



# Business Responsibility & Sustainability Report

## Annexure I

### SECTION A: GENERAL DISCLOSURES

#### I Details of the listed entity

|     |  |  |
|-----|--|--|
| 1   | Corporate Identification Number (CIN) of the Listed Entity   | : L26942GJ1981PLC004717  |
| 2   | Name of the Listed Entity  | : Ambuja Cements Limited   |
| 3   | Year of incorporation  | : 1981   |
| 4   | Registered office address  | : Adani Corporate House, Shantigram, Near Vaishno Devi Circle, S.G. Highway, Ahmedabad – 382421  |
| 5   | Corporate address  | : Adani Corporate House, Shantigram, Near Vaishno Devi Circle, S.G. Highway, Ahmedabad – 382421  |
| 6   | E-mail   | : <a href="mailto:secretarial@adani.com">secretarial@adani.com</a>   |
| 7   | Telephone  | : +917926565555  |
| 8   | Website  | : <a href="https://www.ambujacement.com/">https://www.ambujacement.com/</a>  |
| 9   | Financial year for which reporting is being done   | : April 2023 to March 2024   |
| 10  | Name of the Stock Exchange(s) where shares are listed  | : BSE<br>NSE<br>Luxembourg (GDR)   |
| 11  | Paid-up Capital  | : ₹ 439.53 crore   |
| 12  | Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report   | : Name: Neeru Bansal<br>Address: Adani Corporate House, Shantigram, Near Vaishno Devi Circle, S.G. Highway, Ahmedabad – 382421<br>Contact: + 91 9825386934<br>Email ID: <a href="mailto:neeru.bansal@adani.com">neeru.bansal@adani.com</a> |
| 13  | Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | : Disclosures made in this report are on a consolidated basis for all Integrated Units and Grinding units, mines and bulk cement terminals. Details of subsidiary companies and joint ventures are not included here.                      |
| 14. | Name of assurance provider   | Intertek India Pvt. Ltd.   |
| 15. | Type of assurance obtained   | Reasonable assurance for BRSR Core and Limited Assurance for other parameters  |

#### II. Products/services

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

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------|----------------------------------|-----------------------------|
| 1.     | Manufacturing                | Cement, Clinker                  | 100%                        |

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

| S. No. | Product/Service            | NIC Code | % of total Turnover contributed |
|--------|----------------------------|----------|---------------------------------|
| 1      | Cement and Cement Products | 23941    | 100%                            |

#### III. Operations

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

| Location      | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National      | 14               | 53                | 67    |
| International | 0                | 0                 | 0     |

19. Markets served by the entity:

a. Number of locations

| Locations                        | Number                              |
|----------------------------------|-------------------------------------|
| National (No. of States)         | 25 states and 510+ districts (~72%) |
| International (No. of Countries) | NIL                                 |

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

Nil. We are not doing export of our products.

c. A brief on types of customers

Individual Home Builders, Developers, Infrastructure projects, Masons and Contractors, and Professionals, etc.

#### IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

| S. No.    | Particulars              | Total (A) | Male    |           | Female  |           |
|-----------|--------------------------|-----------|---------|-----------|---------|-----------|
|           |                          |           | No. (B) | % (B / A) | No. (C) | % (C / A) |
| EMPLOYEES |                          |           |         |           |         |           |
| 1.        | Permanent (D)            | 2,544     | 2,458   | 96.62%    | 86      | 3.38%     |
| 2.        | Other than Permanent (E) | 753       | 751     | 99.73%    | 2       | 0.27%     |
| 3.        | Total employees (D + E)  | 3,297     | 3,209   | 97.33%    | 88      | 2.67%     |
| WORKERS   |                          |           |         |           |         |           |
| 4.        | Permanent (F)            | 1,004     | 1,000   | 99.60%    | 4       | 0.40%     |
| 5.        | Other than Permanent (G) | 29        | 29      | 100%      | 0       | 0%        |
| 6.        | Total workers (F + G)    | 1,033     | 1,029   | 99.61%    | 4       | 0.39%     |



b. Differently abled Employees and workers:

