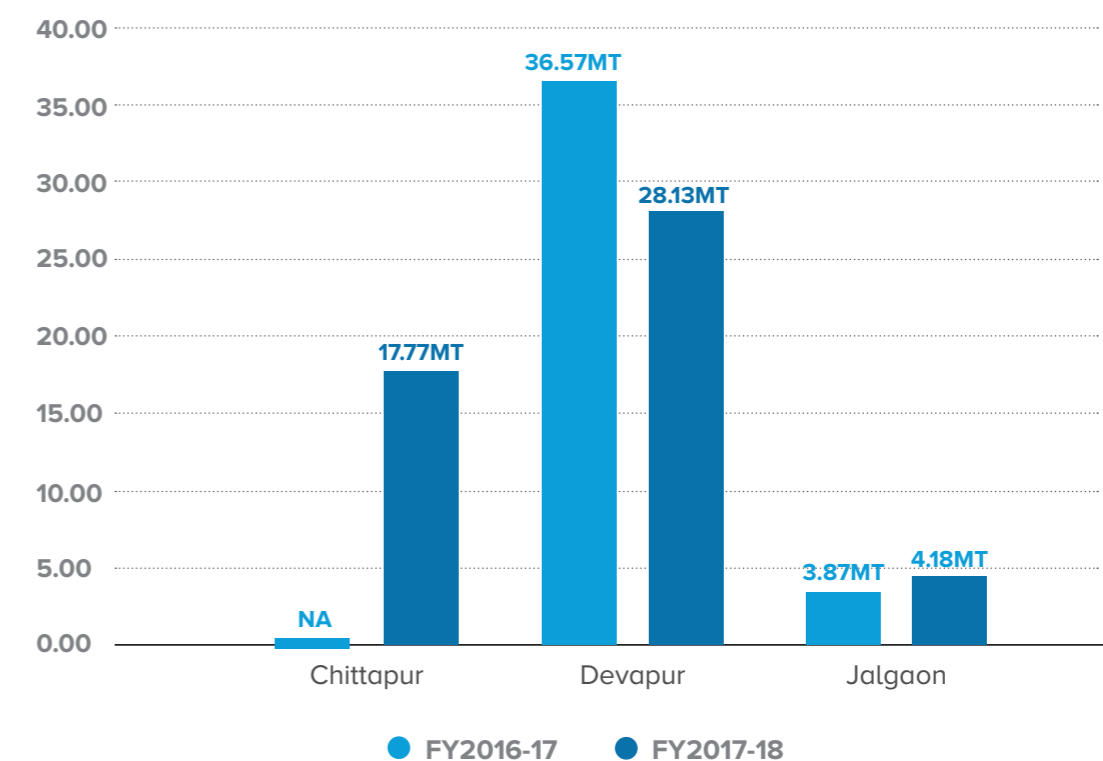
Hazardous Waste

Securely stored in a covered shed over an impervious platform and later disposed through SPCB authorized re-processors/ recyclers/ incinerators.



Other Waste (E-waste & Battery Waste)

Disposed by sending it to SPCB authorized recyclers/ dismantlers or the battery/ electronic producer itself.



Waste Disposed at the three plants in the Reporting Period

We plan to continue our efforts and work relentlessly towards creating a sustainable organization through efficient waste management as one of the key pillars.

Hazardous Waste disposed (MT)	Disposal Method	Chittapur		Devapur		Jalgaon		Total	
		'16-17	'17-18	'16-17	'17-18	'16-17	'17-18	'16-17	'17-18
Biomedical waste	Through authorized incinerators	Nil	0.03	0.46	0.42	0.01	0.01	0.47	0.46
E-Waste	Through authorized recyclers	Nil	Nil	1.38	0.86	Nil	0.94	1.38	1.80
Used oil	Through authorized reprocessors	Nil	17.74	13.35	9.19	2.81	2.98	16.16	29.91
Battery waste	Sold on buy-back basis to manufacturers	Nil	Nil	21.37	1.65	1.05	0.25	22.42	1.90
Grease	Through authorized reprocessors	Nil	Nil	Nil	16 .00	Nil	Nil	Nil	16.00
Total Hazardous Waste Disposed	-	Nil	17.77	36.57	28.13	3.87	4.18	40.43	50.32
Total Hazardous Waste Transported	-	Nil	17.77	14.76	25.19	2.81	2.98	17.57	45.94

Site Wise Break-Up of Hazardous Waste Disposed

We are striving diligently to achieve significant reduction in waste disposal through reduced generation. During the reporting period, there were no incidents of waste spillage.

Non-hazardous waste (fly ash) generated in our captive power plants at Devapur & Chittapur was completely reused in manufacturing of cement. We were able to increase the quantity of fly ash reuse by 8.89%. Reuse of fly ash results in reduced production costs, consumes

less energy during production and further helps to reduce clinker requirement or clinker factor.

During the reporting period, we were also able to use sub grade limestone to produce raw meal. We plan to continue our efforts and work relentlessly towards creating a sustainable organization through efficient waste management as one of the key pillars.

Flyash Reuse increased from

138504.25 MT **>>>** **150504 MT**
in FY 2017 **to** **in FY 2018**

Case Study: Transforming Waste to Resource

After mining, while the good quality limestone was being consumed to produce clinker; sub grade limestone was left behind as a waste. Devapur plant was witnessing a rising heap of sub grade limestone which multiplied over the years to a mountain weighing 4.5 million tons. With 15-18% of silica concentration, however limestone of 12.5-13% of silica is required. In order to increase the Mine life and to meet the statutory norms as per IBM, it became crucial to consume this sub grade limestone.

After performing several plant trials, it was found that sub grade limestone could be made suitable for usage by mixing with various fuels and additives. However, due to lack of high grade deposit, an alternative was to procure such additives from nearby mines. We explored the following three options, and each option was evaluated in terms of cost, benefit and ease of utilization.

Utilization of Sub Grade Limestone



Location
Devapur



Cost of project
Nil



Date of Implementation
Spetember 2014

Option 1:

Usage of High grade limestone (Sweetener)

High Grade Limestone samples of nearby Mines in Maharashtra and Andhra Pradesh were analyzed and found to be suitable for usage as sweetener. With 13.00% usage of sweetener limestone at the stockpile level, estimated per annum cost was approximately INR 65.00 Crores.

Option 2:

Usage of Lime Sludge

Lime sludge, available at quantities of around 0.5-1 million tons is available nearby Paper Industries. could be used to blend the SG limestone. However lime sludge by the virtue of containing high moisture, required drying facility and transportation facility to pump the material to mill circuit. With 13.00% usage of lime sludge, estimated cost per annum was approximately INR 55.00 Crores.

Option 3:

Usage of Low Ash Fuels

The third option was to use low ash fuels (Petcoke, Imported Coal etc.), which was found to be the most economical option amongst all. As compared to other options, this led to a cost of INR 15 Crores per annum.

Through evaluation and detailed study, it was concluded that option-3 is the better method. Accordingly we proceeded with the implementation of option-3.

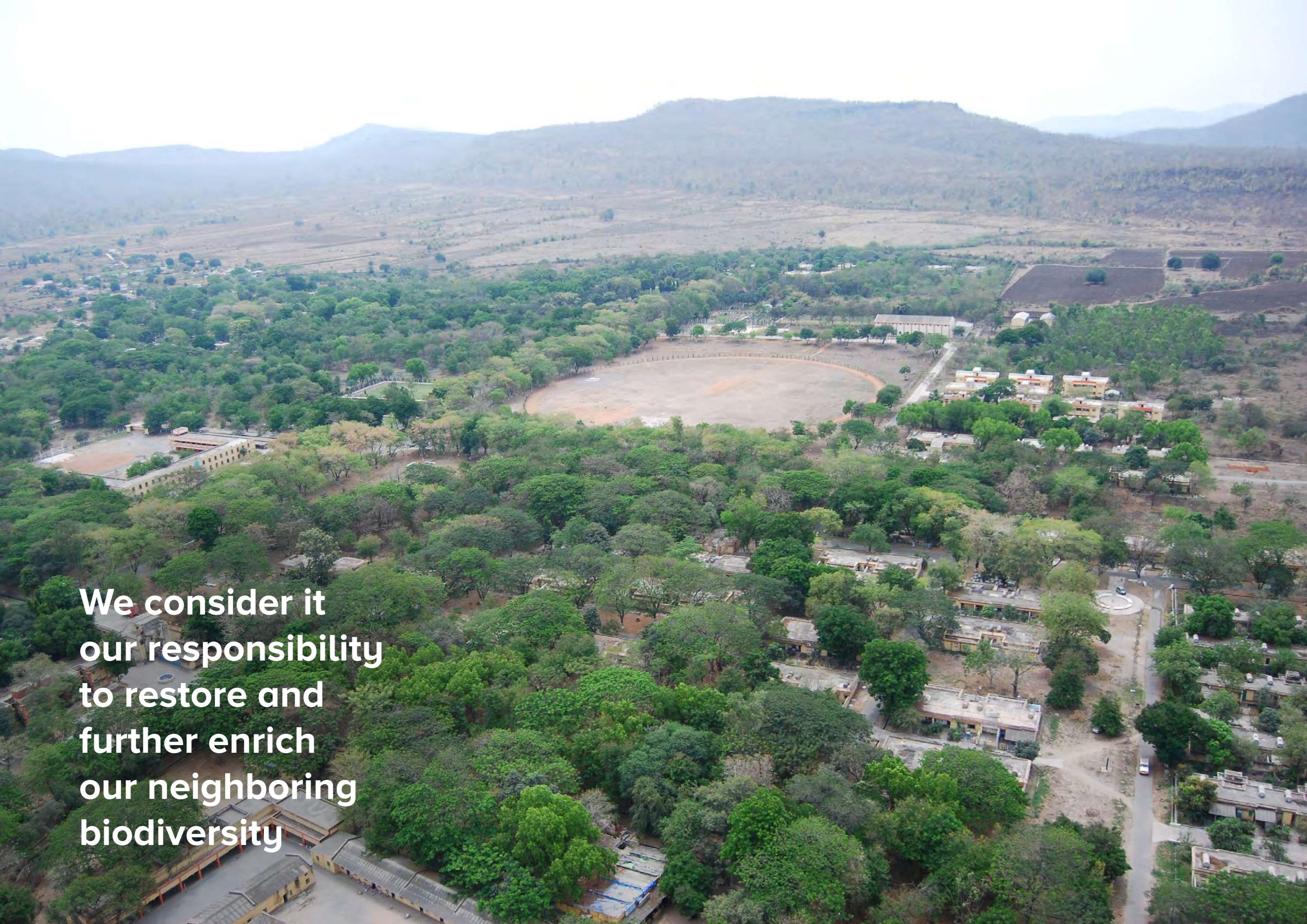
Post several lab trials, we found **a perfect mix of Aluminous Laterite and Low ash fuel to be blended with SG Limestone, which**

could then be used to produce clinker of the same quality as with high grade limestone. Through utilization of SG limestone to produce clinker, we could save INR 211.46 lakhs in FY 2016-17. During the year 2017-18 we could save through usage of subgrade limestone is INR 255.96 lakhs and contributes to reduction of 15.76 % CO₂ per year.

Overall year wise consumption of sub grade limestone was

849,448 MT & **1,058,702 MT**
 during the period of FY17 during the period of FY18





We consider it
our responsibility
to restore and
further enrich
our neighboring
biodiversity

3.2.3 Biodiversity Management

At Orient Cement, we believe in growing sustainably and are dedicated to preserving and rejuvenating the biodiversity that is in the vicinity of our operational sites. We consider it our responsibility to restore and further enrich our neighboring biodiversity and have planted 16355 saplings in and around our manufacturing units during the reporting period. We have also undertaken the development & maintenance of green belts in and around our plants. Our water conservation and restoration initiatives have also assisted in our endeavor to rejuvenate our ecosystem.

Over the years our efforts have contributed in increasing the size of green belt around our plants. This today encompasses an area of 5.78 Ha in Chittapur, 206.24Ha in Devapur and 10.15Ha in Jalgaon. The plantations are part of our restoration activities at our mining sites and have increased our biodiversity index, controlled rainwater runoff, prevented soil erosion and augmented the overall visual appeal of our operational sites. We also carry out regular monitoring of our plantation activity.

We also undertook activities during the reporting period such as celebrating festivals like Vana-Mahotsav in the first week of July in 2016 and 2017 and World Environment

Day on 5th June 2016 and 2017. During these occasions, we planted a number of saplings across each operational site apart from other activities.

present in and around our operational sites. Consequently, our operations do not cause any significant impact on protected areas or on biodiversity of our regions of operation.

1,043
saplings planted in FY 2017-18
in Telanaganaku Haritha Haram
Program at Devapur



Our manufacturing units and mines do not fall under any protected area, areas of high biodiversity value or Ramsar listed wetlands within a 10 km radius. While our Devapur mines fall under Ryali reserve forest, it is not a protected area. No IUCN Red List Species are

Orient Cement has enriched the ecosystem around our integrated plants through the development of the rainwater collection reservoir at the Chittapur mining area and the Maisamma Sagar Reservoir at the Devapur mining area.

10,345
saplings planted
in FY 2016-17



6,010
saplings planted
in FY 2017-18



List of major Tree species planted:

Bamboo Thapsi Jatragi, Namali Nara, Relu, Tani, Peepal, Bargad, Mango, Guava, Orange, Gulmohar, Sagaun, Sitaphal, Ramphal, Palms, Tikoma, Teak, Peddegi and Tamrind



List of major Medicinal plant species planted:

Lemon, Amla, Baheda, Ramphal, Tulsi and Neem

	FY2016-17	FY2017-18
Plantation	Number of Saplings Planted	Number of Saplings Planted
Chittapur	4,780	3,159
Jalgaon	545	545
Devapur	5,020	2,306
Total	10, 345	6010

Plantation in Numbers



Maisamma Sagar

Reservoir I: Capacity: 5.5 Lac



Maisamma Sagar

Reservoir II: Capacity: 32 Lac m3



Chittapur Water Reservoir

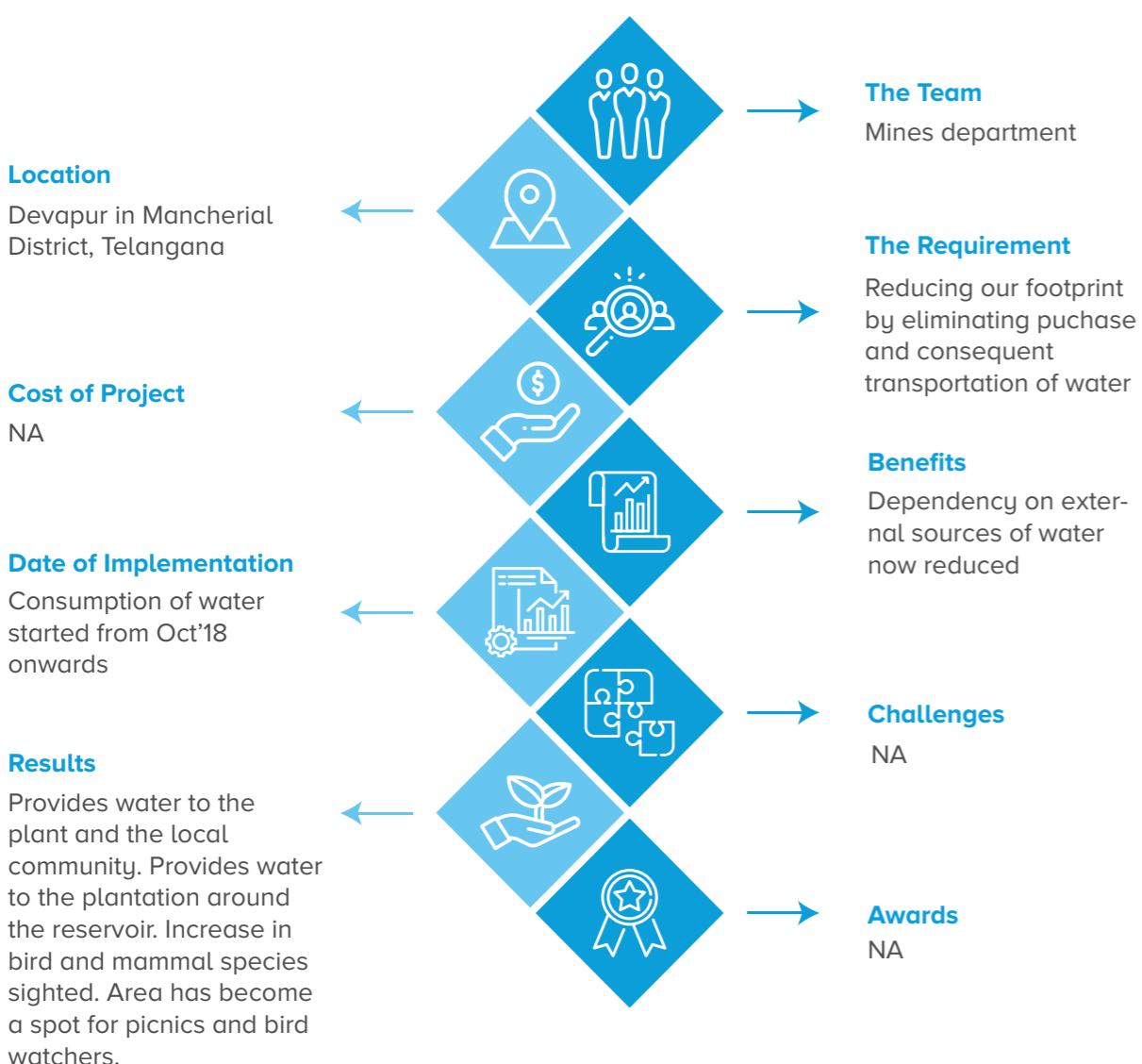
Chittapur Mines Sump

Once part of the Devapur limestone quarry, the Maisamma Sagar reservoir is located in the lowermost benches of the quarry that is filled with rainwater during the monsoon season.

Since its creation, the Reservoir has helped recharge the groundwater table and has attracted a variety of fauna to the site. Numerous species of birds like the Peacock, Pigeon, Indian Roller (Pala Pitta), Myna, Jungle owl have been sighted, occupying various niches in this new ecosystem. The new forest plantation around the Reservoir has provided them with nesting, roosting and foraging

grounds, encouraging more species to migrate to the region. Mammals like the Hanuman Langur, Blackbuck, Spotted Deer, Bear, Fox, Wild Pigs, Hares, Neelgai have also been spotted near these waters. Fish seeds were introduced into the Reservoir which now holds a stable aquatic ecosystem filled with Swamp Barb, Slender Rasbora.

We look forward to protect and increase this biodiversity with our plans to further fill the reservoir and monitor the ecosystem with the overall goal of minimizing our footprint and promoting positive ecosystem impacts.



Maisamma Sagar Reservoir

The limestone quarry area was transformed into a freshwater reservoir/lake

3.2.4 Energy and Emissions Management: Towards Green Operations

In our efforts to become a pioneer in driving sustainable operations, it is imperative for us to reduce our carbon footprint and achieve energy efficiency. We recognize energy and emissions as one among the top three of our material indicators. Dramatically changing climatic conditions expose the cement industry to a myriad of risks in the form of regulatory changes, stakeholder expectations and product marketability. At Orient Cement, we understand that timely mitigation of these risks is crucial for us to ensure business continuity and prosperity. At the same time, we view the current scenario as an opportunity to do our bit, in creating a low carbon economy, through compliance to national mandates and adoption of our own energy conservation initiatives. National policies and India's commitment under Paris Agreement, function as the guiding compass for us in designing our carbon reduction strategy and targets, to transition towards a cleaner and greener way of doing business.

At Orient Cement, effective Energy and Environment Management system are in place for check, balance and continual improvement through effective planning, monitoring and implementation of Energy conservation (ENCON) idea's for reduction of Specific Energy consumptions.

We seek to minimize our GHG emissions and also comply with the latest MOEF norms. Various initiatives such as increased use of AFR, clinker substitution, promotion of energy efficient equipment and technology upgradation of pollution control equipment have been implemented

In addition, we take various measures to reduce our energy usage such as constant upgradation of equipment and machinery to reduce electrical and thermal energy consumption.

In order to replace/ substitute the consumption of fossil fuels, we have increased the utilization of AFR materials We plan to install waste heat recovery systems in our plants, which would enable conservation of natural resources. We comply with the PAT and RPO requirements, thus aligning ourselves to the national commitment towards climate change goals. In the reporting period, we purchased-41726 (Solar & Non Solar) Renewable Energy Certificates (REC).

Devapur Unit: over achiever of
PAT-1 targets

3.08%
reduction of CO₂ Emissions
(Kg CO₂/t of Cement
Production) over FY17

We are constantly finding newer ways to increase the renewable component in our fuel mix.

Emissions Reduction Initiatives

- Installation of 3 Phase transformers (controller's rectifiers) in place of Single Phase transformer in all the ESP's of Cement and Power plant.
- Replacement of All bag filter bags with PTFE membrane bags.
- Installation of improved version of water spray nozzles in GCT for better control of GCT outlet temperature.
- Increasing the retention time PC of K-1 by increasing the height of PC vessel.
- Replacement top cyclones with LP cyclones in K-1 PC & PH string.
- Process optimization and continuous monitoring to reduce the leakages across the plant.

Emission Reduction Initiatives taken in the reporting period

Energy Reduction Initiatives

- Installation of VFD for fly ash silo venting bag filter fan
- Replacing the existing PH water pump with low head same flow efficient pump in line-3.
- Optimizing the loading of LT Transformers
- Optimizing the lighting voltage in the plant.
- Utilization of rice husk in line-2 pyro stream
- Replacement of top cyclones with LP cyclones in PH & PC string of Line-1.
- Installation of GRR for Raw mill-1 Sepol fan for energy efficiency.
- Optimization of air balancing for VSK separator, for energy efficiency.
- Replacement of conventional luminaire with LED
- Diverting Coarse return material from line-02 SKS discharge to Line-01 Cement mill inlet.

Energy Reduction Initiatives taken in the reporting period.