| S. No                       | Particulars                               | Total (A) | Male    |           | Female  |           |
|-----------------------------|---|-----------|---------|-----------|---------|-----------|
|                             |   |           | No. (B) | % (B / A) | No. (C) | % (C / A) |
| DIFFERENTLY ABLED EMPLOYEES |   |           |         |           |         |           |
| 1.                          | Permanent (D)                             | 8         | 8       | 100%      | 0       | 0%        |
| 2.                          | Other than Permanent (E)                  | 0         | 0       | 0%        | 0       | 0%        |
| 3.                          | Total differently abled employees (D + E) | 8         | 8       | 100%      | 0       | 0%        |
| DIFFERENTLY ABLED WORKERS   |   |           |         |           |         |           |
| 4.                          | Permanent (F)                             | 9         | 9       | 100%      | 0       | 0%        |
| 5.                          | Other than permanent (G)                  | 0         | 0       | 0%        | 0       | 0%        |
| 6.                          | Total differently abled workers (F + G)   | 9         | 9       | 100%      | 0       | 0%        |

21. Participation/Inclusion/Representation of women

|                          | Total (A) | No. and percentage of Females |           |
|--------------------------|-----------|-------------------------------|-----------|
|                          |           | No. (B)                       | % (B / A) |
| Board of Directors       | 8         | 1                             | 12.5%     |
| Key Management Personnel | 3         | 0                             | 0%        |

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

|                     | FY 2023-24<br>(Turnover rate in current FY) |        |        | 2022-23*<br>(Turnover rate in Jan'22 to Mar'23) |        |        | 2021**<br>(Turnover rate in previous Year) |        |        |
|---------------------|---|--------|--------|---|--------|--------|--|--------|--------|
|                     | Male  | Female | Total  | Male  | Female | Total  | Male                                       | Female | Total  |
| Permanent Employees | 25.99%                                      | 37.78% | 26.38% | 20.55%  | 50.76% | 21.59% | 14.36%                                     | 13.64% | 14.34% |
| Permanent Workers   | 27.89%                                      | 22.22% | 27.87% | 5.71%   | 0.00%  | 5.69%  | 3.04%                                      | 0.00%  | 3.03%  |

• The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

\*\* Data disclosed is for Jan 2021 to Dec 2021

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

| S. No. | Name of the holding / subsidiary / associate companies / joint ventures (A)         | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|---|--|-----------------------------------|--|
| 1.     | M.G.T Cements Private Limited   | Subsidiary   | 100%                              | No   |
| 2.     | Chemical Limes Mundwa Private Limited   | Subsidiary   | 100%                              | No   |
| 3.     | Ambuja Concrete North Private Limited   | Subsidiary   | 100%                              | No   |
| 4.     | Ambuja Concrete West Private Limited  | Subsidiary   | 100%                              | No   |
| 5.     | Lotis IFSC Private Limited  | Subsidiary   | 100%                              | No   |
| 6.     | Ambuja Shipping Services Limited  | Subsidiary   | 100%                              | No   |
| 7.     | Foxworth Resources and Minerals Limited (Earlier known as Ambuja Resources Limited) | Subsidiary   | 100%                              | No   |
| 8.     | Sanghi Industries Limited   | Subsidiary   | 60.44%                            | Yes  |
| 9.     | ACC Limited   | Subsidiary   | 50.05%                            | Yes  |
| 10.    | One India BSC Private Limited   | Subsidiary   | 50%                               | No   |
| 11.    | Counto Microfine Products Private Limited   | Joint Venture  | 50%                               | No   |
| 12.    | Wardha Valley Coalfield Private Limited   | Joint Operation  | 27.27%                            | No   |

VI. CSR Details

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

(ii) Turnover (in ₹) : 17,919 crore

(iii) Net worth (in ₹) : 37,007 crore

VII. Transparency and Disclosures Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2023-2024<br>(Current Financial Year)   |  |         | FY Jan 2022 to Mar 2023*<br>(Previous Financial Year) |  |         |
|---|--|--|--|---------|---|--|---------|
|   |  | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year            | Number of complaints pending resolution at close of the year | Remarks |
| Communities                                       | Yes  | 0  | 0  |         | 0   | 0  |         |
| Investors (other than shareholders)               | Yes  | 0  | 0  |         | 0   | 0  |         |
| Shareholders                                      | Yes  | 66   | 0  |         | 70  | 0  |         |



| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY 2023-2024<br>(Current Financial Year)   |  |  | FY Jan 2022 to Mar 2023*<br>(Previous Financial Year) |  |                      |
|---|--|--|--|--|---|--|----------------------|
|   |  | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks  | Number of complaints filed during the year            | Number of complaints pending resolution at close of the year | Remarks              |
| Employees and workers                             | Yes  | 7  | 1  | Practicing Open door policy. Grievance are heard by HR Head, Plant Head and at CMO level | 2   | 0  |                      |
| Customers   | Yes  | 5  | 2  |  | 4   | 0  |                      |
| Value Chain Partners                              | Yes  | 1  | 1  |  | 0   | 0  |                      |
| Other (any stakeholder)                           | Yes  | 12   | 3  |  | 14  | 0  | Anonymous complaints |

• The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

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

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

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|--|---|--|
| 1      | Water management          | Risk and Opportunity                       | <b>Risk-</b> Water being a shared resource, it is essential for business to use it in a responsible way. These risks comprise conflicts with local communities and stakeholders over water rights and usage, potential water scarcity or quality issues due to over-extraction or pollution, and regulatory constraints on water abstraction permits or discharge standards. | We have been investing in rainwater harvesting initiatives, restoring village ponds, construction of check dams, water conservation at closed mines and groundwater recharge for a long time to mitigate the risk of lack of water. As a result, the company is now water positive. | Negative / Positive  |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity  | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|---|---|--|
|        |                           |  | <b>Opportunity-</b> By demonstrating commitment to conserving water resources, we can build stronger relationships with local communities and government. This will help us in securing and maintaining social license to operate, especially in water-stressed regions. In future, the company may qualify for government incentives aimed at promoting water conservation and sustainability initiatives.                             |   |  |
| 2      | Air quality               | Risk                                       | Exposure to dust, SOx, NOx and other pollutants from cement plants can lead to respiratory issues among employees and nearby communities. This may lead to increased costs associated with healthcare for affected employees, and insurance premiums. The company may also face opposition, protests and even legal restrictions on its operations.   | We focus on improving air emissions and the surrounding environment. We monitor the plants' stack emissions through the Continuous Emission Monitoring System. We work on upgradation of electrostatic precipitations and replacement of damaged bags to control dust emissions. We take primary and secondary measures to control NOx emissions. | Negative   |
| 3      | Circular Economy          | Opportunity                                | Circular economy offers great opportunity to lower the use of natural resources and fossil fuels in cement production and reduces carbon emissions.   | -   | Positive   |
| 4      | Climate and Energy        | Risk and Opportunity                       | <b>Risk-</b> Climate change poses multiple physical risks like flooding, temperature rise, water stress etc. Emerging and potential regulations may introduce or escalate regulatory risks. These extreme weather events can cause infrastructure damage, may hinder the supply chain network affecting timely delivery of raw materials and finished products. It may also cause power outages and affect the manufacturing processes. | The Company has approximately 90% of products in its portfolio which are blended products with lower carbon footprint.<br><br>Further, we are investing more and more in renewal energy and green energy from WHRS. In addition, we have set ambitious targets for Thermal Substitution Rates (TSR) by using alternate fuels.                     | Negative/ Positive   |



| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity  | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|---|---|--|
|        |                           |  | <b>Opportunity-</b> Energy cost is a major cost in cement manufacturing. We continuously strive to reduce our specific thermal energy consumption and specific electrical energy consumption to optimise our energy costs. In addition, it is directly related to carbon emissions and by optimising energy consumption, we can lower our carbon emissions.   |   |  |
| 5      | Biodiversity              | Risk and Opportunity                       | <p><b>Risk-</b> Land disturbance and habitat fragmentation from operational activities can lead to biodiversity degradation.</p> <p><b>Opportunity-</b> Restored ecosystems can provide long-term environmental benefits, including enhanced ecosystem services such as water filtration, carbon sequestration, and soil preservation. These benefits not only contribute to global environmental goals but also can have positive economic implications for the company and local communities in the long run.</p> | We adhere to Indian national regulations and are a signatory to the India Business and Biodiversity Initiative (IBBI) of the Confederation of Indian Industry (CII), and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). We assess the impacts on biodiversity and ecosystem services through set KPIs. This helps in conservation of ecosystem. | Negative/ Positive   |
| 6      | Sustainable Construction  | Opportunity                                | Intervention of sustainable practices and technologies such as substitute cementitious materials, CO <sub>2</sub> capture in the built environment, and efficient concrete use help drive down carbon emissions from cement production and hence help to reduce the carbon footprint.   | -   | Positive   |