List of ENCON Projects implemented at Devapur & Jalgaon in (2016-17 & 17-18)					
Year	Sl. No.	Title of Project	Annual Electrical Saving (kWh)	tCO ₂	GJ
Devapur					
2016-17	1	Kiln-2 Coal Conveying Blower change over from higher capacity to lower capacity Blower to suit the requirement	316800	259.78	1140.48
	2	Kiln-1 Jet air blower Pressure optimization (reduced from 0.8 to 0.5 Kg/cm2)	396000	324.72	1425.60
	3	Optimization of Kiln-1 PC Coal Conveying Blower by increasing its Pulley size (speed reduction)	39600	32.47	142.56
	4	Kiln-1 Coal Conveying air Optimization by increasing Blower pulley size (speed reduction)	158400	129.89	570.24
	5	Optimization of Fly ash unloading time by reducing bends in the compressed air conveying line	90000	73.80	324.00
	6	Optimization of Line-3 Compressors	192000	157.44	691.20
	7	Replacement softener pumps with energy efficient pumps at Line-1 pump house	61116	50.12	220.02
			1253916	1028.21	4514.10
2017-18	1	A Speed control in SEPOL Separator Fan in Raw Mill-1	508200	416.72	1829.52
	2	Process Optimization	205920	168.85	741.31
	3	Reducing two no. of bends in Line-2 Kiln & PC Coal conveying blower	134640	110.40	484.70
	4	A Stoppage of idle running in RABH hot dust conveying system	52272	42.86	188.18

Devapur contd.					
Year	Sl. No.	Title of Project	Annual Electrical Saving (kWh)	tCO ₂	GJ
2017-18	5	Speed optimization in PC Coal conveying plower (Pulley size reduction)	138600	113.65	498.96
	6	Correction in RABH fan damp-er loss	68112	55.85	245.20
	7	CM-2 Clinker feed belt bag-filter fan interlock with level sensor (idle run-ning avoided)	17000	13.94	61.20
	8	Identified and avoided idle running of air slide blower in CM-2.	20400	16.73	73.44
	9	Selectivity of Compres-sor capacity based on the load(Packing Plant)	307330	252.01	1106.39
	10	3 nos of Blowers (one stand-by) of 5.5 KW capacity were installed in place of 3 nos of Oil Compressors of 37 KW for Silo No.1 & 2 during major modification. (medium invest-ment)	349853	286.88	1259.47
			1802327	1477.91	6488.38
Jalgaon					
2016-17	1	Replacement of conventional luminaire with LED	123386	101.18	444.19
			123386	101.18	444.19
Jalgaon contd.					
2017-18	1	Replacement of conventional luminaire with LED	201366	165.12	724.92
	2	Removal of Gypsum weigh feeder belt	13662	11.20	49.18
	3	Installation of AVR for Wagon Tippler lighting	3715	3.05	13.37
	4	Line - 1 Over head water line modification	34750	28.50	125.10

Jalgaon contd.					
Year	Sl. No.	Title of Project	Annual Electrical Saving (kWh)	tCO ₂	GJ
2017-18	5	Diverting Coarse return material from line-02 SKS discharge to Line-01 Cement mill inlet And replacing line-01 mill discharge bucket elevator with higher capacity . Re- placement of cement mill -01 internals and improving filling % of Grinding Media	688143	564.28	2477.31
	6	New Diverter installed for controlled flow of material from line 2 to line-01(For enhanced transfer of material 15-20 TPH)	115400	94.63	415.44
	7	Optimisation of Bag filters purging Compressed air, (Purging reduce on need base from earlier continuous)	595190	488.06	2142.68
	8	Compressor unloading pres-sure reduced from earlier 6.5 kg/cm2 to 6.0 kg/m2, thus optimisation of compressor selection	90428	74.15	325.54

Energy & Emission Reduction Initiatives at Devapur and Jalgaon Plant during the Reporting Period



Energy Consumption

Coal, petcoke and diesel form the major sources of energy for our operations. Total energy consumption for the reporting period was 405.28 Lakh GJ (202.5+202.78) which is based on (Energy from Fuels+Power purchased-Power sale). However, our specific energy consumption has also shown a decreasing trend. While total energy

3.67 GJ/MT

Cement in FY2016-17

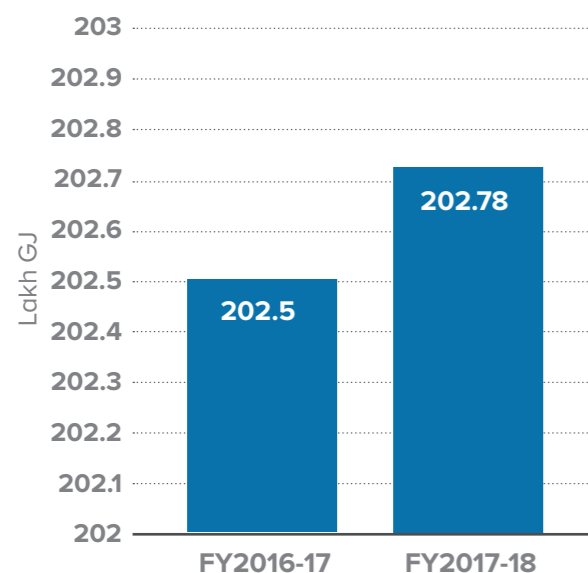
we were able to reduce it to

3.52 GJ/MT

Cement in FY2017-18

consumed per ton of cement produced was showing a reduction of nearly 4.1% in our energy consumption.

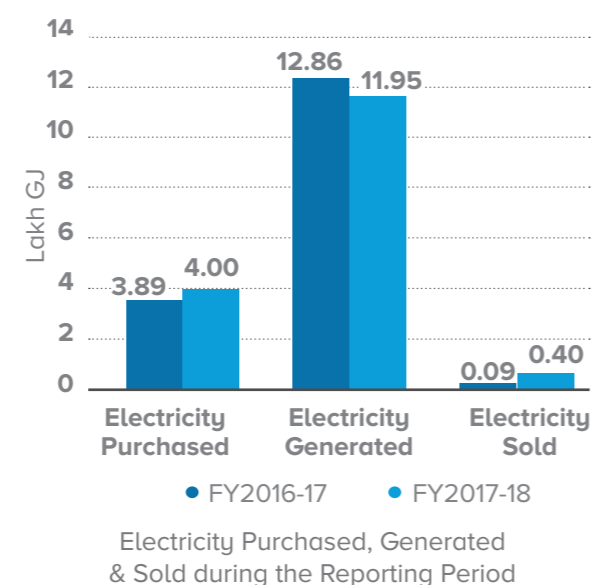
Total Energy Consumption (within the organisation)



Total Energy Consumed at Orient Cement Limited in the Reporting Period

Owing to our increase in production and reduction in energy use, our Energy Intensity ratio also showed a reduction during the reporting period from FY17 4.89 GJ/MT of clinker to FY18 4.66 GJ/MT of clinker. For the calculation of this ratio, fuel and electricity consumption within the organization have been chosen as numerator and clinker produced as the denominator.

Electricity consumption and sale trend



The above graph depicts our trend of electricity consumption and sale across the reporting period. While the amount of electricity we purchased, increased by 2.83% in FY2017-18, as compared to FY2016-17 (Graph 1) and electricity generation decreased in FY2017-18, reducing by 7.07% the amount of electricity sold increased by a high margin of 364%. The reason for the increase in sale can be attributed to our Chittapur plant commencing electricity sale in FY2017-18. It is also important to note that although our cement production increased by 4.25% in the reporting period, electricity consumption reduced by 6.67% reducing from 16.67 GJ to 15.56 GJ.





Case Study: Reduction of Energy Consumption through Process Optimization

At our Jalgaon plant, it was observed that Cement Mill 1 possessed excess capacity to consume additional raw material for grinding. Similarly, excess capacity was observed in Cement Mill 2, for roller press and separator. Also due to high quantity of fines returning to Roller Press, its operation was found to be unstable and inefficient.

Thus, to optimise both circuits, it was decided to divert partial coarse return material of line-2 to line-1 mill.

To achieve our objective, we installed an air slide along with the weighing system and the elevator increased capacity of the cement mill 1 discharge bucket elevator was enhanced.

Location
Jalgaon

Cost of Project
INR 5200000

Date of Implementation
Aug'17, 2017

The Team
Jalgaon Team

Reason to implement

To increase the productivity of both the Cement mills

Challenges

Diversion of raw material

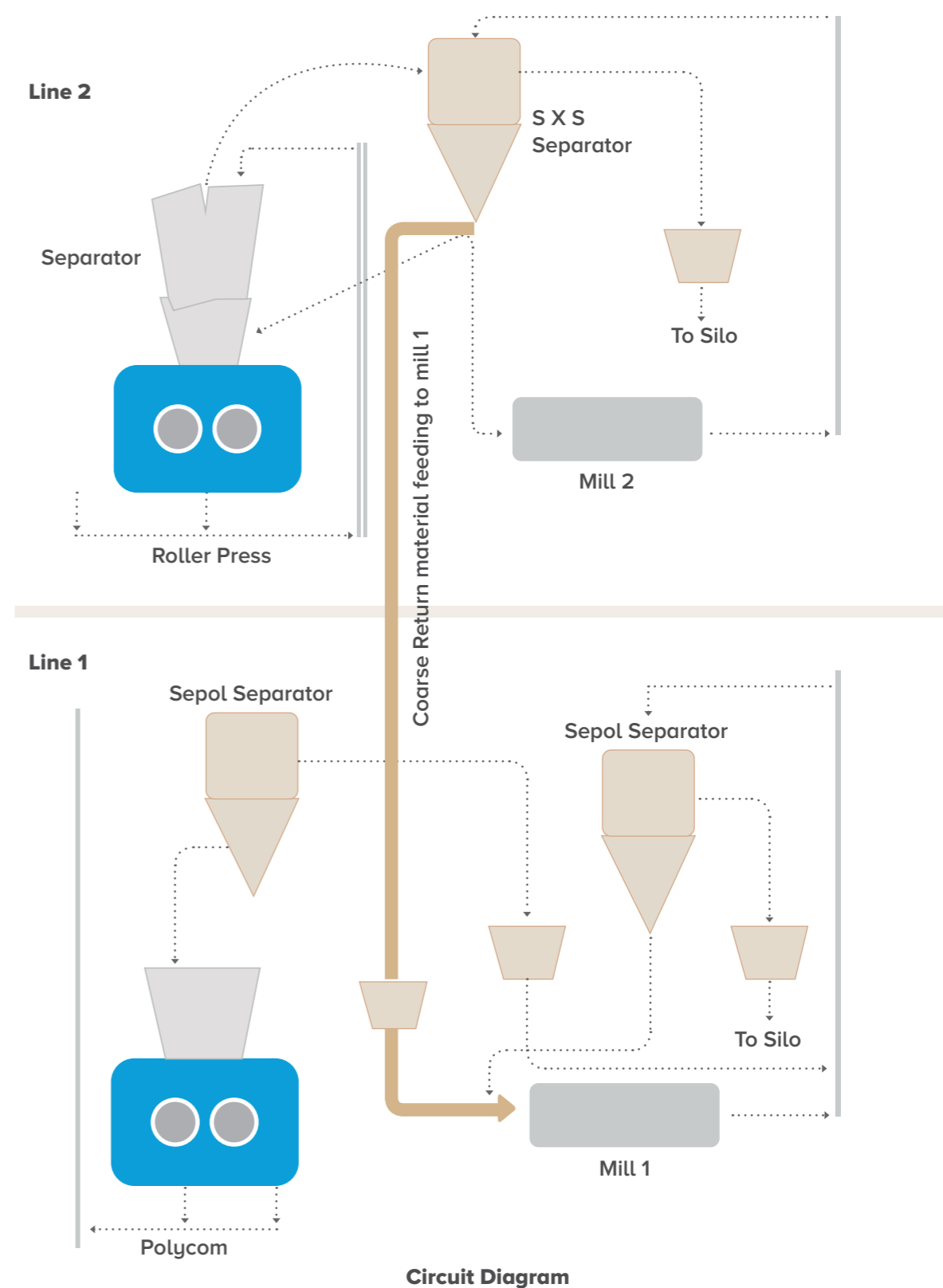
Benefits

1. Reduction of specific power consumption by approximately 1.5 KWh/ MT of cement produced
2. Increase in the production rate of the mill by 15-20 TPH
3. Efficient operation of line -2-roller press
4. Better utilisation of grinding media and improved functioning of circuit

Optimizing Energy Consumption

A new diverting gate was installed at the SKS separator reject and utilisation of grinding media at of line-1 was optimised. These modifications resulted in reduction of specific power consumption by approximately 1.5 KWh/

MT of cement. produced. Besides this, other benefits were also received witnessed such as increase in the production rate of the mill by 15-20 TPH, efficient operation of line-2 roller press and better utilisation of grinding media.



**Towards a
cleaner and
greener way
of doing
business.**



Energy & Emissions Management: Towards Green

Our direct GHG (Scope 1) emissions increased by 2.02% in FY2017-18, as compared to FY2016-17 due to higher clinker production. Indirect Emissions (Scope II) increased by 2.84%. During FY2016-17 our specific emission intensity

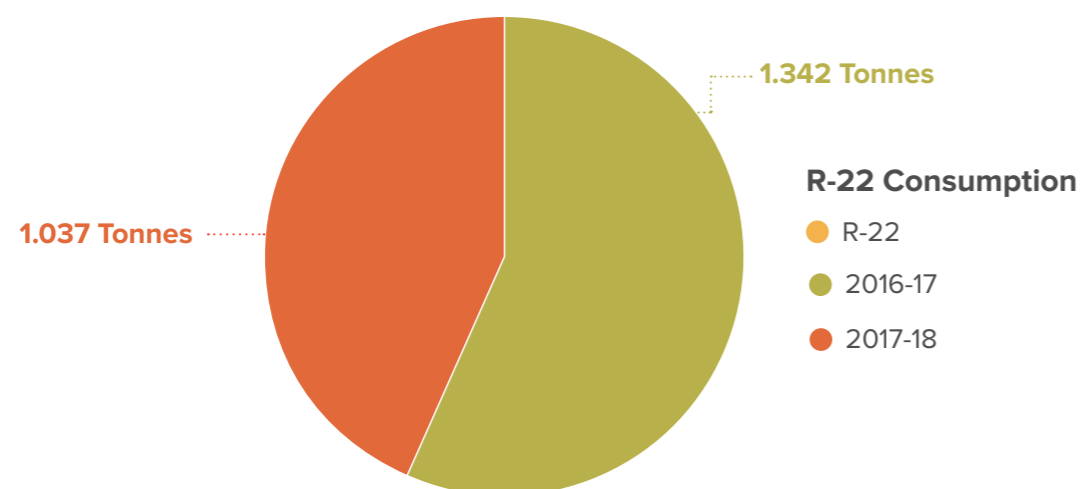
was **0.618 TCO₂/ tonne of Cement**, which is **reduced to 0.596 TCO₂/ tonne of Cement in FY2017-18**. We were able to bring down the total suspended particulate matter in FY2017-18 by nearly 40%. R-22 was consumed only at Devapur plant during the reporting period. In FY2017-18, we were able to reduce its consumption by 22.7%.

Category	Quantity (TCO ₂ e)	
	FY2016-17	FY2017-18
Scope 1 emissions	4,025,639	4,107,122
Scope 2 emissions	88,801	91,322

GHG Emissions during the Reporting Period

Site	Chittapur		Devapur		Jalgaon		Total	
Year	FY16-17	FY17-18	FY16-17	FY17-18	FY16-17	FY17-18	FY16-17	FY17-18
Suspended Particulate Matter (in tons)	64.69	58.21	599.02	340.25	3.85	2.82	667.558	401.29
Oxides of Nitrogen (in tons)	Nil	1208.06	4610.34	5128.52	NA	NA	4610.34	6336.58
Oxides of Sulphur (tons)	Nil	115.47	1311.09	1733.74	NA	NA	1311.09	1849.21

Significant Air Emissions generated at the three plants in the Reporting Period



Graph 3: Consumption of R-22 at Devapur Plant

Targets

We have set specific, measurable and time-bound targets to direct our efforts towards climate change mitigation. They serve as milestones to spur us towards achieving our sustainability agenda, and also enable us to periodically assess our progress.

We have adopted a medium term target to reduce specific energy consumption by 5.5% on a normalized basis with respect to the base line of FY2014-15. The target is intended to be achieved by 2019.

We have also taken up a target to reduce the carbon intensity of energy used, by increasing the share of renewable energy in our total energy mix. The medium term target under the RPO regime is 4.75% including solar and non-solar for the energy used on-site

We have also adopted short term and medium term targets to reduce the generation of harmful emissions from our operations, and increase the use of alternate fuels, with respect to the baseline of FY2015-16.

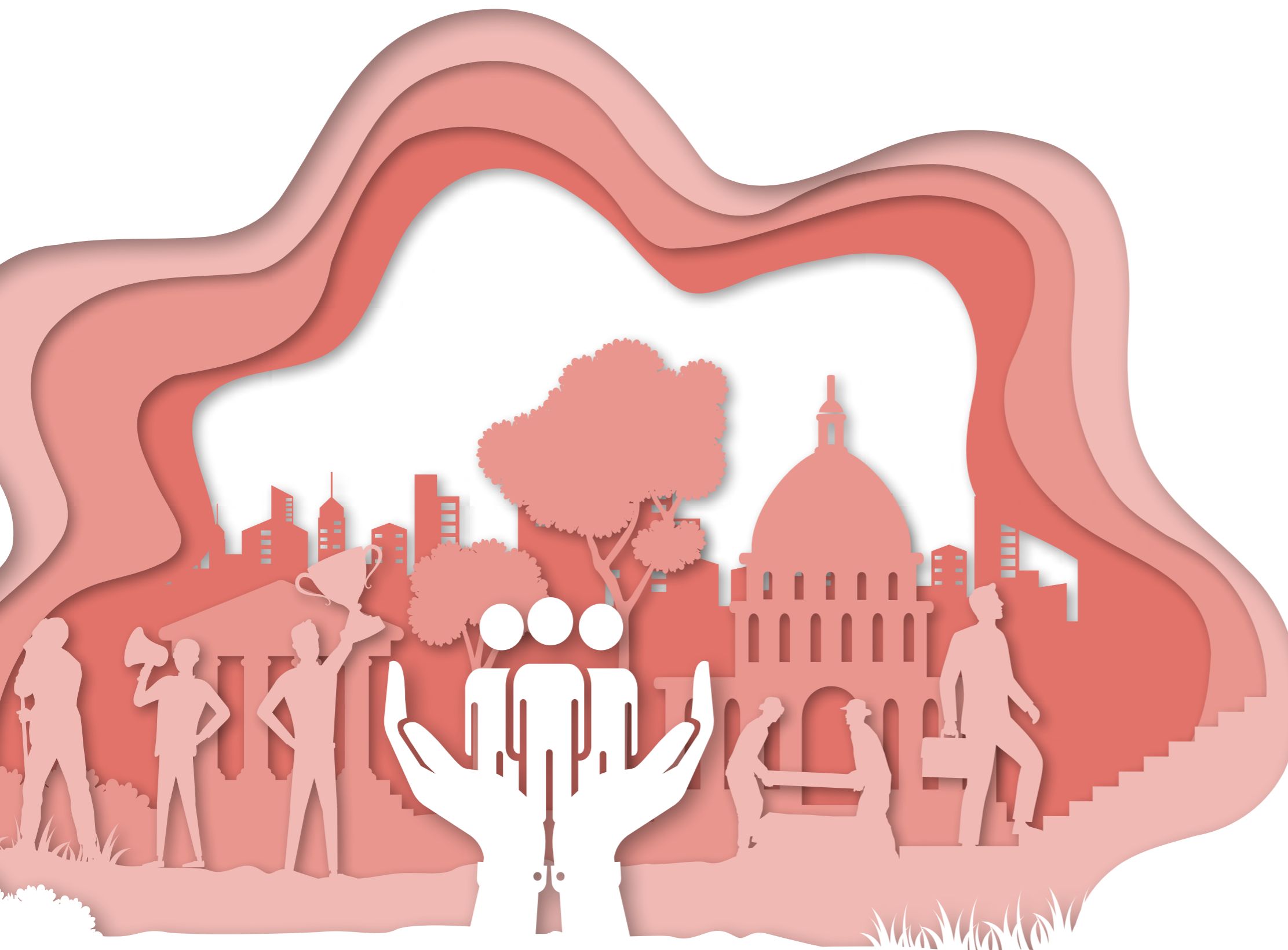
Key Performance Indicators	Target for 2019	Target for 2025
Net direct CO ₂ emissions (kg/tonne of cementitious)	Reduction by 1%	Reduction by 3%
SPM (Dust)	Reduction by 30%	
NO _x	Reduction by 23%	
SO ₂	Reduction by 10%	

Targets to Reduce Emissions

Key Performance Indicators	Target for 2019	Target for 2025
Alternative fuels rate/thermal	3.4%	10%
Clinker Substitution rate in cementitious	29%	30%

Short Term & Medium Targets to Increase the Use of Alternate Fuels in Operations





4. GROWING RESPONSIBLY

**4.1 Ethics,
Governance and
Compliance**

Ethical behavior and integrity are the core principals expected from our employees at Orient Cement Limited. Compliance is our foremost material aspect.

We believe that in order to foster ethical decision making and uphold the trust placed in us by our stakeholders, transparency in our internal and external dealings must be ensured. Compliance with regulatory and voluntary laws and guidelines are also key aspects that must be addressed promptly and ethically, to ensure a sustainable and responsible growth of our business.

We constantly endeavor to improve upon our compliance processes and increase transparency in our systems. Our Compliance management tool, KAVACH among other initiatives ensure our movement towards zero non compliances and any non-conformance. We ensure strict compliance and also have our governance committees in place to address corruption.