| S. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity  | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--|---|---|--|
| 7      | Human Capital Development | Opportunity                                | Through continuous learning and development and strengthened employee relations, we can mitigate succession planning risks, address skills gaps and ensure continuity of leadership and expertise. It will also help in being competitive in the marketplace and stay ahead of trends. Human Capital development will also contribute to an overall learning culture in the organisation.   | -   | Positive   |
| 8      | Diversity and Inclusion   | Opportunity                                | Employee diversity leads to increased creativity and innovation, improved communication and teamwork, and a greater understanding and appreciation of different cultures. Additionally, a diverse workforce can help to attract and retain top talent and can provide a competitive advantage for organisations.  | -   | Positive   |
| 9      | Human Rights              | Risk and Opportunity                       | <p><b>Risk-</b> Concerns related to child/forced labour, discrimination or any other human rights-related aspects within the workforce and value chain may lead to statutory violations which may negatively impact the brand image.</p> <p><b>Opportunity-</b> Alignment with the human rights principles and procedures safeguard the employees and value chain partners and ensure zero incidents of non-compliance with regards to International and National Human Rights Standards and Regulations.</p> | We are committed to respecting and promoting human rights across the value chain by inculcating a human rights policy. The policy is in line with The Universal Declaration of Human Rights, Social Accountability 8000 (SA8000) Standard and International Treaties & Conventions related to Human Rights. | Negative/ Positive   |



| S. No. | Material issue identified      | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--------------------------------|--|--|---|--|
| 10     | Occupational Health and Safety | Risk and Opportunity                       | <p><b>Risk-</b> Failure to protect workers from occupational hazards can result in legal action, fines, and compensation claims against the company. These risks can lead to significant financial liabilities and damage the company's reputation. Also, potential employees may hesitate from joining the company, and current employees may leave if they perceive their health and safety are not adequately protected, leading to challenges in attracting and retaining a skilled workforce.</p> <p><b>Opportunity-</b> By prioritising the well-being of all employees and workers, the company can enhance its employer brand, making it a more attractive place to work. Employees are more likely to join and stay with a company that prioritises their well-being, leading to lower turnover rates and higher employee satisfaction.</p> | We have developed safety initiatives including competency development, training, audits, inspections, surveys, We Care initiatives, Critical Control Management to prevent unwanted events, and especial cross-functional teams to drive process safety. Also, we conduct safety audits across our manufacturing sites to ensure that the actions are timely closed and implemented | Negative/<br>Positive  |
| 11     | Community Relations            | Opportunity                                | Uplifting livelihood opportunities improves community relations which is essential for the social license to operate. Also, a healthy community will ensure availability of strong local labour force, if required at any given point of time.   | -   | Positive   |

| S. No. | Material issue identified                | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate   | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--|--|--|--|--|
| 12     | Customer Relationship Management         | Opportunity                                | CRM empowers to build a positive customer experience based on relevant, real-time information and customer needs that matters to the business. It would enable data driven decision making, improved customer experience and hence drive growth in business by increasing loyalty and enhancing relations.   | -  | Positive   |
| 13     | Corporate Governance and business ethics | Opportunity                                | Effective governance mechanism in the organisation gives an opportunity of building greater trust among the stakeholders and creates long-term value for them.   | -  | Positive   |
| 14     | Risk Management                          | Opportunity                                | Enhanced Risk awareness and in-place emergency preparedness plans help to better foresee risks that may emerge due to climate change, regulations, and geopolitical developments. This helps to stay one step ahead and ensure business continuity and regulatory resilience.  | -  | Positive   |
| 15     | Sustainable Supply Chain                 | Risk & Opportunity                         | <p><b>Risk-</b> Improper usage of resources, human rights violations, non-compliance with Supplier Code of Conduct, zero adoption of sustainable practices by suppliers can adversely impact the environment, social well-being, value chain and brand image. Additionally, it might also lead to cases of regulatory non-compliances and fines.</p> <p><b>Opportunity-</b> The company can leverage suppliers near operations to reduce costs, for greater control, quicker response and helps in cutting down significant emissions related to transportation.</p> | Supply chain and sourcing process has a direct impact on the environment and communities such as emissions, circular economy, water usage, biodiversity, material usage and human rights. We have taken measures to ensure an optimum supply chain with competent suppliers. | Negative/<br>Positive  |



| S. No. | Material issue identified               | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity   | In case of risk, approach to adapt or mitigate  | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---|--|--|---|--|
| 16     | Information technology and data privacy | Risk & Opportunity                         | <b>Risk-</b> Instances of information security breaches could lead to loss of sensitive data of customers including personal information. It could also lead to increased media scrutiny resulting in a loss of stakeholder trust, company reputation and regulatory fines or penalties.<br><b>Opportunity-</b> In the ever-evolving landscape of digitalisation and innovation, monitoring and analysis of data in real time would lead to quicker identification and resolution of issues. As a result, this will ensure management of systems and processes more effectively. | With increased digitisation, and heavy dependence on technology systems, it has become critical for us to ensure implementation of SOPs and policies, conduction periodic internal and external (third-party) audits and tests to check the resilience of the IT infrastructure from hackers, cyber-attacks, malware etc. | Positive and Negative  |

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

| Disclosure Questions  | P 1  | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| <b>Policy and management processes</b>  |  |     |     |     |     |     |     |     |     |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)  | Y  | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   |
| b. Has the policy been approved by the Board? (Yes/No)  | Y  | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   |
| c. Web Link of the Policies, if available   | <a href="https://www.ambujacement.com/investors/">https://www.ambujacement.com/investors/</a>  |     |     |     |     |     |     |     |     |
| 2. Whether the entity has translated the policy into procedures. (Yes / No)   | Y  | Y   | Y   | Y   | Y   | Y   | Y   | Y   | Y   |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No)   | Value chain partners are expected to comply the applicable policies of the Company while executing any work at ACL Company sites   |     |     |     |     |     |     |     |     |
| 4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | <ul style="list-style-type: none"><li>ISO 9001:2015</li><li>ISO 14001:2015</li><li>ISO 50001:2018</li><li>ISO 45001:2018</li><li>GCCA 2050</li><li>SBTi</li><li>WEF's 1t.org</li></ul> |     |     |     |     |     |     |     |     |