We at Orient Cement strongly believe in a strong ethical and transparent culture across all our operations. Our dealings with our stakeholders and external parties are all assessed for any risk of corruption. The Company's Codes of Conduct applicable

for all employees/ management/ Suppliers, Whistle Blower Policy, HR policies and various HR practices attest our commitment towards compliance. All our 17 operations, are assessed for corruption-related risks. The identified risks broadly fall into the following categories:

- **Unauthorized Access to multiple systems and misuse of data**
- **Transactional, invoice and billing corruption**
- **Excess of sale of product from authorized credit limits**
- **Return-material corruption**
- **Goods received without valid PO or GL**
- **Incorrect and/or unauthorized processing of discounts and schemes**
- **Unauthorized and /or uncontrolled changes made to infrastructure, production, environment, etc.**

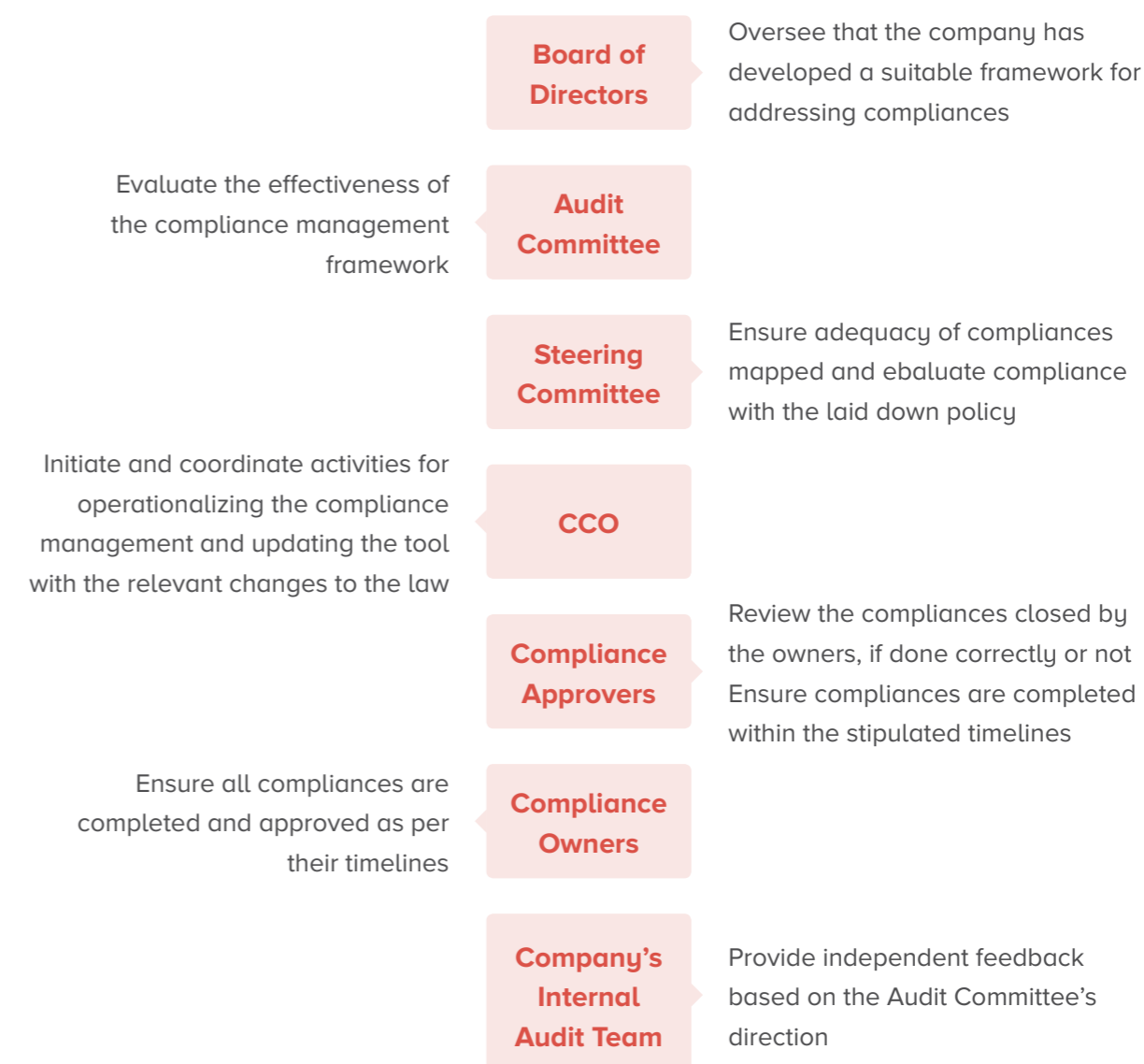
In FY2016-17 there was one confirmed case of corruption, which entailed malpractice in sales services by one of our employees. In FY2017-18, there was one confirmed case of corruption malpractice in sales services. Appropriate action was taken in both cases by dismissing the employee from the Company. During the reporting period, no cases of anti-competitive behavior were reported.

Under the supervision of the Compliance Management Organization, we are able to

address all our compliance requirements promptly.

Compliance with laws is an important aspect for us at Orient Cement. There have been no incidents of environmental non-compliance during the reporting period. In addition, there have been no incidents of non-compliance regarding product information and labeling; marketing communications; and socio-economic laws and regulations.

Any incidents of non-compliance are addressed by a Compliance Management Organization, which consists of:





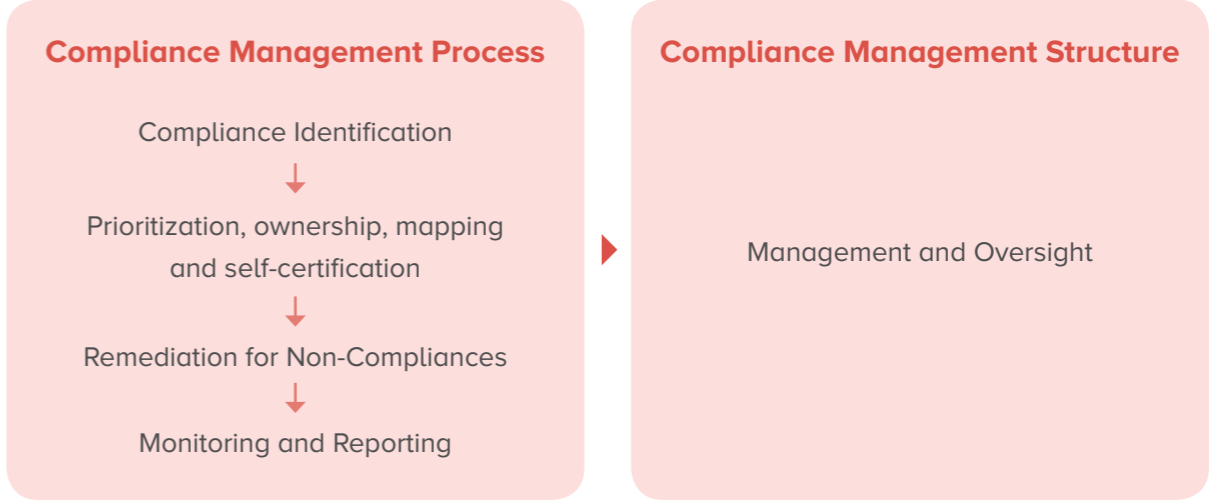
Compliance Management through “KAVACH”

Orient Cement has implemented a compliance tool named “Kavach”. The tool is managed and operated by the managing and consulting firm- Ernst and Young. The tool is aimed at providing assistance in creating an automating compliance reporting system for achieving a comprehensive compliance governance structure and efficient compliance management in the organisation.

Kavach basically works as a compliance register containing a list of all the compliance obligations across all applicable laws – corporate, secretarial, tax, environment, health, safety, labour, industrial and regulatory requirements by RBI, SEBI etc. These compliances are mapped into the tool and demarcated based on their location, legislative category, department, month etc. and are given specific due dates (as per the statutory requirement) Once mapped, the compliances are then allocated to various users in different locations based on their department and responsibilities. The users are further assigned roles of “Owner” and “Approver” based on their responsibility and designations in the organisation. The owner is responsible for updating the pending compliances as assigned

to him, along with furnishing of the mandatory proof documents for the compliances (if any) within the specified due date on the tool. The approver then has to verify and ensure that the compliance is duly updated and proper proof documents are submitted by the owner and once validated by the approver the pending compliance shall finally be updated on the tool. The compliances can be updated in any of the four categories- “Complied”, “Not Complied”, “Complied with Exception” and “Not Applicable” as per the status of the compliance.

The legal department as the Admin monitors and keeps a track of all the compliances and ensures that they are updated properly every month by all the users across the various locations. At the end of the month, a monthly report of the updated compliances is generated and sent for review to the steering committee. Also, at the end of every quarter, the Company Secretary presents a Compliance Certificate made on the basis of the Report generated from the tool, before the Board of Directors of the company. Figure below Shows the diagrammatic representation of the framework.



KAVACH

Deploy compliance manager workflow tool to drive a structured, consistent and continuous process for identifying, assessing, adhering and reporting on the status of applicable

regulatory compliances. To identify and define the applicable Compliances and assign roles and responsibilities regarding the management of compliance risks.

Location

Pan Organization:
Hyderabad, Delhi, All
Plants, Gujarat, Andhra
Pradesh, Maharashtra,
Tamil Nadu, Telangana

Cost of Project Implementation

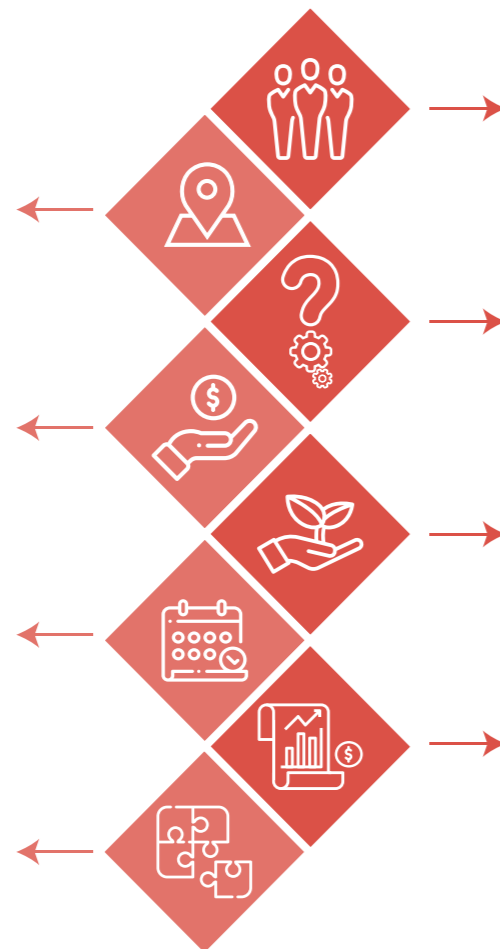
₹ 11 lakhs

Date of Implementation

April 2015

Challenges

- Identifying all industry specific compliances such as central as well as state specific laws
- Mapping of identified compliances to specific owners and approvers across locations
- Improving user adaptability and Turn Around Time



The Team

Legal Department in
conjunction with Third
party service providers

Reason to Implement

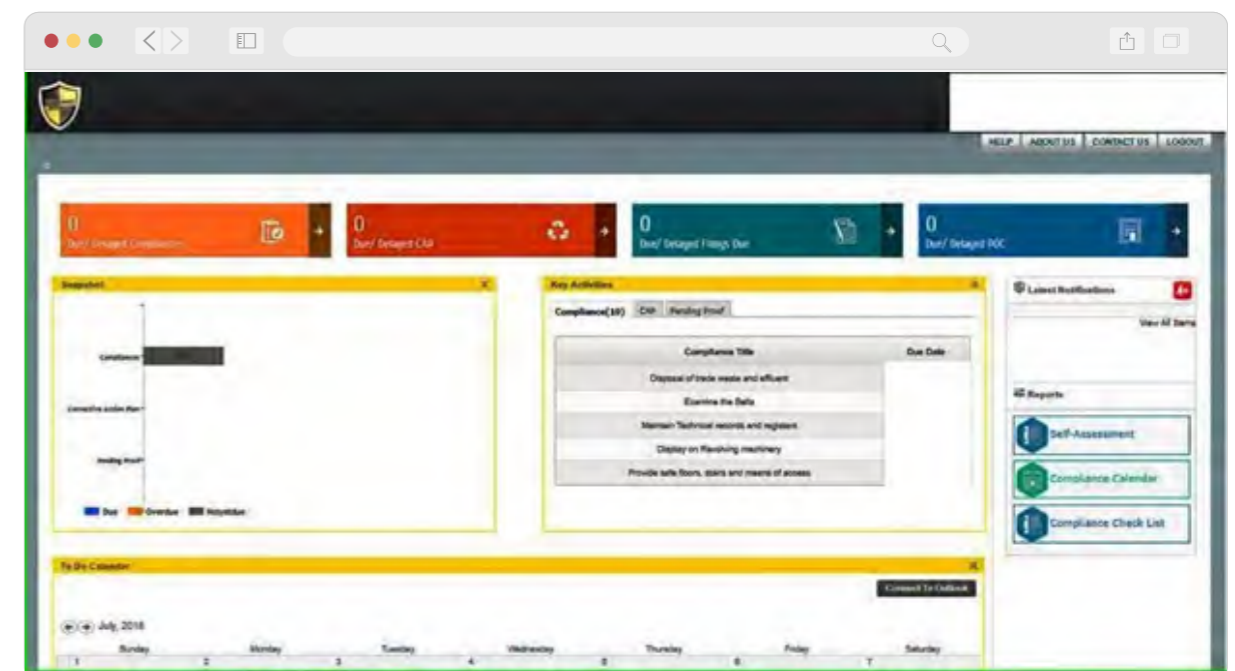
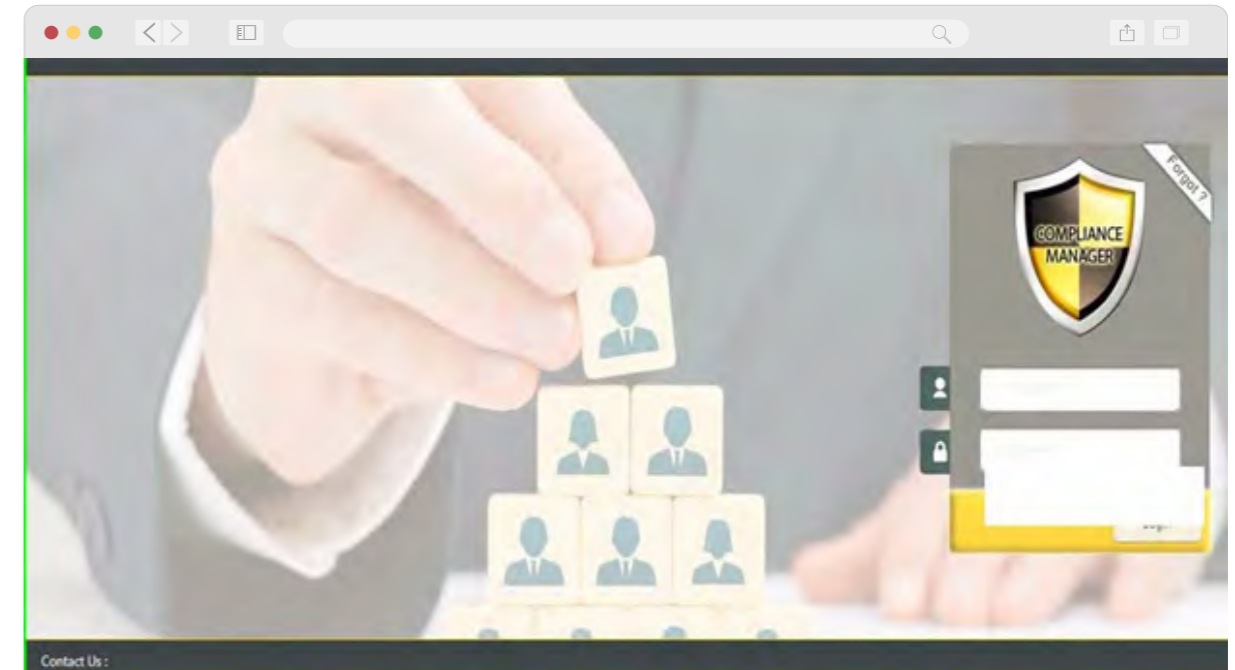
Need for the organization
to drive and manage its
statutory compliance
obligations in a
comprehensive manner

Results

Results first seen
in FY2016-17

Benefits

The tool makes a robust
framework in managing
compliances accessible.
Easy Tracking and
management of
compliances.



4.2 Our Sustainability Journey

Stakeholders are the building pillars enabling the growth of Orient Cement. It is because stakeholders see value in us that we are able to create value with the support of our stakeholders. We respect every stakeholder and engage with our stakeholders regularly through primary or secondary means. This is the first year we have formally identified material aspects based on stakeholder inputs. We hope to refine our approach and improve our performance on each material aspect as we continue our rapid growth.

4.2.1 Stakeholder engagement

As part of our endeavor to grow responsibly, at Orient Cement we believe that our stakeholders are critical to our existence and growth. We ensure that we take into account stakeholder opinions and inform them of modifications to our operations, be it major or minor.

Apart from our quarterly communication with our shareholders, we regularly engage



with other stakeholders as well as and when required. Our customers and consumers interact with us through our contact details listed on our product packaging, our publications and our website. We receive feedback from both our consumers and customers. We have begun customizing our products to meet the demand of our bulk consumers. We are slowly but surely joining more industry associations that enable us to

interact with our peers and other stakeholders enabling us to be a part of the industry growth, discuss common issues, keep up-to-date with newer industry trends and find our ways to become leaders in our strengths.

In order to make optimum use of our time and resources and to achieve mutually beneficial results, we employ different methods of engagement with different stakeholders.

Monitor

We monitor and keep track of the views and opinions of our stakeholders



Transact

We work in a contractual relationship with some of our stakeholders wherein we set objectives and ensure their adherence to terms of a contract



Inform

We share our performance data and related information with our stakeholders



Consult

We consult with stakeholders and gather their feedback on strategic decisions



Involve

We work directly with stakeholders to ensure that their concerns are fully understood and considered in decision making.



Collaborate

We work together with some of our stakeholders to develop mutually agreed solutions and joint plan of action



The table below details our stakeholder engagement activities, most common frequency of interaction, concerns identified and responded during the reporting period.

Stakeholders group	How we Engage	Mode of Communication	Frequency	Key topics and Concerns identified during engagement	Our response to concerns
Regulatory bodies/ Government/ Industry Associations	Inform, Consult	Written and Verbal Communication (reports, annual filings, payment of taxes)	As and when required	Compliance to statutory requirements	We upload the required compliances on the respective regulatory website
Legal/ Auditors/ Consultants/ other third party	Consult, Involve	Written and Verbal Communication (site visits, audit reports, e-mails)	As and when required	Compliance to legal requirements, quality standards, Health, Safety and environmental standards	The company's internal KAVACH tool is in place to track all the statutory non-compliances
Investors/ Funders/ Shareholders	Transact, Inform	Written Communication (annual reports, payment receipts, bank instruments)	Quarterly	Compliance to health and safety standards, Timely Payment of loans, Quality of Service from stakeholder	Orient Cement Ltd is focusing on a mechanism for timely payment of the loans.
Vendors/ Suppliers/ Contractors/ Sellers	Transact, Inform	Written and Verbal Communication (contracts, SOPs, guidelines, training)	As and when required	Low cost, High Product Quality, Accurate Billing, Compliance to HSE standards, Timely Payment to Suppliers	Regular meetings with dealers. Our Procurement process emphasizes on supporting Local Suppliers.
Customers	Inform, Transact, Consult, Involve	Written and Verbal Communication (transactions, satisfaction survey, feedbacks, suggestions)	Daily	High Product Quality, On-Time Delivery, High Quality of Service	We conduct brand satisfaction survey to enhance its brand image

Stakeholders group	How we Engage	Mode of Communication	Frequency	Key topics and Concerns identified during engagement	Our response to concerns
Local communities	Inform, Involve, Consult,	Verbal Communication (community meetings, survey, grievance redressal)	Monthly	Compliance to health, safety and environment standards, Need to build community support and focus on Community Growth	We engaged with NGOs for Women Empowerment.
Employees	Inform, Involve, Consult	Written & Verbal Communication (training, issuing guidelines, meetings)	Daily	Efficiency and Productivity	Imparting Training through regular programs on Productivity. We have established CEO & Chairman circle for grooming future leaders.
Management/ Board	Inform, Consult	Written Communication (reports, data submission, policies)	As required	Smooth Operations, Efficiency and Productivity	Board Meetings with defined frequency. Regular Monthly Review Meetings.
Internal Departments	Inform, Consult, Collaborate	Written and Verbal Communication (meetings, performance feedback)	As required	Inter-Department Smooth Operations	IMS is in place for Internal audits in prescribed schedule for gap analysis and corrective & preventive actions.
Media/NGOs	Monitor, Inform	Verbal and written communication (meetings, telephonic and print media)	As required	Maintaining quality standards, health, well-being and inclusive growth in the community	Interaction with NGO's to do Need analysis for the CSR project related with Local Community & communication to local media for awareness.

Stakeholder interaction

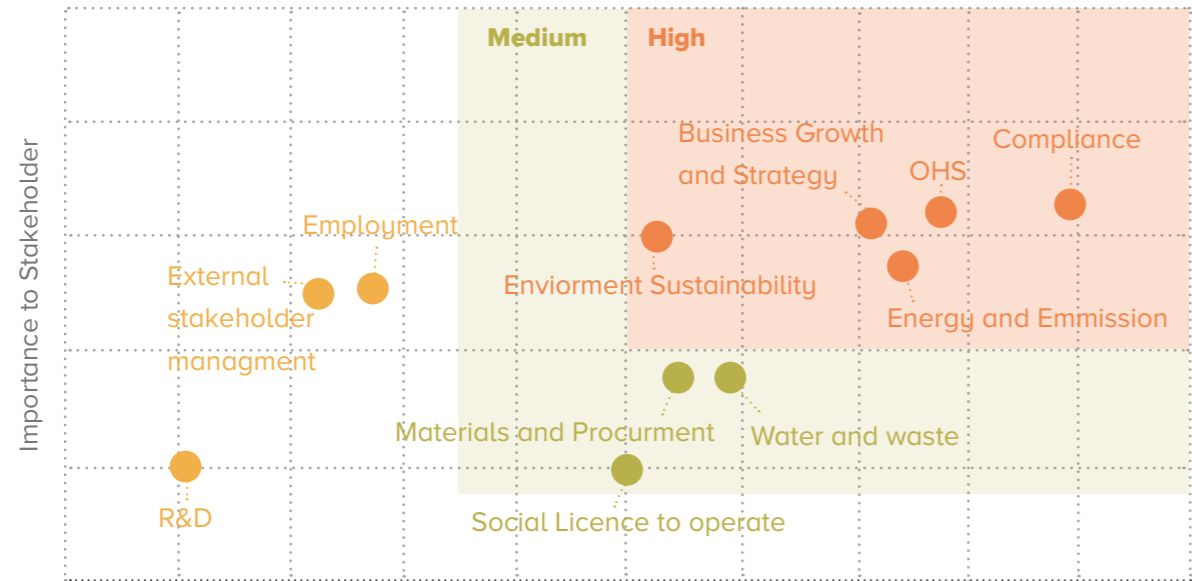
4.2.2 Materiality

While we rapidly grow, we are making an added effort to ensure our growth is more holistic. We have conducted our first materiality assessment this year to identify the topics that are material to Orient Cement Limited and have prioritized our material issues based on importance to the company and to our stakeholders.