| Disclosure Questions                 |  | P 1  | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
|--------------------------------------|--|--|-----|-----|-----|-----|-----|-----|-----|-----|-----------|---------------------------|---------------|---|------------------|---|-------------------|--------------------|-------------------|------------------------------|-----------------|--------------|
| 5.                                   | Specific commitments, goals and targets set by the entity with defined timelines, if any.  | <div>We have commitments, goals and targets set for 2030</div> <table><tr><th>Parameter</th><th>Target Year 2030</th></tr><tr><td>CO2 emissions</td><td>Scope 1: 488 kg /ton of Cementitious materials (including CPP)<br/>Scope 2: 14 kg /ton of Cementitious materials</td></tr><tr><td>Circular Economy</td><td>Consume 21 million tonnes per year of waste derived resources</td></tr><tr><td>Water consumption</td><td>10x Water Positive</td></tr><tr><td>CSR Beneficiaries</td><td>3.5 million beneficiaries</td></tr><tr><td>Tree plantation</td><td>2.42 million</td></tr></table>  |     |     |     |     |     |     |     |     | Parameter | Target Year 2030          | CO2 emissions | Scope 1: 488 kg /ton of Cementitious materials (including CPP)<br>Scope 2: 14 kg /ton of Cementitious materials | Circular Economy | Consume 21 million tonnes per year of waste derived resources | Water consumption | 10x Water Positive | CSR Beneficiaries | 3.5 million beneficiaries    | Tree plantation | 2.42 million |
| Parameter                            | Target Year 2030   |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| CO2 emissions                        | Scope 1: 488 kg /ton of Cementitious materials (including CPP)<br>Scope 2: 14 kg /ton of Cementitious materials  |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| Circular Economy                     | Consume 21 million tonnes per year of waste derived resources  |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| Water consumption                    | 10x Water Positive   |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| CSR Beneficiaries                    | 3.5 million beneficiaries  |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| Tree plantation                      | 2.42 million   |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| 6.                                   | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.   | <table><tr><th>Parameter</th><th>Performance in FY 2023-24</th></tr><tr><td>CO2 emissions</td><td>Scope 1: 559 kg /ton of Cementitious materials (including CPP)<br/>Scope 2: 22 kg /ton of Cementitious materials</td></tr><tr><td>Circular Economy</td><td>Consumed 8.6 million tonnes of waste derived resources</td></tr><tr><td>Water consumption</td><td>11x Water Positive</td></tr><tr><td>CSR Beneficiaries</td><td>3.27 million till FY 2023-24</td></tr><tr><td>Tree plantation</td><td>1,05,850</td></tr></table>  |     |     |     |     |     |     |     |     | Parameter | Performance in FY 2023-24 | CO2 emissions | Scope 1: 559 kg /ton of Cementitious materials (including CPP)<br>Scope 2: 22 kg /ton of Cementitious materials | Circular Economy | Consumed 8.6 million tonnes of waste derived resources        | Water consumption | 11x Water Positive | CSR Beneficiaries | 3.27 million till FY 2023-24 | Tree plantation | 1,05,850     |
| Parameter                            | Performance in FY 2023-24  |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| CO2 emissions                        | Scope 1: 559 kg /ton of Cementitious materials (including CPP)<br>Scope 2: 22 kg /ton of Cementitious materials  |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| Circular Economy                     | Consumed 8.6 million tonnes of waste derived resources   |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| Water consumption                    | 11x Water Positive   |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| CSR Beneficiaries                    | 3.27 million till FY 2023-24   |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| Tree plantation                      | 1,05,850   |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| Governance, leadership and oversight |  |  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| 7.                                   | Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the same) | CEO and Whole Time Director Statement:<br>Progress now implies more than just success; it also entails securing a brighter future. Our Cement Business is committed to sustainability, innovation, and social responsibility. Our resolute mission is to minimise our ecological footprint and make a positive impact on the environment. We are reducing our carbon footprint and fostering a low-carbon future. Beyond environmental care, we invest in community well-being and social inclusion, empowering them to thrive. Aligned with the Group, we are shaping a better, sustainable tomorrow, integrating social and environmental factors into our operations and decisions. Our blueprint drives efficiency, decarbonisation, and industry redefinition. We are committed to upholding the ESG principles and are pleased with the progress we have achieved towards a sustainable and socially responsible future. |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |
| 8.                                   | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).   | CEO and Whole Time Director  |     |     |     |     |     |     |     |     |           |                           |               |   |                  |   |                   |                    |                   |                              |                 |              |

| Disclosure Questions  | P 1  | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. |  |     |     |     |     |     |     |     |     |
|   | Yes. Corporate Responsibility Committee (CRC) of the Board, consisting of Independent Directors is responsible for overseeing sustainability related performance and issues. The committee meets every quarter, overseas the performance on KPIs defined for sustainability and guides the business to improve it. |     |     |     |     |     |     |     |     |

10. Details of Review of NGRBCs by the Company:

| Subject for Review  | Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee  |     |     |     |     |     |     |     |     | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)  |     |     |     |     |     |     |     |     |
|---|---|-----|-----|-----|-----|-----|-----|-----|-----|---|-----|-----|-----|-----|-----|-----|-----|-----|
|   | P 1   | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | P 1   | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
| Performance against above policies and follow up action   | Committees of the Board which in turn update the Board  |     |     |     |     |     |     |     |     | Quarterly and then annually at a consolidated level   |     |     |     |     |     |     |     |     |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances  | The Company is Compliant with relevant principles, applicable rules and regulations. Compliance to the regulatory requirement are reviewed on regular basis and as per the requirement. |     |     |     |     |     |     |     |     |   |     |     |     |     |     |     |     |     |
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | P 1   | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 | Yes. Internal Controls and Processes are put in place and its assessment and monitoring is being done by an external agency - Grant Thornton. |     |     |     |     |     |     |     |     |