The material aspects are categorized based on high, medium and low priority with compliance

having highest material importance followed by health and safety. The boundary for all material issues is our head office, integrated cement plants at Devapur and Chittapur, mines and our grinding unit at Jalgaon.

The material aspects prioritized higher on the materiality chart are discussed in this report in greater detail. We are determined to build on this initial exercise and improve the engagement and prioritization process in the future.



Importance to Stakeholder

Importance to company

Materiality mapping at Orient Cement Limited

The inclusions of our top five material aspects are as detailed below

Priority	Material aspect	Material aspect components
1	Compliance	Economic and social Compliance
		Environmental Compliance
2	Occupational Health and Safety	OHS
3	Energy and Emissions	Energy
		Emissions
4	Business Growth and Strategy	Economic performance
		Indirect economic impacts
		Market presence
		Marketing and labeling
		Organizational profile
5	Environment Sustainability	Strategy
		Biodiversity
		Environmental expenditure
		Environmental Grievance mechanism
		supplier environmental Assessment

Our top 5 material aspects



4.3 People Management

4.3.1 Employee Management and Training

At Orient Cement, we consider employees to be our strengths. We understand how employee satisfaction translates into direct economic and social impacts for a company. Efficient employee management also improves employee retention, productivity, and overall engagement.

We owe a lot of our significantly rapid production and market growth to the dedication, determination, and passion exhibited by our employees. Our employees have taken up our sustainability initiatives with purpose, enabling us to grow sustainably and

responsibly. Consequently, we are dedicated to ensuring a safe and satisfactory work environment for our employees. In this line, our Group Healthcare Policy, EHS Policy put in place with the efforts of Sustainability and Human Resources Department ensure that our employees are taken care of.

We make continual efforts to provide a conducive environment to our employees for their growth and development which helps in build their careers. We aim to continue to improve our performance while focusing on employee engagement, interaction, training programs etc.. In addition to the above, grievance reporting mechanisms are already in place to strengthen the working environment.

Head Count

We at Orient Cement recognize that employee diversity in terms of multiple factors such as gender and age are important to facilitate sustainable, profitable and responsible growth. As a growing company, we are constantly looking out for fresh talent along with experienced minds. During the reporting period, our total number of employees has grown by 17.55% . Tables showcase the total number of employees at the company.

In FY2016-17, we have had a total of 4188 employees, of which 29.08 % were permanent employees.

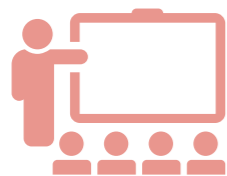
Total No of Employee	Permanent	Contract (Male & Female)
Male	1206	3684
Female	33	
Total	4923	

Total number of employees in Orient Cement in FY2017-18

Total No of Employee	Permanent	Contract (Male & Female)
Male	1185	2970
Female	33	
Total	4188	

Total number of employees in Orient Cement in FY2016-17

In FY2017-18, we have had a total of 4923 employees, of which 25.08% are permanent employees.



44736 Man-Hours were invested in training by our employees in the reporting period



275 New Employees joined our company in the reporting period

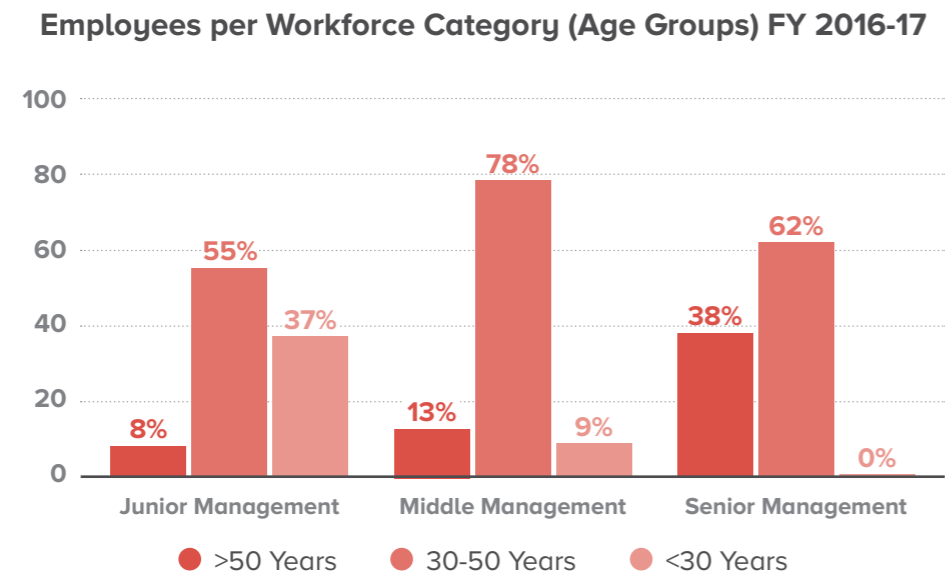
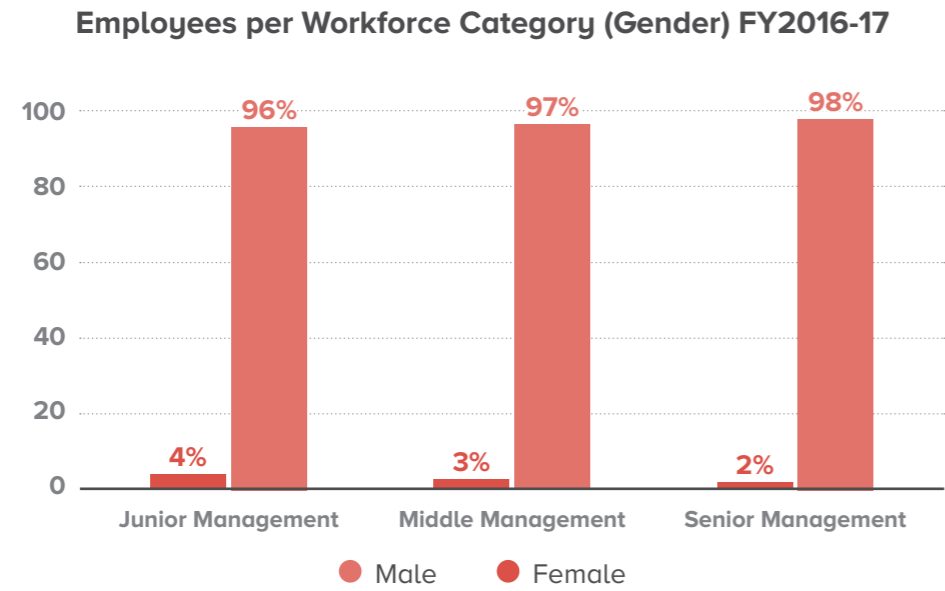


- Employee Benefits
- 1. Group Health Insurance Policy
 - 2. Group Personnel Accident Policy
 - 3. Group Personal Accident Policy Unnamed
 - 4. Maternity Leave

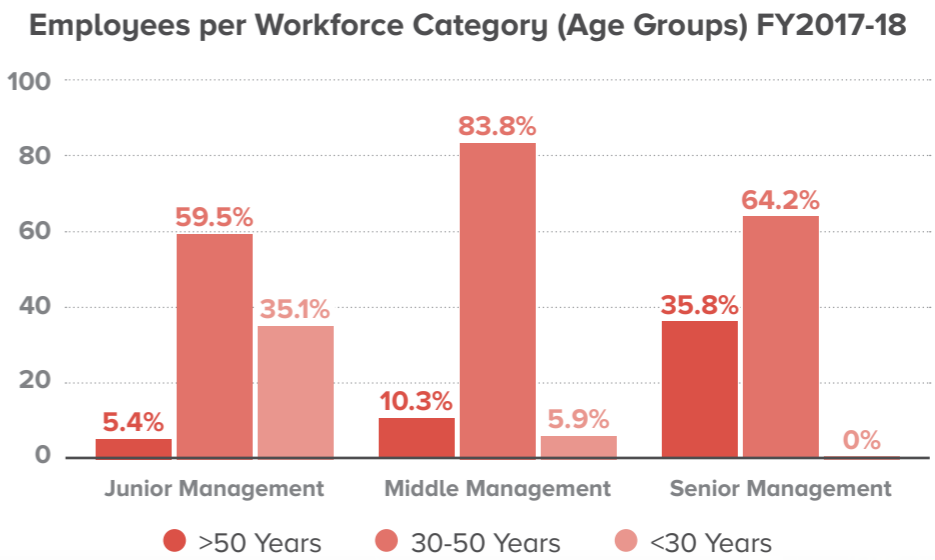
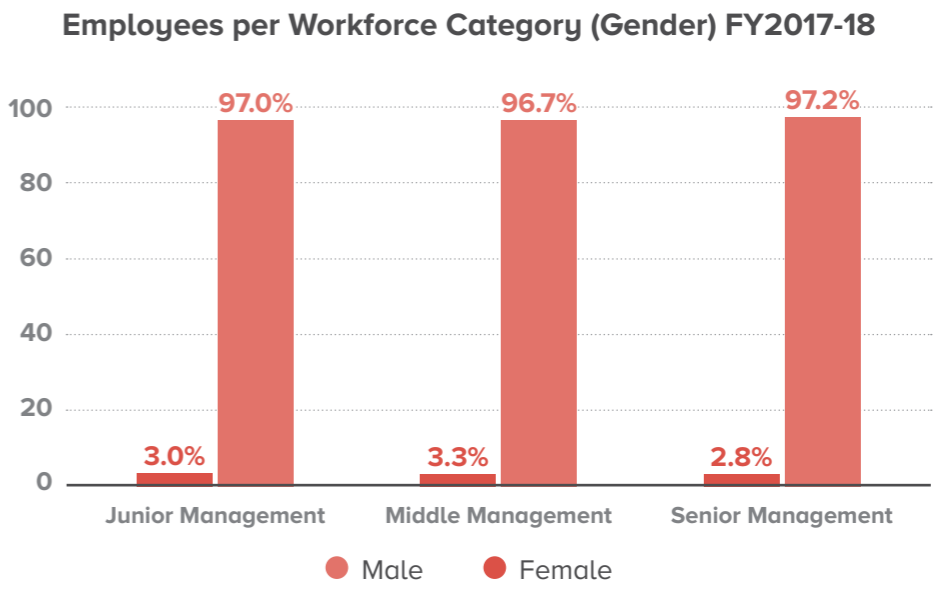


Diversity and Women

While our total workforce numbers increased from FY2016-17 to FY2017-18. The break-up of employees for 3 main work categories of FY2016-17 and FY2017-18 can be seen.



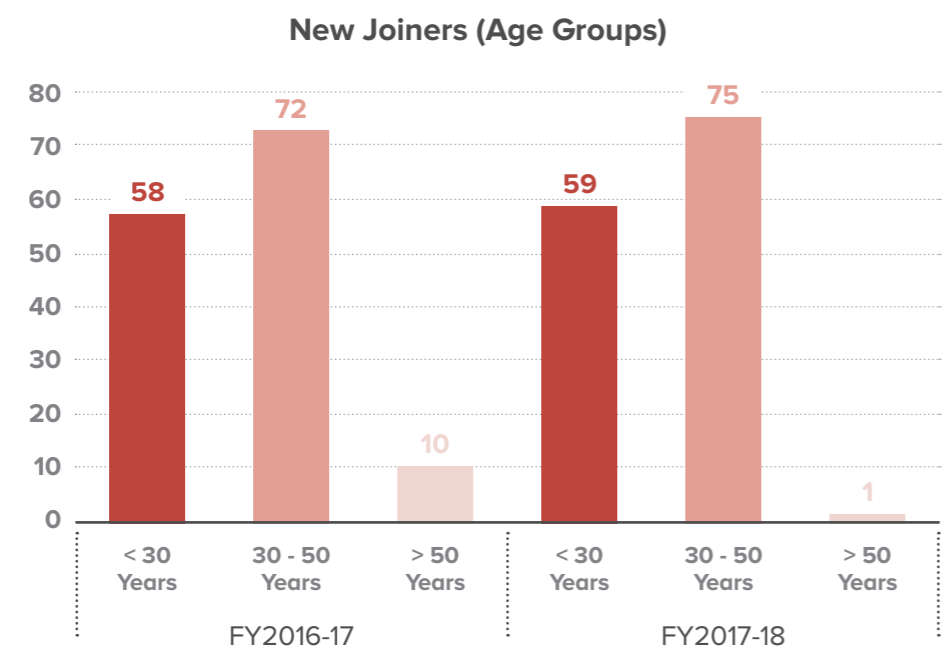
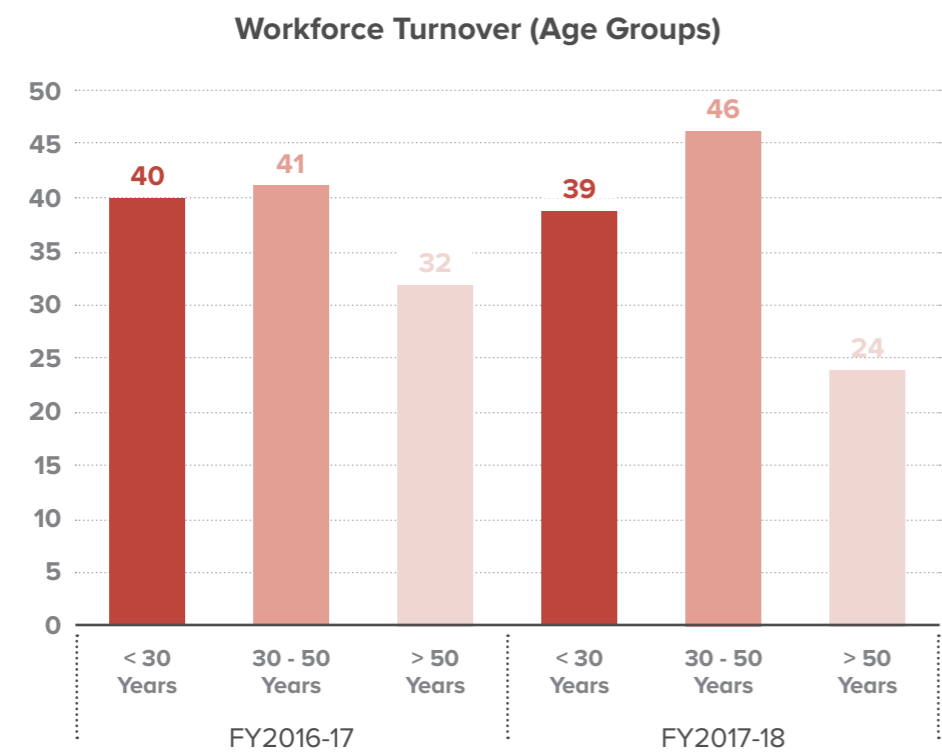
Employee break up within work categories in Orient Cement



Employee break up within work categories in Orient Cement in FY 2016-17 and FY2017-18



During this reporting period, we scouted for fresh talent from leading management and engineering institutions in the country. To tackle certain urgent requirements in our operations, we have also hired qualified individuals from our peers. In doing so, we hoped to add new and young blood amongst our ranks. Figures below highlight the age diversity of our workforce turnover and new joiners for FY2016-17 and FY2017-18.



Workforce Turnover and New Joiner break up according to age group in Orient Cement in FY2016-17 and FY2017-18

In FY2016-17, out of 113 employees leaving our firm, 6.19% were female. In 2017-18, our turnover numbers reduced to 109; 6.42% of which were female.

We aim to increase our employee diversity by improving our women numbers and providing them with a secure work environment, no discrimination. Through these efforts, in a span of a few years since our demerger, women occupied approximately 5% of the total workforce. Today, promoting a work culture that encourages gender diversity and women employment is something we at Orient Cement pride ourselves on. In FY2017-18, 90% of our women employees are permanent employees.

Our objective is to have 20% of our employee base comprised of women by 2020, and we are taking measures to achieve this goal. Out of our total new joinees in FY2016-17 and FY2017-18 respectively, 6.43% and 5.93% were female. We also permanently employed four employees with disabilities in FY2017-18. Our efforts have contributed to the reduction of our employees' average age in FY2016-17 and FY2017-18, with average management staff age of 37 years.

Tables showcase the age groups and gender diversity of our governing body members.

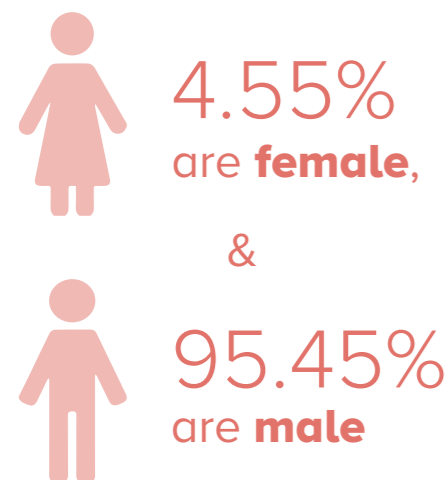
Governance Body	30-50 years (%)	>50 years (%)
Board of Directors	11	89
Audit Committee	14	86
Nomination and Remuneration cum Compensation Committee	17	83
Stakeholders Relationship Committee	0	100
Corporate Social Responsibility Committee	25	75
Governance Risk and Compliance Committee	75	25
Steering Committee	100	0
Management Committee for Business Related Matters	0	100
Fund Raising Committee	0	100

Governance Committee break up according to age groups in Orient Cement in FY2017-18

Governance Body	Male (%)	Female (%)
Board of Directors	89	11
Audit Committee	100	0
Nomination and Remuneration cum Compensation Committee	100	0
Stakeholders Relationship Committee	100	0
Corporate Social Responsibility Committee	100	0
Governance Risk and Compliance Committee	100	0
Steering Committee	75	25
Management Committee for Business Related Matters	100	0
Fund Raising Committee	100	0

Governance Committee break up according to age groups in Orient Cement in FY2017-18

In total, of all the governing bodies' members



A majority of our new employees were recruited to positions of junior and middle management during this reporting period. In FY 2016-17, more than 86% of these new joiners were hired to junior management and middle management positions. A similar trend was seen in FY 2017-18, where almost 91% new joiners were hired to junior management and middle management positions. The ranks of the senior management were filled through promotions of the existing middle management. This was the result of our extensive skill development initiatives which provided our employees with the necessary tools and qualifications to take on more responsibilities.



All Hand Meets

Skill Development, Training and Other Initiatives

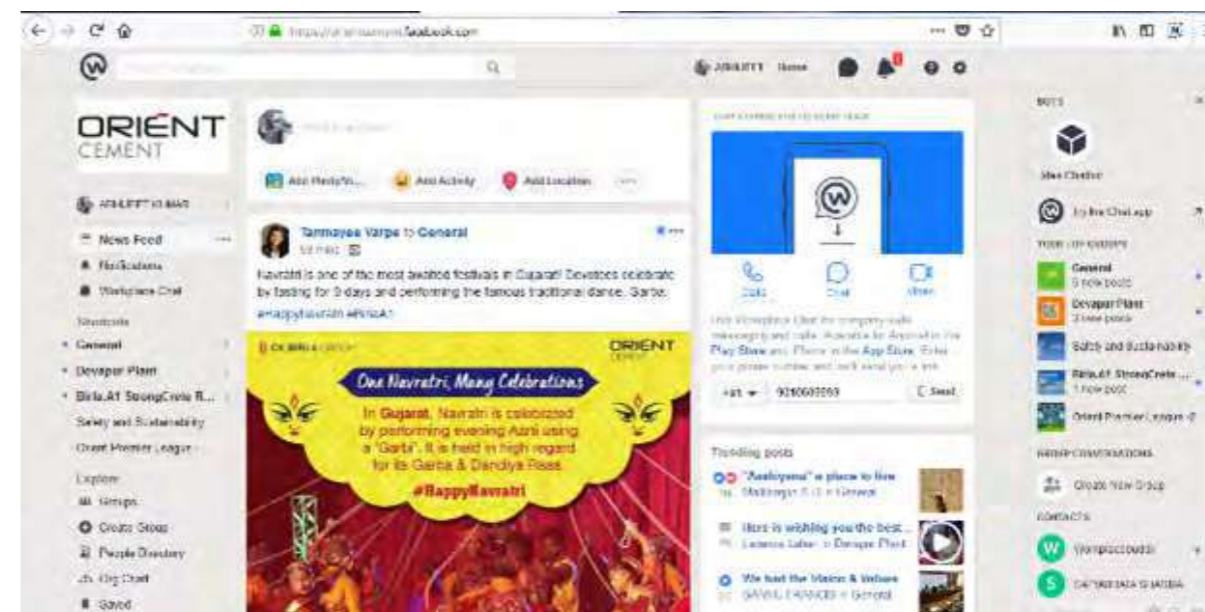
We at Orient Cement recognize that investment in employee skill development is key to our overall success. We promote an inclusive workspace, where meritocracy trumps hierarchy. This is attested by our recognition and acceptance of the employee association in our Devapur plant and our monthly open forum sessions.

Hyderabad Office All Hands Meet is held on 1st Working day of every Month. In this meeting we recognize the individuals for demonstrating outstanding performance for that month, Highlights of previous month of each business unit, Performance review of Projects, Sales & Marketing, Safety & Sustainability, HR, Finance and Digital transformation Plans for the upcoming months and further discussion on areas of improvement followed by Question and Answer session.

All Plant Location Safety Gate Meeting at each Plant Location is held on 1st Working Day of every month. In this meeting we discuss the total Incidents for the month, precautions, appreciating outstanding results and behaviors of the employees.



Rewarding best Safe workers at Safety Gate Meeting



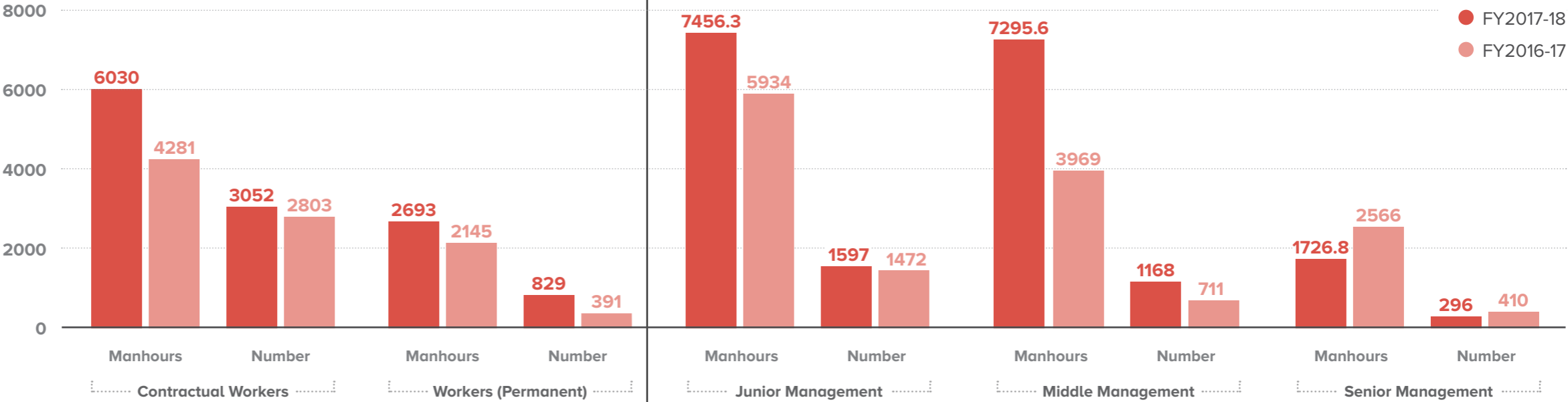
Our company also launched the “Workplace by Facebook” for our employees to collaborate, share and connect with one another. This initiative has quickly gained traction and has

enabled better communication and information sharing across the multiple sites. This gives all employees direct access to the leaders as well as employees in different locations.

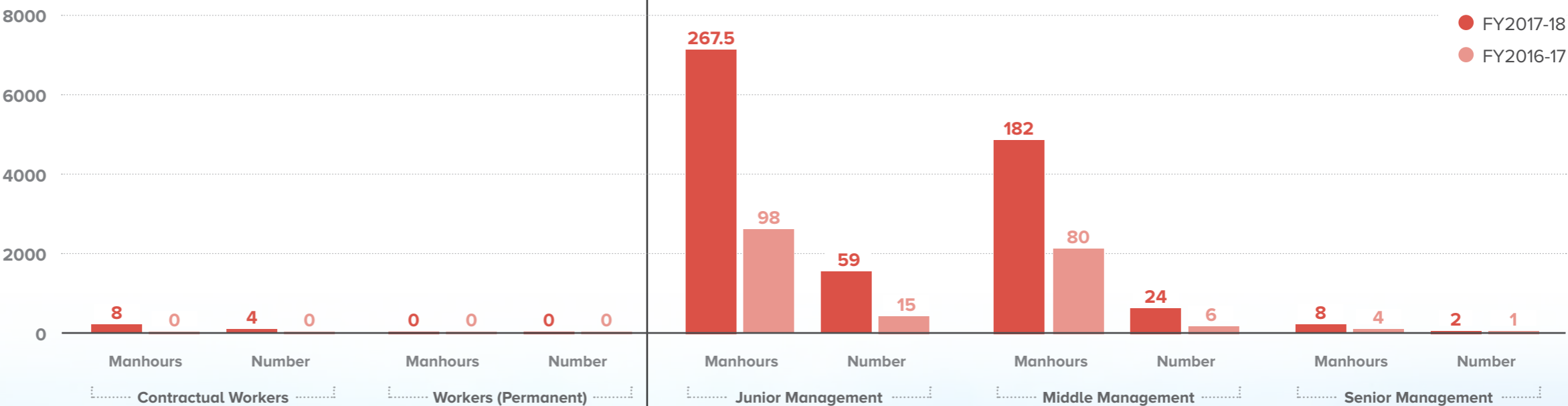


At Orient Cement, we strive to create leaders by providing stretch assignments, early responsibility, job rotations, learning, mentoring and opportunities. We engage employees in trainings in different domain. Our people initiative has led us to take on projects to improve functional capabilities, push for a culture of quality performance, and enhance employee engagement thus attaining benchmark levels of employee productivity and a talented workforce.

Training (Male)



Training (Female)



In FY 2016-17 and FY2017-18, the junior management spent the highest number of man-hours in various training sessions followed by the middle management and our contractual workers. 60 different training programs in FY2016-17 and 58 training programs in FY2017-18 were offered to our employees, which spanned across behavioral, fundamental and safety trainings.

The average hours of training per employee

5.01 hours
in FY2016-17 and

5.19 hours
in FY2017-18

In FY 2016-17 we provided 66.50% employees with regular performance and career development feedback. In FY2017-18, this number changed to 63.19%. Going forward, we intend to provide more employees with regular performance and career development goals.

We undertake significant efforts to enhance workforce skills levels through various learning and development programs. We trained the

sales department to use digital performance management system to help incorporate a robust and data-driven performance management culture. The Chairman Circle and CEO Circle programs were our means to discover young and gifted employees. These individuals are currently being mentored by our senior management.

We have also provided numerous pieces of training on HSE. We at Orient Cement consider our employees' safety as of paramount importance and thus conduct safety induction trainings to employees. We also provide trainings on safety to employees, including those that are temporary and contractual workforce (Please refer to our Health and Safety section).

Our first employee engagement survey was conducted in 2016 and it gave us a clear insight into the requirements of our employees. Areas of concern were identified, and solutions were drafted.

We had launched our Employee Engagement Survey in 2016 by partnering with Aon Hewitt. They had discussions with the leadership team & Business Heads to understand the Business Priorities & Organization Culture. Post this, the team designed the survey questionnaire around the key elements of employee engagement & the drivers of engagement.. The questionnaire was designed in- English, Hindi, Marathi, Telugu & Kannad and was administered to our entire Management Staff.

The survey results were followed by Focused Group Discussions with cross functional teams to validate the survey results and get further insights.

The employee engagement turned out to be 57%. Our strengths emerged out to be:

- ◆ Work Tasks
- ◆ Code of Conduct
- ◆ Empowerment & Autonomy
- ◆ Talent & Staffing

The following were the areas of improvement



Decision Making
& Diversity



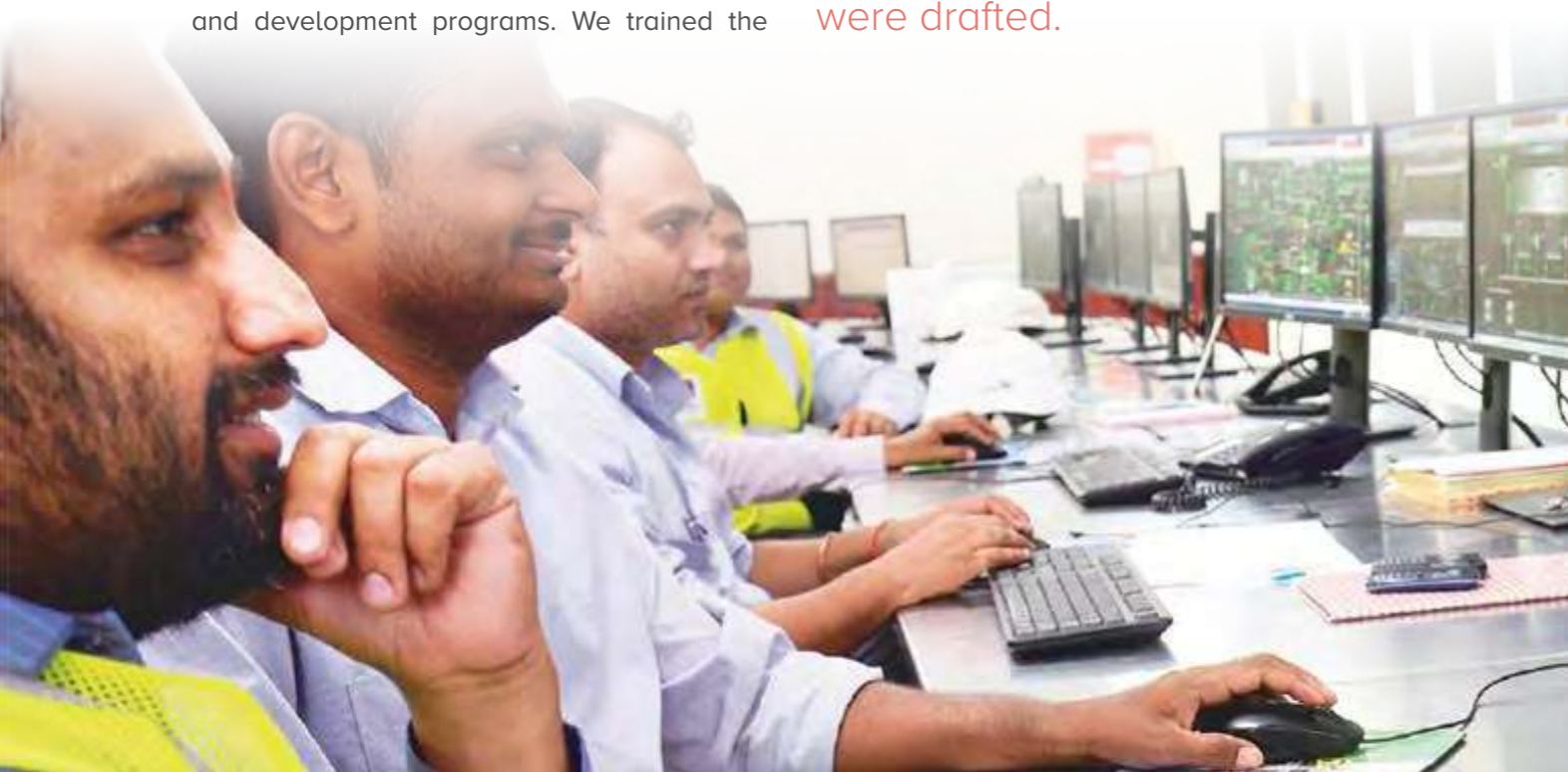
Enabling Infrastructure
& Communication



Learning &
Development



Rewards &
Recognition



An action planning session with the leadership team had followed where a group of leaders took charge of one of the areas of improvement.

Decision Making & Diversity: The organization is committed to enhance the diversity. The number of female team members have increased, especially at the entry level of Graduate Engineer Trainees & Management Trainees. The organization has also introduced policies which are conducive to promote diversity.

Enabling Infrastructure & Communication: The organization has launched 'Workplace' by Facebook. All Hands meet has also been initiated, which is organized on the 1st of every month.

Learning & Development: Apart from trainings based on training needs, knowledge sharing sessions are organized. A Talent Management process has also been launched to provide opportunities to employees who have the right skills & potential.

Rewards & Recognition: 'Applause' cards have been launched where team members can show their gratitude to anyone in the organization. For the first time, 'Awards Night' had been organized where team members were recognized for both individual & team contributions.

To further improve engagement, committees for sports, fun & food have been created in all the plants & corporate office. Fun events are organized during festivities, in which families are also invited for some events. Events related to sports have also been organized, the highlight being the '**Orient Premier League**' cricket tournament in Devapur, with participation from the entire organization.

In the year FY 17-18, we embarked on the journey of enhancing our employee engagement with our flagship project Happy A1.

- ◆ The committees were formed to take forward the following initiatives:
Celebrations : Ganesh Chaturthi, Dussera, Diwali, Independence Day, Christmas, Sankranti, Republic Day, Holi and Women's Day
- ◆ Wellness: Yoga, Zumba Sessions, Health Check-ups, Marathon, Cricket, Badminton and Table Tennis Tournaments.
- ◆ Care: Blood Donation Drives, Van Mahotsav Plantation Activities, Sparsh – Orphanage Volunteering by employees.

Medhas: An inter-plant data & knowledge integration sharing platform through Medhas to enhance and optimizing best operational practices.

LEAD: A new program launched for first-time managers, to train them on team building and leading skills to create better and effective leaders.

CEO Circle: A program that identifies and creates potential leaders, and selected employees undergo intensive training and other leadership development programs to strengthen their capabilities.

We value the security of our employees, and hire our security personnel from the Security and Intelligence Services-India (SIS) (for our operational sites) and the G4S Security services (for our Hyderabad Office). Every security guard that we have hired in this reporting period has undergone rigorous training as per the regulations set forth by the Private Security Agencies (Regulations) Act of 2005 (PASARA, 2005).



MEDHAS



Project Happy A1 Workshop



LEAD



CEO Circle Plant Visit



CEO Circle Classroom Training/ Workshop



Orient Premiere League



Applause

Employee Benefits and Leave

We at Orient Cement have a well defined benefit gratuity plan which is governed by The Payment of Gratuity Act, 1972. Employees who have completed five years of service are eligible to Gratuity.

We also have the Employees Stock Option Scheme 2015 ('ESOS-2015') which offers employees grants of Stock Options. Other benefits provided to our permanent employees are provided in the table below in Table.

The value of benefits we provide our employees has increased significantly from FY2016-17 to FY2017-18. Group Personnel Accident Policy value increased by 67.48%, and Group Health insurance policy also increased by 47.5%, .

Our employees also receive benefits through provisions such as Maternity Leave. In FY2016-17, none of our employees availed Maternity Leave. In FY2017-18, one female employee was eligible and took Maternity Leave and continued to work with us post her leave period in FY2017-18.

In our endeavor to provide women a safe environment to work in, we have outfitted safety measures such as CCTV monitoring of key locations at the workplace and mandatory home drops after 9pm for them. We provide additional benefits to our female employees, such as work-from-home options and sabbatical leave availability. We also have a woman doctor employed full-time at our plants and visiting our head office in Hyderabad to address the medical needs of our women employees.

Benefits	Description of Benefit	Amount Spent (in ₹ lakhs)	
		FY 2016-17	FY 2017-18
Group Personnel Accident Policy	Provided only for management staff and is covered by individual name.	4.12	6.9
Group Health insurance Policy	Health covers for the employees.	60	88.5
Group Personal Accident Unnamed	Provided for contract workmen employed through Manpower Agency and is not covered by anyone's name.	1.38	3.71

Amount of money spent on each benefit provided to permanent, full-time employees of Orient Cement during the reporting period



Labor Management, Equality and Non-Discrimination

To maintain our employees' satisfaction and motivation to work, we provide our employees with reasonable notice in reference to significant operational changes. These notice periods are specified in collective bargaining agreements. In addition, provisions for consultation and negotiation are also specified in the collective bargaining agreements. We provide the right to freedom and collective

bargaining to our employees, and no child labor and no forced or compulsory labor is tolerated at our company.

We at Orient Cement believe that major forms of inequalities can be eliminated through proper wage distribution. We are increasing our efforts to include more local employees and further enhance fair wage distribution at our company. Table below compares the wages and hiring rates of our employees.

Parameter	Male		Female	
	FY2016-17	FY2017-18	FY2016-17	FY2017-18
Wages paid to permanent workforce at entry level	29983	29983	29983	29983
Ratio of standard entry level wage to local minimum wage	2.90	2.82	2.90	2.82
Is a significant proportion of workers compensated above minimum wage (%)	100%	100%	100%	100%
Proportion of Senior management hired from local community (%)	30%	29%	100%	67%

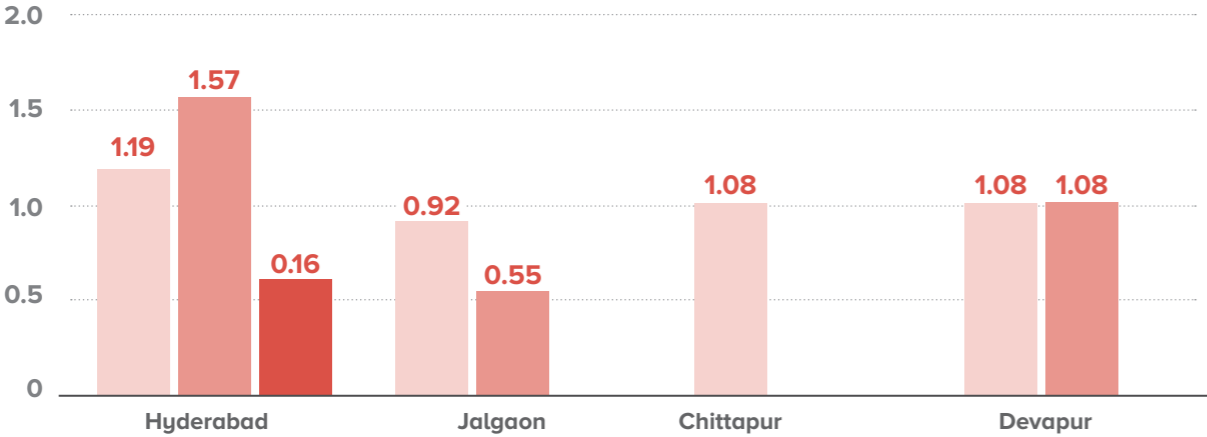
Comparison of permanent workforce wages and local hiring rates with local market levels



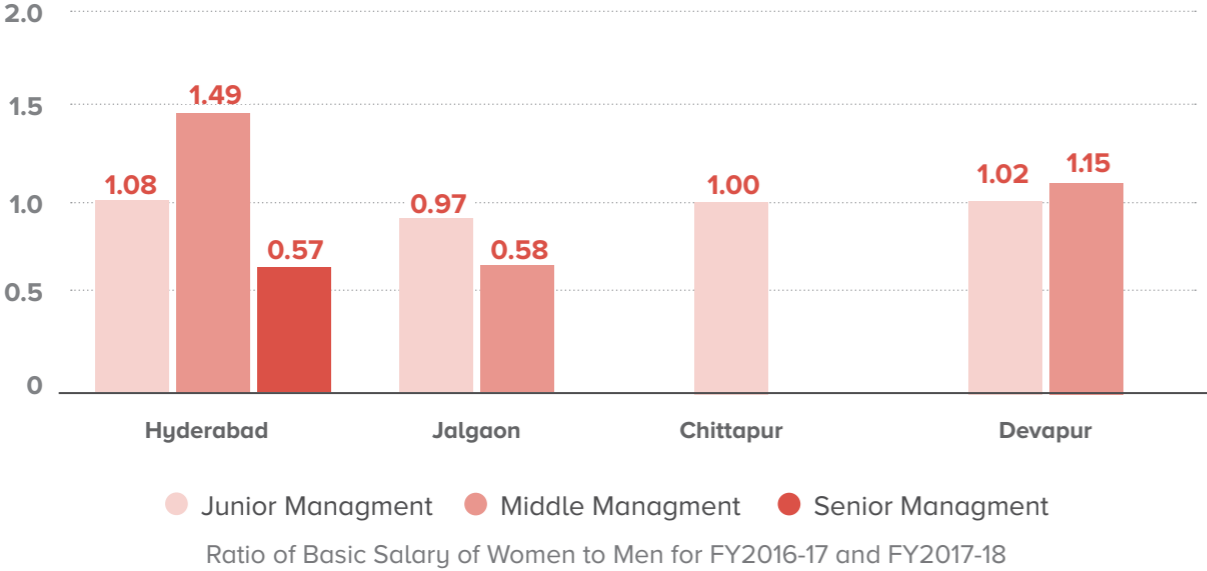
Discrimination on the basis of any issue, whether gender, religion, caste etc., is not tolerated at Orient Cement. Any instances of such actions are reported to the management via personal email.

The management then work diligently to ensure that the offender is severely reprimanded and the offence is never repeated.

Ratio of Basic Salary of Women to Men 2016-17



Ratio of Basic Salary of Women to Men 2017-18



10
REDUCED INEQUALITIES

5
GENDER EQUALITY

8
DECENT WORK AND ECONOMIC GROWTH

4.3.2 Employee Health and Safety

We at Orient Cement, proactively work to ensure good health and well-being of our workforce. Our SHE Policy, Health Monitoring Policy, and Corporate Safety Manual function as the guiding compass to implement required safety standards and practices for our employees. We have in place safety committees at each operational site to oversee all safety protocols in order to ensure a secure & safe work environment for our workforce. Going forward, we aim to consistently achieve

zero fatalities and reduce Unsafe acts & Unsafe conditions to an insignificant number.

Our commitment to safe and sustainable working conditions is highlighted by our philosophy of “**Work Safe-Live Safe**” and our Corporate SHE policy.

We have stringent safety protocols and procedures which are implemented across

0 occupational diseases, injuries and fatalities of direct employees.



Training on 47 safety topics are covered during the reporting period



all our operational sites. These safeguards have been designed in response to the various health risks identified for the cement industry. such as risks arising from mining (like blasting), using heavy machinery and exposure to by-products (fly ash, dust, emissions, etc.). These safeguards include the enforcement of standard safety parameters for operating equipment and construction, standardization and mandatory use of proper Personnel Protective Equipment, and hazard communication. We also ensure to practice and implement of safety toolbox talk at every site that is to be used post permit issuance.

The safety induction trainings imparted to all entire workforce. Potential employees first undergo a routine check-up to assess their



physical fitness.. New joiners take part in the Safety Induction program wherein they learn fire, electrical and infrastructure safety protocols and procedures to be followed. Behavioral Based Safety Training is conducted for the existing employees to refresh their knowledge and practice of safety protocols. We also conduct routine safety inspections and Audits (internal & External) to ensure safety practices.& regulations are in place.

We adhere to State and National health, safety laws such as the Factory Act of 1948 and the State Factories Rules. We also provide insurance coverage to our permanent as well as contractual employees, in case of any accidents or major illnesses. Our Safety performance in the reporting period is as follows

Key Parameters		Chittapur		Devapur		Jalgaon		Total (including other offices)	
Description	Unit	FY16-17	FY17-18	FY16-17	FY17-18	FY16-17	FY17-18	FY16-17	FY17-18
Injuries	Nos.	0	0	0	0	0	0	0	0
Injury Rate (IR)		0	0	0	0	0	0	0	0
Occupational disease cases	Nos.	0	0	0	0	0	0	0	0
Occupational disease Rate (ODR)	%	0	0	0	0	0	0	0	0
Lost days	Nos.	0	0	0	0	0	0	0	0
Lost day rate (LDR)		0	0	0	0	0	0	0	0
Absenteeism	Nos.	1009	1624	1653	2099	406	856	4053	6135
Absentee Rate (AR)	%	2.30x 10 ⁻³	2.05x 10 ⁻³	1.15 x 10 ⁻³	1.5 X 10 ⁻³	2.07 x 10 ⁻³	4.13 x 10 ⁻³	1.43 x 10 ⁻³	2.17 x 10 ⁻³
Man Hours worked	Hrs.	438088	426856	1433248	1374768	195712	206840	2832368	2828120
Fatalities	Nos.	0	0	0	0	0	0	0	0

Safety Data for Total Employees FY2016-17 & FY2017-18

Key Parameters		Chittapur		Devapur		Jalgaon		Total (including other offices)	
Description	Unit	FY16-17	FY17-18	FY16-17	FY17-18	FY16-17	FY17-18	FY16-17	FY17-18
Injuries	Nos.	0	0	1	2	0	0	1	2
Injury Rate (IR)		0	0	2.9 x10 ⁻⁷	4.35 x10 ⁻⁷	0	0	1.28 x10 ⁻⁷	2.18 x10 ⁻⁷
Occupational disease cases	Nos.	0	0	0	0	0	0	0	0
Occupational disease Rate (ODR)	%	0	0	0	0	0	0	0	0
Lost days	Nos.	0	0	23	671	0	0	23	671
Lost day rate (LDR)		0	0	6.7. x 10 ⁻⁶	1.46 x 10 ⁻⁴	0	0	2.95 x 10 ⁻⁶	7.34 x 10 ⁻⁵
Absenteeism	Nos.	0	0	0	0	0	0	0	0
Absentee Rate (AR)	%	0	0	0	0	0	0	0	0
Man Hours worked	Hrs.	2976512	2751908	3430816	4596928	1057856	1438736	7805808	9146196
Fatalities	Nos.	0	2	1	0	0	0	1	2

Safety Data for Independent Contractors for FY2016-17 & FY2017-18

Plant Name	Safety committee name	Level of the safety committee	Number of members for Percentage of total workforce				Percentage of total workforce	
			Non-Management		Management			
			16-17	17-18	16-17	17-18		
Chittapur	Plant Safety Committee	Plant Level	7	7	7	7	7.8%	4.20%
Devapur	Plant Safety Committee & Mines Safety Committee	Management & workmen representatives	13	13	16	16	4.91%	5.02%
Jalgaon	Safety & Environmental Management Committee	Management	9	9	10	10	23.17%	21.84%

Number of employees in Safety Committees at the three plants during the Reporting Period

Employee Engagement in Safety & Health

At Orient Cement we believe that any efforts to secure our employee's health and well-being are futile without their participation.

We have launched **"SURAKSHA DRISHTI"** mobile app that enables to send photographic evidence of any safety issues and for redressal of the same. We have also introduced an award system to recognize and reward compliance to safety regulations, wherein

exemplary behavior in ensuring safety for himself and others, is recognized as **"Safe Person of the Month"**.

We have also created a platform of Innovative Ideas that encourages employees to share insights and give suggestions to strengthen our Safety & health systems.

To further expand our measures towards employee well-being, we came up with a Health Monitoring and Management Policy in March 2017. In accordance with this policy, we offer medical check-ups to entire workforce.,



Customer Health and Safety

We realize that our responsibility extends not just to our workforce, but also towards our customers. In order to ensure our customers' well-being, all our products go through extensive quality checks. Our cement bags are labelled with all the necessary information as prescribed by the BIS under current Legal Metrology Act and Rules. This includes the net weight of the cement bag, quality of cement, fly ash content, control unit number, license number and safety instructions to deter the use of hooks to carry the bag.

Other Safety Initiatives

Corporate Safety Week: An awareness campaign that takes place across all sites and offices. Employees take part in various activities to promote safety protocols and practices within the organization.

Orient Safety Week: Our theme "I Care for Safety" highlighted the responsibility of every individual towards safety management.

Road Safety for Residents and Employees:

- ◆ Provided separate entry gates for trucks

and other heavy vehicles for the safety of employees

- ◆ Constructed footpaths in both plants and residential areas

Audits & Inspections

- ◆ Internal Safety Audits through cross location team
- ◆ External Audits through third party
- ◆ Regular Inspection through Plant Team

Systems are in place

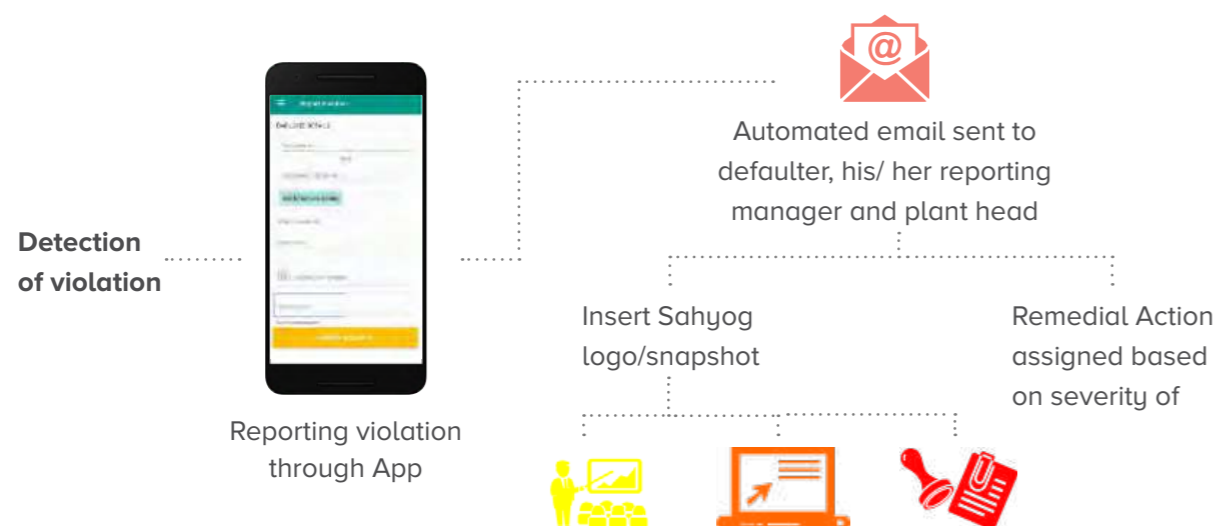
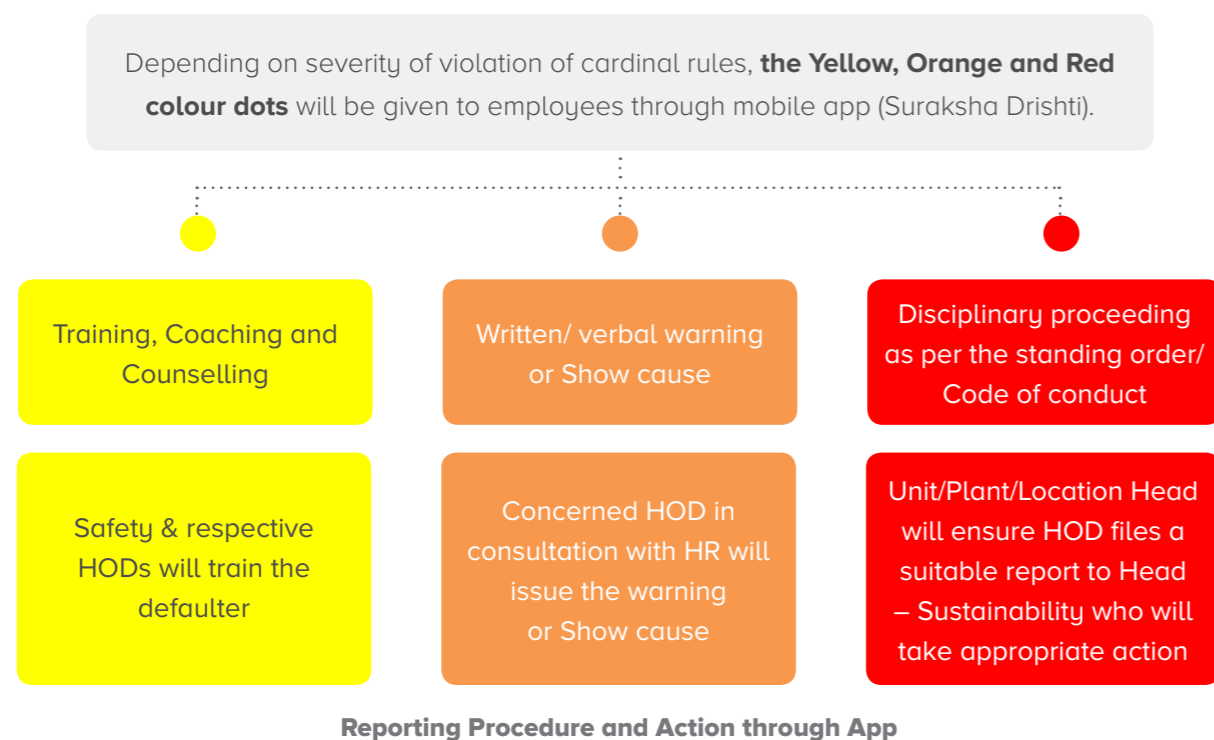
- ◆ Corporate SHE policy
- ◆ Corporate safety manual
- ◆ Health monitoring & Management policy
- ◆ Cardinal rule of Safety
- ◆ Safety Induction
- ◆ Safety Procedure, SOP's & Guidelines
- ◆ Permit To Work Systems
- ◆ Mobile App (Suraksha drishti)
- ◆ Safety contact initiation
- ◆ CSM (Contractor Safety Management)
- ◆ Trainings on Monthly Safety theme as well as Job specific training
- ◆ PPEs Standardisation
- ◆ Incident investigation & reporting
- ◆ Reward & Recognition
- ◆ BBS training imparting to all plant locations



Case Study: Suraksha Drishti

We take various measures through help of digitalization to engage employees on safety. One such initiative is the “Suraksha Drishti Mobile App”. This App is designed to facilitate

employees to report any safety violations. It enables them to capture images of as proof of any violations, to be subjected to Orient Cement’s strict remedial action.



When an employee comes across a Safety violation, he/ she enters details of the defaulter, the location of the violation and a snapshot of the violation into the mobile application

including . its severity Upon uploading the violation on the app, and sent to both the defaulter and their performance manager.





SURAKSHA DRISHTI

The mobile safety app is used to record and report safety violations across all plants

Location

All plants and Head Office of Orient Cement Limited

Cost of Project

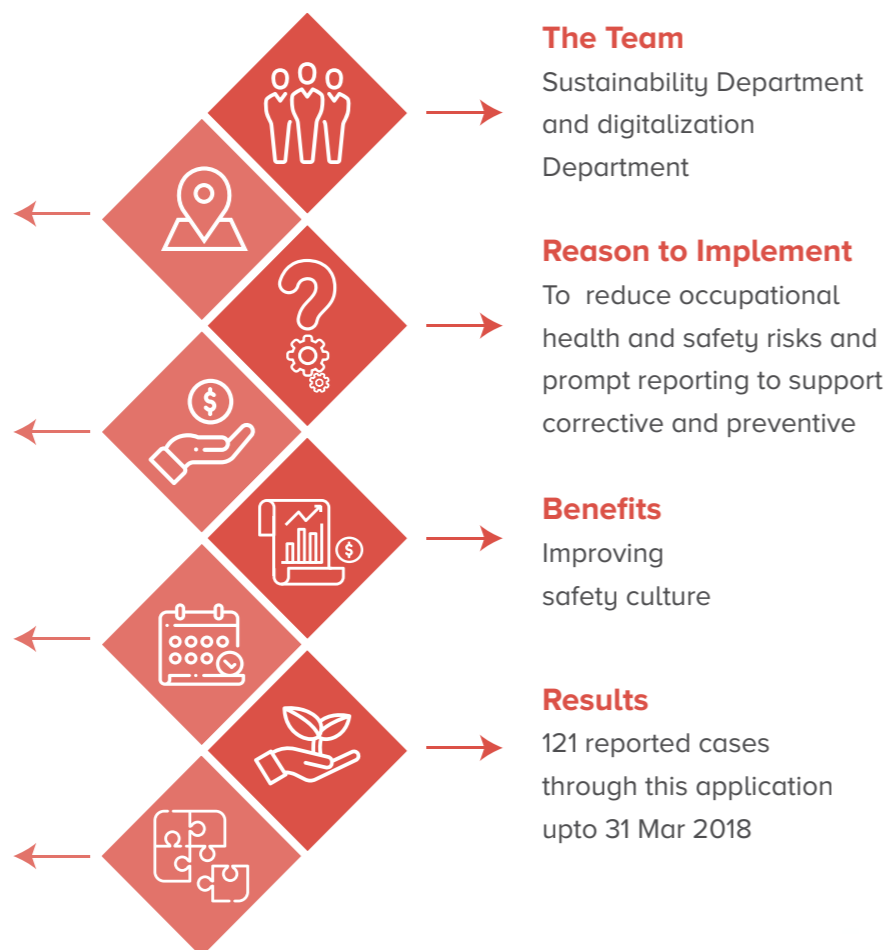
Approximately
INR 1.02 lacs

Date of Implementation

May 2017

Challenges

Data connectivity at plants



Cardinal Rules for Safety Implementation

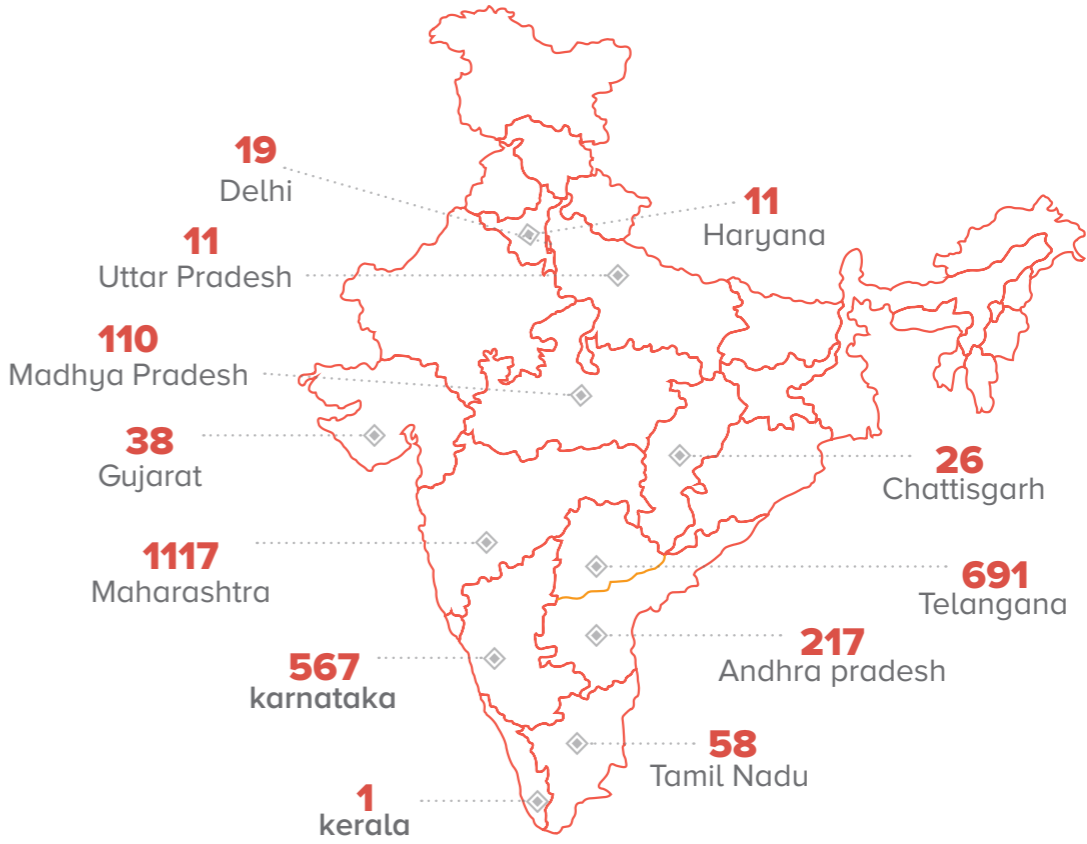
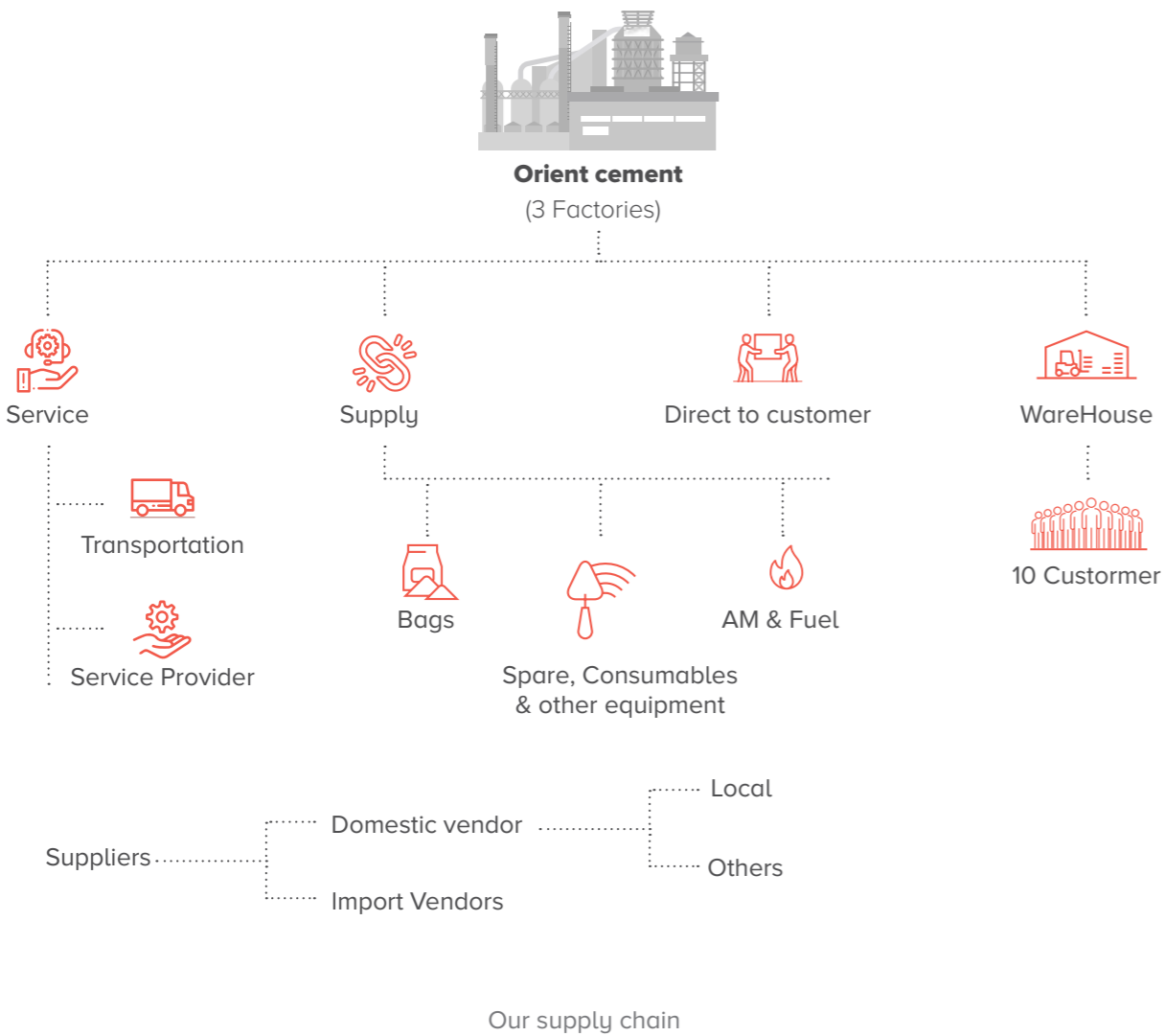
	PPE (Personal Protective Equipment)	Each Employee must properly wear Mandatory PPE (Helmet, Safety Shoes and High Visibility jacket), including company uniform and specific PPE as per job requirements.
	ENERGY ISOLATION	Work will be initiated on energy line only after making required isolation from all energy sources and must be tested to ensure that equipment can't start or move prior to conducting any task.
	CONFINED SPACE ENTRY	Work in confined space will proceed only after obtaining the "Confined Space Work Permit".
	SAFETY ON CONVEYOR BELT	Work on the running conveyor belt is prohibited. Use of pull cord to be restricted only for emergency stoppage of conveyor belts.
	WORKING AT HEIGHTS	All working at height job will proceed only when "Working at Height Permit" is taken. Use Fall Prevention & Fall Protection measures while working at height.
	LIFTING OPERATIONS	All Lifting operations must be done with tested Tools & Tackles. Lifting Plan to be adopted prior to lifting operations.
	HAZARDS IDENTIFICATION AND RISK ASSESSMENT	Hazards Identification and Risk Assessment must be done for all jobs and control measures must be EI RISK ASSESSMENT implemented and communicated to the work force.
	SAFE GUARDING	Safe guard must be re-placed before equipment is re-started.
	DRIVING SAFELY	Road Safety measures are to be adopted strictly in accordance with Company and Local Rules & Regulations. Seat belt while driving & travelling is to be fastened.
	ACCIDENT/ INCIDENT INVESTIGATION	All accidents/ incidents must be reported and root cause must be identified for corrective and preventive actions and lessons learned.

4.4 Responsible Supply Chain

We at Orient Cement Limited understand that our supply chain has a direct impact on our operations. Being an essential part of the value chain, our suppliers and vendors behold enough potential for us to contribute towards lowering our ecological footprint and create substantial social impact. Hence we continually strive to ensure responsible procurement practices and attest our rapid growth in the market to the same. We have a robust procedure for appointment and assessment of suppliers and they should qualify in prequalification test which covers all aspects of management, economic, environment, health and safety practices. Our Human Rights Policy functions as the

guiding compass for our suppliers and for us to conduct ourselves morally and conscientiously in everything we do. Going forward, we intend to further strengthen supplier and vendor assessment for social and environmental indicators in a phased manner

Our manufacturing locations across three different states enable us to have a large supplier and vendor base across India. Some of our suppliers are also based outside India and are selected on the basis of viability of procurement. A brief overview of our supply chain and their geographic distribution is depicted in the below figure.

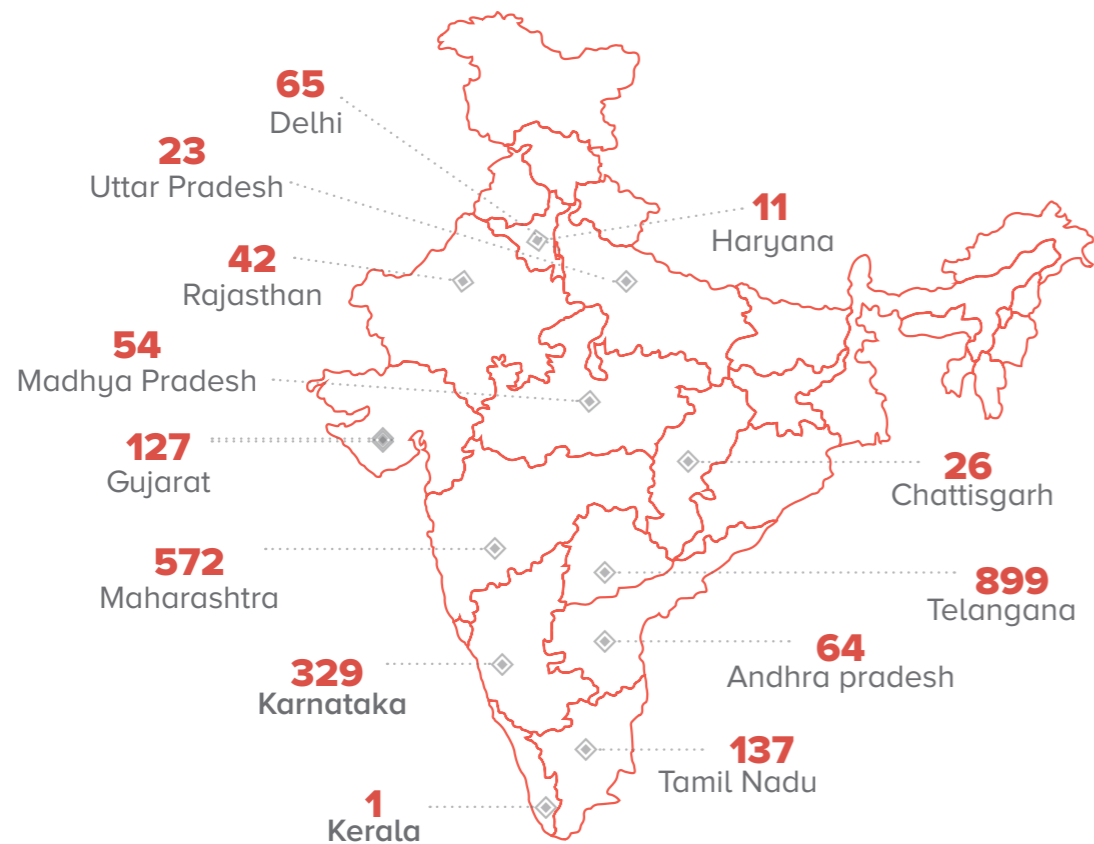


State	No. of vendor
Andhra Pradesh	217
Assam	
Chandigarh	3
Chhattisgarh	26
Dadra und Nagar hav	
Daman und Diu	
Delhi	19
Goa	4
Gujarat	38
Haryana	11
Himachal Pradesh	
Jharkhand	

State	No. of vendor
karnataka	567
Kerala	1
Madhya Pradesh	110
Maharashtra	1117
Orisa	2
Punjab	
Rajasthan	3
Tamil Nadu	58
Telangana	691
Uttar Pradesh	11
Uttar Anchal	
West Bengal	16
Total	2894

Service provider geographic distribution





Service provider geographic distribution



International supplier geographic distribution (FY2017-18)

Country	No. of vendor
Australia	1
Britain	2
China	2
Europe	22
Singapore	5
Taiwan	1
UAE	3
USA	3
Total	39

Group	Category	No. of vendors
Supply	RM & Fuel	151
	Spares, Consumables & Other equipment	2,371
	Bags	14
Service	Transporters	268
	Service providers	2,626
TOTAL (active vendors)		5,430

At Orient Cement, we consider our suppliers are vital to our business, playing a significant role for us to achieve our business objectives. Hence systematic efforts are made to foster a long-term relationship with them, and to achieve mutually beneficial results. We follow our prequalification checklist before undertaking any supplier. This consists of assessing potential suppliers on their social, environmental and economic performance. Each parameter is weighted equally. Suppliers who qualify the assessment are on boarded, signing an undertaking to comply with all applicable environmental and social laws and regulations.

Most of our r vendors are either highly reputed OEM's, who are trusted to be complying and/ or certified with the required environmental standards, or are authorized dealers. For all Manufacturing Units we conduct the same screening Process.

In order to optimize resources, reduce adverse environmental impact and promote indigenous entrepreneurship, we promote procurement from local suppliers. All suppliers operating within state Territory are termed as local Our percentage expenditure on local suppliers was 51.9% in FY2016-17 and has increased to 61.48% in FY2017-18.

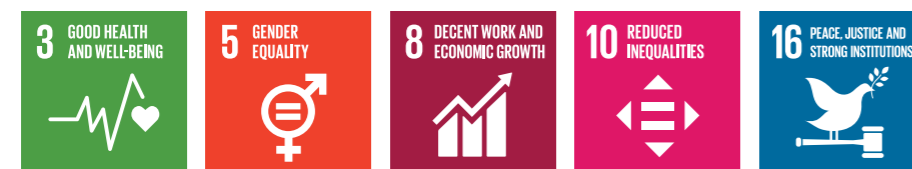
Human Rights

Respecting human rights is an integral part of our values and code of conduct at Orient Cement. Our recently developed Human Rights Policy ensures that we remain steadfast in our commitment to respect all individuals and proactively report any violations witnessed in adherence to human rights. This is done through

- Creating an inclusive and diverse environment that provides equal opportunity for all employees regardless of their gender, race, ethnicity, nationality or social standing.
 - Prohibiting all forms of harmful labour including child labour, forced labour, bonded labour, slavery and human trafficking.
 - Respecting the right to freedom of our employees and ensuring that our suppliers comply to the same
 - Providing a safe working environment to our employees.
 - Respecting the rights of communities where we operate.
 - Installing a grievance mechanism for resolving all grievances that come our way in a timely and appropriate manner
 - Improving our human rights performance by sharing our practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing our performance
 - Complying with all applicable constitutional and regulatory human rights laws
 - Complying with Orient Cement's Code of Conduct
 - Conducting due diligence to identify, assess and mitigate risks related to human rights
 - Aligning all our current policies, processes and initiatives with our responsibility to respect Human Right
 - Promoting Human Right Awareness with employees at various levels of our Operations through training & communication.
 - Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Through our supplier code of conduct, we ensure that our suppliers comply with the above as well.

We have robust processes to ensure that appropriate actions are taken in case of human rights violations, in order to discourage such practices. For instance our Internal Complaints committee at corporate level and sub- committee at the plant level for prevention of Sexual Harassment and whistle blower committee work with vigilance to handle any such incidents. No complaints were received regarding violation of human

rights in the reporting year, including zero incidents of child labour/forced labour, discrimination or sexual harassment. No incidents were reported against violation of rights of indigenous people. . We also intend to conduct assessments of our suppliers, for timely identification and mitigation of any human rights issues in our supply chain and adhering to our commitment of continual improvement.



4.5 Local Community Development

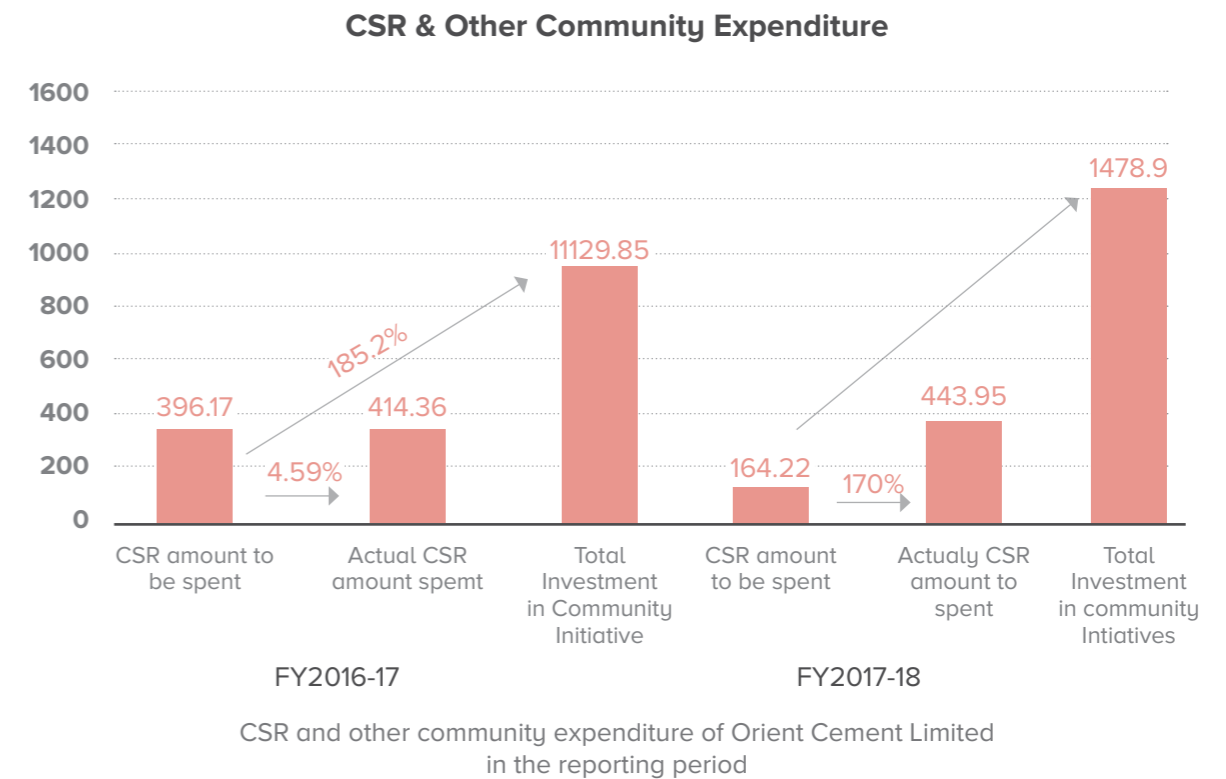
We are responsible corporate citizens and invest in the social and economic development of the communities residing close to our operational sites with a vision of Neighbor of Choice. Giving back to the society has been the way of doing business at Orient Cement. This is not just to secure our social license to operate, but also to utilize our capacity and capital to create a difference in our radius of operation. Our Corporate Social Responsibility Policy is based on the requirements of Section 135, Companies Act, 2013 and the Corporate Social Responsibility Policy Rules 2014. We conduct focused programs under the governance and expertise of our CSR Committee. During the previous financial years, we worked relentlessly to achieve integrated inclusive development of the communities surrounding our manufacturing units, based on thorough need assessment and a participatory approach. Our interventions during the reporting year are spanned across education, healthcare, infrastructure development, livelihood generation, women empowerment, water & sanitation and environmental sustainability.

₹1129.85 Lakhs
in FY2016-17 and
₹1478.94 Lakhs
in FY2017-18

Expenditure on local community initiatives

Creating shared value and catalyzing inclusive growth has been of prime importance to our founders. Our CSR Committee works with a mission to rejuvenate and enable communities and a vision to grow together with them. In accordance with Section 135 of the Companies Act 2013, each year we aim to spend at least 2% of our average net profits for past three financial years on CSR initiatives. However, we were able to exceed our target in the reporting period (Graph 1 & 2), spending ₹414.36 lakhs in FY 2016-17, of which ₹85.13 lakhs were carried forward from the previous year. We also spent an additional ₹715.49 lakhs on rural infrastructure and community development programs that are not covered under the Companies Act, 2013.

In FY 2017-18, our contribution increased by 31% as compared to the previous year. We **spent ₹443.95 lakhs on CSR activities**, and an additional **₹1034.99 lakhs on building rural infrastructure and community development programs** which are not covered under section 135 of the Companies Act, 2013.

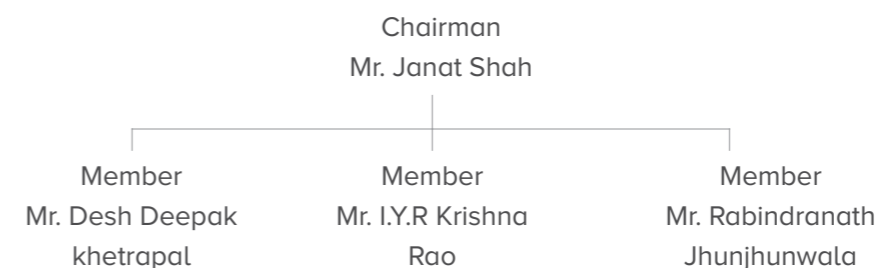


CSR Policy and Committee

Orient Cement's CSR Policy functions as our guiding compass to direct all our CSR activities to create value for nation. While the policy outlines broad focus areas to drive integrated community development, projects are designed based on need assessment and their execution involves participation by community members.

Our CSR Committee comprises of five individuals. The Committee recommends CSR

programs & projects to Board of Directors and finalizes them based on their approval. It is also responsible for allocating CSR expenditure, and looking after the implementation and monitoring of the programs. We conduct social and environmental impact assessments at each of our plant locations to understand and evaluate the impact of our operations. Along with regular community consultations enables us to better identify community aspirations and improvise our initiatives. Our programs tend to specially target and benefit the vulnerable, disadvantaged and marginalized groups.



CSR Committee Secretary
Mrs Nidhi Bisaria
Company Secretary

CSR Activities

We have undertaken several CSR initiatives and spearheaded efforts to significantly improve community education, healthcare, skill development and infrastructure.

Infrastructural Development: Raising the Standard of Living

Lack of infrastructural development and road connectivity was one of the most pertinent issues faced by the communities in Chittapur Gulbarga district, Karanataka. Absence of proper road networks made it difficult for village inhabitants to commute to other villages and to the town, creating a detrimental impact on the quality of their lives. In order to address the situation, Orient Cement set out in March 2016, to lay down a pathway of accessibility and convenience, by converting dirt road to cement concrete roads along with drainage system for the villages of Itaga, Diggoan, Mogla and Margool. The company also completed reconstruction of 3.2 km long Chittapur-Itaga road in August 2017.

In Devapur, district Mancherial Telangana, villagers often had to wait for long hours at the bus stop in scorching heat or heavy rainfall, due to fluctuations in arrival time of the bus. However Orient Cement continued to make lives easier for the communities through construction of bus shelters in May 2016.

A total amount of ₹1705.66 lakhs was spent on the initiatives to construct roads, drainage systems and bus shelters in the reporting period. The interventions have improved infrastructure, enhanced living conditions and state of hygiene in the villages. These initiatives will also accrue multiple benefits for the villagers.

Program Benefits

- Convenience in travelling to town and neighboring villages
- Reduced Road accidents
- Reduction in spread of diseases
- Increased hygiene and improved health
- Minimizing pollution levels



Construction of CC road in Diggaon Village



Construction of CC road in Mogla Village



Construction of CC road in Itaga Village



Construction of CC road in Margool Village

Ensuring Clean Water and Air—the Sustenance of Life

Lack of adequate supply of clean drinking water was another issue faced by the rural communities. Consumption of contaminated water was further adding to their misery through spread of water borne diseases and consequent poor health. Orient Cement understood that in order to raise the quality of life in these communities, provision of safe water—the very sustenance of life, was paramount and required immediate attention. In March 2016, the company constructed 1000LPH industrial Reverse Osmosis (RO) Plant in Itaga, Diggoan, Mogla and Chittapur Thanda village,. In Devapur district, we have set up drinking water stalls at various locations to

provide safe drinking water to the communities. Along with water, we have also worked towards providing a clean atmosphere in Chittapur. In May 2017, we engaged a water tanker to improve the quality of air by sprinkling water thereby settling fugitive dust and heavy particles at community roads. A total of about ₹24.20 lakhs were spent in these projects.

Program Benefits

- Increased availability of clean drinking water
- Improved air quality through dust suppression
- Reduction in water-borne diseases



Reverse Osmosis plants in (Clockwise) Itaga, Diggoan, Chittapur Thanda and Mogla

Education Initiatives: Illuminating Communities

Shrouded in poverty, the rural households of Chittapur and Devapur lacked financial resources to provide education to children. Hence, Orient Cement Ltd set out to lay the foundation for an empowered community through its education initiatives, investing around ₹678.69 lakhs for the villagers, to help them reap multiple benefits of education.

We conducted training programs for teachers at Chittapur in 2017, to help them enhance their communication skills, understanding children physiology, improving memory, and employing innovative teaching methods. A total of 50 teachers identified by the Education Department were provided with the training on modern teaching methods was organized by Orient Cement Ltd at Gulbarga.

We also focused on increasing the school attendance rate in the district by targeting the existing Anganwadi centers, which were poorly maintained and lacked resources. Working in collaboration with the Education Department, we undertook re-designing of eight Anganwadi centres across five villages in FY2017-18, including painting and wall art to make them cleaner and more attractive for children. These centers were equipped with play and sport materials such as musical cycles, tricycles, swings, ducks, elephants, horse, etc. to attract little children, and games to boost their memory, such as wooden blocks, wall charts, puzzles, books & rhymes, abacus etc. 300 sets of school uniforms were donated to encourage children to attend school. Parents are now readily sending their children to school.

Through consultation with the school headmasters in Chittapur, we identified meritorious students from class 6 to 10,



Repainting of Anganwadi Centers



Donation of playing and study material to Anganwadi centers

who lacked financial resources to continue education. Orient Cement Limited provided financial support to the families of identified students, so as to enable them to transcend

Program Benefits

- Improved teaching quality
- Reduction in school drop-out rate
- Increased school attendance
- Increase in number of students pursuing higher studies

financial obstacles and work towards a bright future. 18 students were identified and awarded in February 2018.

In Devapur, a school is established to provide quality education in English medium and Telugu medium (free of cost). The school has benefited 1500 students for the reporting period and is assisting the underprivileged children in the district, to gain knowledge, realize their utmost potential and develop into responsible and independent individuals, capable of driving the development of their communities. We also extended our support by making available free bus transport for students commuting to different education institutions, donating sports items to existing schools, rewarding students who participated in state & national level competitions, providing

scholarship schemes to assist and encourage meritorious students to continue schooling.



Carmel Gori Convent High School at Devapur



Towards Prosperous Communities through Empowering Women

In local communities around Chittapur plant, Orient Cement undertook several initiatives in FY 2017-18, to enable women to secure sustainable livelihoods and become financially independent. We conducted a training course to impart employability skills in fashion designing/stitching, wherein 108 women were trained for a period of 6 months to equip them with designing and stitching skills, s. In the same year, we also identified 25 women across 5 villages in Chittapur, and provided them with tailoring machines to aid them in starting their own business.

We provided trainings on soft skills to 25 girls who had dropped out from 10th & 12th class, due to financial constraints. A six month training program was conducted wherein they were provided with basic skills in computer operations, Mathematics and spoken and written English. The program was intended to help them acquire basic skills required for employment.

In order to cultivate savings habit among women and facilitate financial stability, we established 40 Self Help Groups in 5 villages across Chittapur. As part of the program, we also provided capacity building workshops to rural women on financial savings, writing and maintaining accounts, conducting meetings and digital financial literacy. They also learnt subtle aspects such as team work and

Program Benefits

- Skill development and employment generation for rural women
- Financial inclusion
- Increased income and financial security

leadership skills, and were able to generate confidence through upholding responsibility and increased social interactions. We also helped them get connected to banks and avail microloans. 100 women have benefitted till date from the program. These initiatives have enabled women in the Chittapur community, to stand on their own feet and support their families, by securing a steady stream of income. It is in turn proving instrumental in empowering them to lead lives with confidence, respect and dignity.



Women Imparted with Fashion Designing/ Stitching Training in Chittapur



Tailoring Machine Distributed to women in Chittapur



Soft Skills Training provided to Girls in Chittapur

Healthcare Brought Closer

Communities around Devapur plant suffered from the lack of affordable healthcare facilities. This required them to go to the town, leading to heavy medical expenditures. However, with Orient Cement's diligent efforts to bring healthcare services to their villages the communities are now benefitting with regular health check-ups, access to affordable medicines, benefit of timely diagnosis, treatment of diseases, and increased awareness on maintaining good health. This was possible through initiatives to set up health camps and medical dispensaries at various locations in the district. As a part of the program, awareness was generated on various health related aspects such as maintaining hygiene, managing heat stress etc.,. Villagers were provided vaccines on Polio, DTP, HBV and BCG; diagnosis and treatment for diabetes and hypertension, treatment for occupational injuries like burns and CO poisoning, and transport facilities to the town hospitals. We also organized Blood donation camps from time to time.

An amount of 136 lakhs was spent on these initiatives during the reporting period benefitting more than 60,000 people.



Orient Cement Devapur team and doctors at Health Camp in Old Tirumalapur Village in April, 2017



Orient Cement Devapur team and doctors at Health Camp in Devapur Village with 30 women, teaching the about work related injuries and safety



Blood Donation Camp at Devapur

In our efforts to promote good health and well-being in the surrounding communities, Orient Cement is working to eradicate open defecation, and thus contributing to Indian Government's national movement-Swachh Bharat Abhiyan.

Program Benefits

- Timely health check-ups
- Access to affordable medicines
- Increased awareness on prevention of accidents
- Reduction in diseases due to increased hygiene
- Reduced medical expenditure

In April 2016, we constructed the Sulabh Complex in Devapur, a hygienic toilet facility for the convenience of lorry drivers, cleaners and villagers. Toilet blocks were constructed in government schools at the Siricilla Constituency in Rajanna Siricilla District in April, 2017. We also organized cleaning drives in Devapur in December 2017 and the Lord Shiva Temple along with its surrounding area at Bugga Village during the Mahashivarathri festival in February 2018. These initiatives have benefited more than 670 people.



Swachh Bharat cleaning initiative in Devapur

Towards Environmental Sustainability

With the objective to create positive environmental impact, Orient Cement undertook various community initiatives around our Devapur, Jalgaon and Chittapur plants.

One of these initiatives was the rehabilitation of Mehrun Lake in Jalgaon in June 2016. The natural lake used to serve as a source of nourishment for the rural communities, providing water for agriculture and domestic purposes. However lately, siltation had occurred in the lake leading to reduced storage capacity and growth of algae due to lack of aeration. The water became stringent, toxic and unfit for use, adversely impacting the village folk. Orient Cement addressed this issue in collaboration with the District Magistrate of Jalgaon, through a lake rehabilitation project which involved dredging



of the lake to remove the accumulated silt. This enhanced the water storage capacity, allowing the lake to get filled up with the rain water during monsoons, thus increasing water availability for farming and domestic purposes. Restoration of the pristine lake also helped improve the health of the surrounding areas.

We conducted a tree plantation program in Nashirabad (Jalgaon) and Devapur in FY2016-17, where we planted a total of 2465 saplings of various categories. Along with planting saplings, net steel guards up to the height of 3ft were installed to protect the saplings from tampering by humans or animals.

Because of a lack of natural water sources, the wildlife population around Devapur plant

was getting adversely affected. we consider our surrounding communities to not only comprise of human population but wildlife as well. In response, we constructed a forest nursery bore hole pump and fenced the forest area at Yapa and Devapur village, to provide adequate water and protection to the wildlife.

We spent ₹5.61 lakhs on these initiatives, which are envisaged to accrue multiple benefits in the long term such as improved air quality through reduced pollution and increased oxygen, conservation of water, prevention of soil erosion, increased forest cover and support to wildlife.



Mahrun Lake rehabilitation



Nashirabad Village tree plantation



Installation of 'tree guards' to safeguard saplings



Bore hole pump at Yapa village, Devapur

Infrastructural Development

- Concrete cement roads and drains constructed in 4 villages across Chittapur
- Reconstructed 3.2 Km long Chittapur-Itaga Road
- Bus shelters constructed across Devapur
- Spent ₹ 1705.66 Lacs

Water Availability

- Water purifying reverse osmosis plants installed and commissioned in 4 villages across Chittapur.
- Mehrun Lake cleaning for Water storage at Jalgaon
- Spent ₹21.97 Lakhs

Education

- 50 teachers provided with training in effective teaching skills
- Redesigned 8 Anganwadi centers across 5 villages in Chittapur
- 300 children provided with school uniforms
- 18 meritorious students rewarded with scholarships
- Started a school in Devapur, benefitting 1500 students
- Spent ₹678.69 Lakhs

Women Empowerment

- 108 Women provided with training in fashion designing/stitching
- 25 women across 5 villages in Chittapur, provided with tailoring machines to start their own business
- 70 Self Help Groups started across 5 villages in Chittapur, benefitting 100 women
- 25 dropout school girls provided with training in soft skills, computer, Mathematics and English
- Spent ₹13 Lakhs

Healthcare & Sanitation

- Medical expenses for dispensary & 6 Medical Camps organized at Devapur and Spent ₹136 lakhs. Around 60000 People benefitted
- Spent Rs29.88 lakhs on sanitation initiatives benefitting 670 people

Environmental Sustainability

- 2465 Saplings planted across Jalgaon, Nashirabad and Devapur
- Installed a forest nursery bore hole pump in Yapa and Devapur forest areas to provide water to wildlife
- Conducted awareness program on waste management and hygiene practices at Chittapur covering 2500 children
- Engaged a tractor with water tanker for community for dust suppression
- Installation of Bottle Crushing Unit
- Spent ₹10.19 Lakhs





Case Study: Teaming with local NGOs

Orient Cement works in collaboration with non-profit organizations to be able to conduct high impact community initiatives. NGOs function as valuable partners by undertaking need assessments in the surrounding communities and suggesting interventions for best utilization of our capacity and Community Development Program, to benefit the local populations. One of such partners, is the NGO Aakriti with which we began to engage in 2017. Through our financial aid, Aakriti has been conducting Abacus classes for children of Class 4-7, assisting academically poor students through extra tuitions and guidance, and helped securing 12,000 salary jobs for high school and college graduates. We have also funded trainings for the school and Abacus teachers and procured school uniforms, furniture and stationary for the schools and Abacus centers.

Due to these improvements, school attendance has increased, with more number of parents readily sending their children to school. Orient Cement and Aakriti have also been empowering women by training them to stitch their own garments and we have been doing so for over a year. Some of our beneficiary women are also planning to distribute their creations amongst other members of their community.

Orient Cement is also working with Aakriti to support farmers in Chittapur district. We do this by financially supporting them to procure a variety of saplings and help them set up solar powered fencing at the farms. Going forward we intend to partner with local Agriculture Institutes to develop a curriculum for farmer skill development.



Funding Abacus
Classes



Women Empowerment
and Training



Providing School
Uniforms and Equipment



Tutoring Academically
Poor Students



Farmer Resource
Procurement Assistance



Fashion Designing and Training to Women

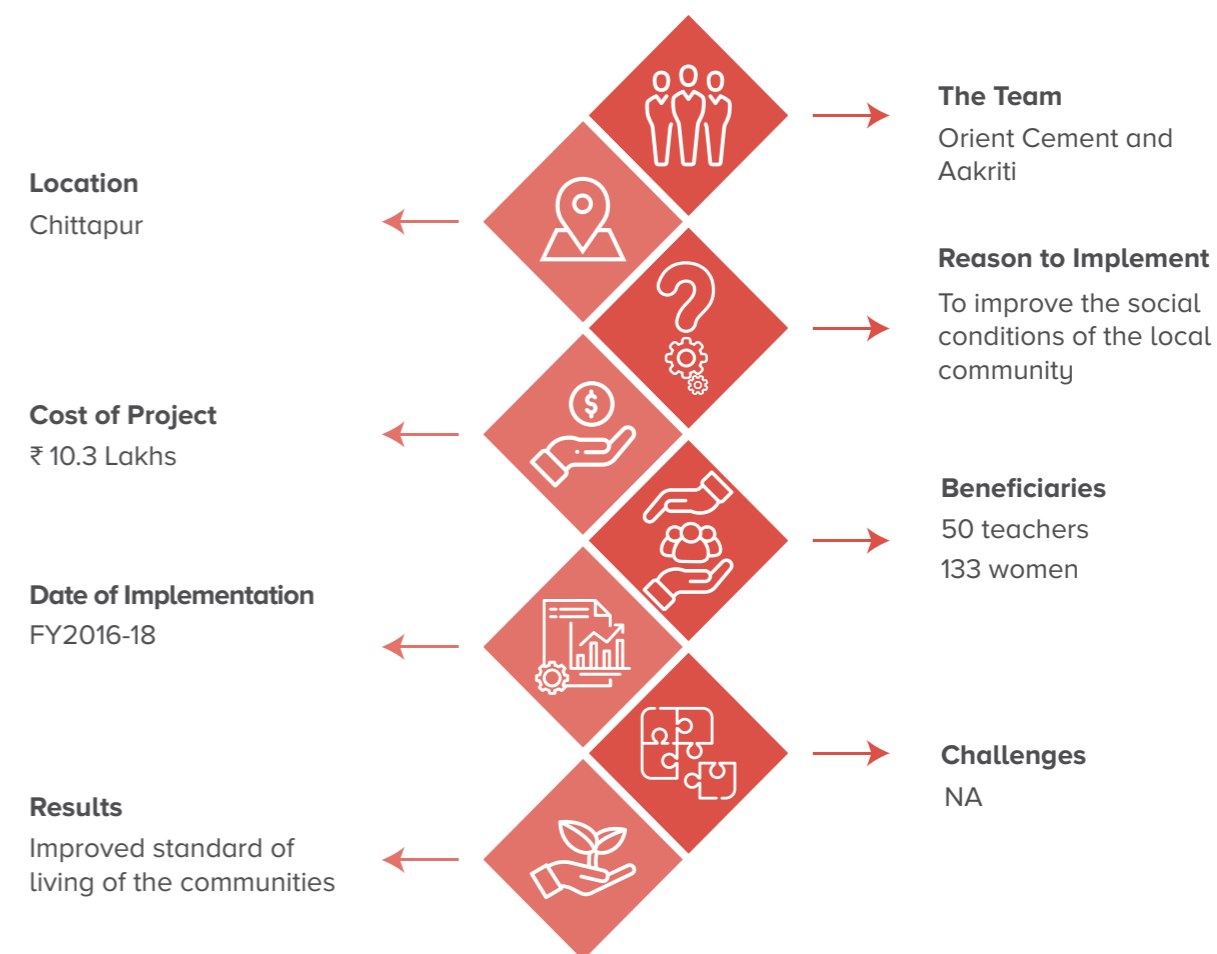


Teacher's Development Training



Memory Games for Students

Supporting the local community in initiatives like Skill Development, Education and Women Empowerment along with local NGOs like Aakriti. Aakriti helps Orient Cement identify the need of the community, which we then translate into our initiatives



5. ASSURANCE



KPMG (Registered)
Maruthi Info-Tech Centre
11-12/1, 8 Block, 1st Floor
Inner Ring Road, Koramangala
Bangalore 560 071 India

Telephone +91 80 3980 6000
Fax +91 80 3980 6999
Internet www.in.kpmg.com

Independent Limited Assurance Statement to Orient Cement Limited on its Sustainability Report for Financial Year 2016-18

To
The Management
Orient Cement Limited
Adarsh Nagar
Hyderabad

Introduction

Orient Cement Limited ('the Company') has requested KPMG in India ('KPMG', or We) to provide an independent assurance on its Sustainability Report for FY2016-18 ('the Report'). The Company's management is responsible for identifying its material topics, engaging with its stakeholders and developing the content of the Report. KPMG's responsibility is to provide limited assurance on the Report as described in the scope of assurance.

Reporting Criteria

Orient Cement Limited applies sustainability reporting criteria derived from the following:

- Global Reporting Initiative (GRI) Standards 'in accordance' Core option
- CO₂ emissions as per the Cement Sustainability Initiative's 'CO₂ and Energy Accounting and Reporting Standard for the Cement Industry'

Assurance Standards Used

We conducted our assurance in accordance with

- Limited Assurance requirements of 'International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information,
- Under this standard, we have reviewed the information presented in the report against the characteristics of relevance, completeness, reliability, neutrality and understandability.

Scope, Boundary and Limitations

The scope of assurance covers the sustainability disclosures of 'The Company' for the period 01 April 2016 to 31 March 2018.

The boundary of the Report covers the economic, environmental and social performance of 'The Company's operations in India, as stated in the 'About the Report' section of the Report.

We have carried out assurance visits to the following sites:

- Integrated Plants: Devapur and Chittapur
- Grinding Plant: Jalgaon

KPMG, an Indian partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity.



The assurance scope excludes:

- Verification of data and information related to 'The Company's financial performance, sourced from its audited annual report for FY 2016-17 and FY 2017-18
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions of the Company.

The General, Management Approach and Topic Specific Disclosures¹ subject to assurance were as follows:

General Disclosures
<ul style="list-style-type: none">• Organizational Profile: 102-1 to 102-8, 102-12 to 102-13• Strategy: 102-14• Stakeholder Engagement: 102-40• Reporting Practice: 102-45 to 102-56
Management Approach: 103-1
Topic Specific Disclosures
Economic <ul style="list-style-type: none">• Anti-corruption: 205-1 to 205-3,• Anti-competitive behavior: 206-1
Environmental <ul style="list-style-type: none">• Materials: 301-1, 301-2• Energy: 302-1• Water (2018): 303-3 to 303-5• Emissions: 305-1 to 305-2, 305-7• Effluents and Waste: 306-1 to 306-2• Environmental Compliance: 307-1
Social <ul style="list-style-type: none">• Employment: 401-1, 401-3• Occupational Health and Safety: 403-2• Non-discrimination: 406-1• Marketing and Labelling: 417-2, 417-3• Socioeconomic Compliance: 419-1

Assurance procedures

Our assurance processes involve performing procedures to obtain evidence about the reliability of specified disclosures. The nature, timing and extent of procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the standard disclosures whether due to fraud or error. In making those risk assessments, we have considered internal controls relevant to the preparation of the Report in order to design assurance procedures that are appropriate in the circumstances. The procedures performed in a limited assurance engagement are less in extent than for a reasonable assurance engagement.

¹ For details regarding the disclosures please refer the GRI Content Index at the end of the report



Our assurance procedures also included:

- Assessment of 'The Company's reporting procedures for sustainability reporting regarding their consistency with the application of GRI Standards.
- Evaluating the appropriateness of the quantification methods used to arrive at the data presented in the Report.
- Verification of systems and procedures used for quantification, collation, and analysis of sustainability disclosures included in the Report.
- Understanding the appropriateness of various assumptions and estimations used by 'The Company' for data analysis.
- Discussions with the personnel responsible for the evaluation of competence required to ensure reliability of data and information presented in the Report.
- Assessment of the stakeholder engagement process through personal interviews and review of relevant documentation.
- Assessment of data reliability and accuracy.
- Verification of key performance data through site visits on an annual basis for
 - Testing reliability and accuracy of data on a sample basis
 - Reviewing of the processes deployed for collection, compilation, and reporting of sustainability disclosures at corporate and site level

Appropriate documentary evidence was obtained to support our conclusions on the information and data verified. Where such documentary evidence could not be collected due to confidentiality of the information, our team verified the same at 'The Company's premise.

Conclusions

We have reviewed the Sustainability Report of Orient Cement Limited. Based on our review and procedures performed, nothing has come to our attention that causes us not to believe that the sustainability data and information as per the scope of assurance presented in the Report is appropriately stated, in material aspects, and in line with the reporting principles of GRI Standards.

We have provided our observations to 'the Company' in a separate management letter. These, do not, however, affect our conclusions regarding the Report.

Independence

The assurance was conducted by a multidisciplinary team including professionals with suitable skills and experience in auditing environmental, social and economic information in line with the requirements of the ISAE 3000 (revised) standard. Our work was performed in conformance with the requirements of the IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners) as well as the assurance firm (assurance provider) be independent of the assurance client, in relation to the scope of this assurance engagement, including not being involved in writing the Report. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence and due care, confidentiality and professional behavior. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence. The firm applies International Standard on Quality Control (ISQC) 1 and the practitioner complies with the applicable independence and other ethical requirements of the International Ethics Standards Board for Accountants (IESBA) code.

Responsibilities



Orient Cement Limited is responsible for developing the Report contents. 'The Company' is also responsible for identification of material sustainability topics, establishing and maintaining appropriate performance management and internal control systems and derivation of performance data reported.

This statement is made solely to the Management of Orient Cement Limited in accordance with the terms of our engagement and as per scope of assurance. Our work has been undertaken so that we might state to 'The Company' those matters for which we have been engaged to state in this statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than 'The Company' for our work, for this Report, or for the conclusions expressed in this independent assurance statement. The assurance engagement is based on the assumption that the data and information provided to us is complete and true.

We expressly disclaim any liability or co-responsibility for any decision a person or entity would make based on this assurance statement. By reading this assurance statement, stakeholders acknowledge and agree to the limitations and disclaimers mentioned above.

Santhosh Jayaram

Partner

KPMG in India

31 March 2019

5.2 GRI Content Index

Disclosure	Description	Report Section for Cross Reference	Reported
GRI 102: Organizational Profile			
102-1	Name of the organization	Company Profile	Yes
102-2	Activities, brands, products, and services	Company Profile	Yes
102-3	Location of headquarters	Company Profile	Yes
102-4	Location of operations	Company Profile	Yes
102-5	Ownership and legal form	Company Profile	Yes
102-6	Markets served	Company Profile	Yes
102-7	Scale of the organization	Company Profile	Yes
102-8	Information on employees and other workers	Company Profile	Yes
102-9	Supply chain	Company Profile	Yes
102-10	Significant changes to the organization and its supply chain	-	-
102-12	External initiatives	Company Profile	Yes
102-13	Membership of associations	Company Profile	Yes
GRI 102: Strategy			
102-14	Statement from senior decision-maker	Message from the management	Yes
GRI 102: Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Company Profile	Yes
GRI 102: Governance			
102-18	Governance structure	Ethics, Governance and Compliance	Yes
GRI 102: Stakeholder Engagement			
102-40	List of stakeholder groups	Our Sustainability Journey	Yes
102-41	Collective bargaining agreements	People Management	Yes
102-42	Identifying and selecting stakeholders	Our Sustainability Journey	Yes
102-43	Approach to stakeholder engagement	Our Sustainability Journey	Yes
102-44	Key topics and concerns raised	Our Sustainability Journey	Yes

Disclosure	Description	Report Section for Cross Reference	Reported
GRI 102: Reporting Practice			
102-45	Entities included in the consolidated financial statements	About the Report	Yes
102-46	Defining report content and topic Boundaries	Our Sustainability Journey	Yes
102-47	List of material topics	Our Sustainability Journey	Yes
102-48	Restatements of information		Not applicable
102-49	Changes in reporting		Not applicable
102-50	Reporting period	About the Report	Yes
102-51	Date of most recent report		Not applicable
102-52	Reporting cycle	About the Report	Yes
102-53	Contact point for questions regarding the report	Feedback	Yes
102-54	Claims of reporting in accordance with the GRI Standards	About the Report	Yes
102-55	GRI content index	Assurance	Yes
102-56	External assurance	Assurance	Yes
GRI 103: Management Approach Disclosure			
GRI 103	Management approach disclosure		Yes
Topic Specific Disclosures			
GRI 201: Economic Performance			
201-1	Direct economic value generated and distributed	Economic Performance	Yes
201-3	Defined benefit plan obligations and other retirement plans	People Management	Yes
201-4	Financial assistance received from government	Economic Performance	Yes
GRI 301: Materials			
301-1	Materials used by weight or volume	Resource Efficiency	Yes
301-2	Recycled input materials used	Resource Efficiency	Yes
GRI 302: Energy			
302-1	Energy consumption within the organization	Energy Management	Yes
302-3	Energy intensity	Energy Management	Yes
302-4	Reduction of energy consumption	Energy Management	Yes

Disclosure	Description	Report Section for Cross Reference	Reported
GRI 303: Water (2018)			
303-1	Interactions with water as a shared resource	Sustainable Water and Waste management	Yes
303-2	Management of water discharge-related impacts	Sustainable Water and Waste management	Yes
303-3	Water withdrawal	Sustainable Water and Waste management	Yes
303-4	Water discharge	Sustainable Water and Waste management	Yes
303-5	Water consumption	Sustainable Water and Waste management	Yes
GRI 304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	yes
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity	Yes
304-3	Habitats protected or restored	Biodiversity	Yes
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity	Yes
GRI 305: Emissions			
305-1	Direct (Scope 1) GHG emissions	Emissions management	Yes
305-2	Energy indirect (Scope 2) GHG emissions	Emissions management	Yes
305-4	GHG emissions intensity	Emissions management	Yes
305-5	Reduction of GHG emissions	Energy Management	Yes
305-6	Emissions of ozone-depleting substances (ODS)	Emissions management	Yes
305-7	Nitrogen oxides (NOx), Sulphur oxides (SO2), and other significant air emissions	Emissions management	Yes
GRI 306: Effluents and Waste			
306-1	Water discharge by quality and destination	Sustainable Water and Waste management	Yes
306-2	Waste by type and disposal method	Sustainable Water and Waste management	Yes

Disclosure	Description	Report Section for Cross Reference	Reported
GRI 306: Effluents and Waste			
306-3	Significant spills	Sustainable Water and Waste management	Yes
306-4	Transport of hazardous waste	Sustainable Water and Waste management	Yes
306-5	Water bodies affected by water discharges and/or runoff	Sustainable Water and Waste management	Yes
GRI 307: Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	Compliance	Yes
GRI 401: Employment			
401-1	New employee hires and employee turnover	People Management	Yes
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People Management	Yes
401-3	Parental leave	People Management	Yes
GRI 402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	People Management	Yes
GRI 403: Occupational Health and Safety			
403-1	Workers representation in formal joint management-worker health and safety committees	Health and Safety	Yes
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health and Safety	Yes
GRI 404: Training and Education			
404-1	Average hours of training per year per employee	Employee Management and Training	Yes
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Management and Training	Yes
GRI 405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Employee Management and Training	Yes
405-2	Ratio of basic salary and remuneration of women to men	Employee Management and Training	Yes

Disclosure	Description	Report Section for Cross Reference	Reported
GRI 406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	Employee Management and Training	Yes
GRI 407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employee Management and Training	Yes
GRI 408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents	Responsible Supply Chain	Yes
GRI 409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Supply Chain	Yes
GRI 411: Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples	Employee Management and Training	Yes
GRI 412: Human Rights Assessment			
412-2	Employee training on human rights policies or procedures	Employee Management and Training	Yes
GRI 416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	Customer Health and Safety	Yes
416-2	Assessment of the health and safety impacts of product and service categories	Ethics, Governance and Compliance	Yes
GRI 417: Marketing and Labelling			
417-1	Requirements for product and service information and labeling	Customer Health and Safety	Yes
417-2	Incidents of non-compliance concerning product and service information and labeling	Ethics, Governance and Compliance	Yes
417-3	Incidents of non-compliance concerning marketing communications	Ethics, Governance and Compliance	Yes
GRI 419: Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	Ethics, Governance and Compliance	Yes



6. FEEDBACK FORM

We value your feedback to help us grow and learn. You can provide us your constructive feedback and comments at info@orientcement.com or write to us at

Contact Person: **V V Srinivas Kumar**
Orient Cement Limited
 CIN: L26940OR2011PLC013933
 5-9-22/57/D, 2nd, 3rd & 4th Floor,
 G P Birla Centre, Adarsh Nagar,
 Hyderabad,
 Telangana - 500063
 Tel: +91 40 23688600
www.orientcement.com

Orient Cement Limited
CIN : L26940OR2011PLC013933
Birla Tower, 3rd Floor,
25, Barakhamba Road,
New Delhi - 110 001
Tel.: 011-42092100/42092190
www.orientcement.com