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

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



SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

| Essential Indicators  |  |  |  |
|---|--|--|--|
| 1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year: |  |  |  |
| Segment   | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact                          | %age of persons in respective category covered by the awareness programmes |
| Board of Directors  | 8  | Capital Market Programme   | 25   |
|   |  | Airport Business   | 25   |
|   |  | ESG Programme  | 12.5   |
|   |  | ESG Global Trends Programme  | 12.5   |
|   |  | Awareness about Manufacturing Process, CSR Activities, Jetty visit for Cement Business | 62.5   |
|   |  | Capital Profile Programme  | 25   |
|   |  | Green Hydrogen Programme   | 25   |
|   |  | Data Centre Business   | 25   |
| Key Managerial Personnel  | 8  | Capital Market Programme   | 33.33  |
|   |  | Airport Business   | 33.33  |
|   |  | ESG Programme  | 33.33  |
|   |  | ESG Global Trends Programme  | 33.33  |
|   |  | Awareness about Manufacturing Process, CSR Activities, Jetty visit for Cement Business | 66.66  |
|   |  | Capital Profile Programme  | 33.33  |
|   |  | Green Hydrogen Programme   | 33.33  |
| Employees other than BoD and KMPs   | 1,763  | Data Centre Business   | 33.33  |
|   |  |  | 100%   |
| Workers   | -  | -  | -  |



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

| Monetary        |   |                   |  |  |   |
|-----------------|---|-------------------|--|--|---|
| NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (In ₹)     | Brief of the Case                      | Has an appeal been preferred? (Yes/No) |   |
| Penalty/ Fine   | 0   | 0                 | 0                                      | 0                                      | 0 |
| Settlement      | 0   | 0                 | 0                                      | 0                                      | 0 |
| Settlement      | 0   | 0                 | 0                                      | 0                                      | 0 |
| Compounding fee | 0   | 0                 | 0                                      | 0                                      | 0 |
| Non-Monetary    |   |                   |  |  |   |
| NGRBC Principle | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been preferred? (Yes/No) |  |   |
| Imprisonment    | 0   | 0                 | 0                                      | 0                                      | 0 |
| Punishment      | 0   | 0                 | 0                                      | 0                                      | 0 |

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

| Case Details   | Name of the regulatory/ enforcement agencies/ judicial institutions |
|--|---|
| Delayed appointment of Company Secretary and Compliance Officer under Regulation 6(1) of the SEBI Listing Regulations. | Not Applicable  |

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

Yes.

<https://www.ambujacement.com/Upload/PDF/5.-Ambuja-Anti-Corruption-and-Anti-Bribery-Policy-2023-06-06.pdf>

We strictly adhere to ethical business practices and comply with all applicable laws and regulations related to anti-corruption and anti-bribery. Our Anti-corruption and Anti-bribery policy govern our employees' behaviour and prohibits any form of bribery, corruption, and unethical practices. We prioritise accountability and transparency in all our operations and take strict action against any non-compliance cases related to corruption, bribery, and anti-competitive behaviour.

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

|           | FY 2023-24<br>(Current Financial Year) | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |
|-----------|--|--|
| Directors | 0                                      | 0  |
| KMPs      | 0                                      | 0  |
| Employees | 0                                      | 0  |
| Workers   | 0                                      | 0  |

\* The company had changed its final year end from December to March FY 23. Therefore, the figure for FY 23 is for 15 months.

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

|  | FY 2023-24<br>(Current Financial Year) |         | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |         |
|--|--|---------|--|---------|
|  | Number                                 | Remarks | Number   | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | 0                                      | NA      | 0  | NA      |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | 0                                      | NA      | 0  | NA      |

\* The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

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

Not Applicable

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

|                                    | Apr2023-Mar24<br>(Current Financial Year) | Jan 2022-Mar23<br>(Previous Financial Year) |
|------------------------------------|---|---|
| Number of days of accounts payable | 36  | 43  |





9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

| Parameter                     | Metrics  | FY 2023-24<br>(Current<br>Financial Year) | FY 2022-23<br>(Previous<br>Financial Year) |
|-------------------------------|--|---|--|
| Concentration<br>of purchases | a. Purchases from trading houses as % of total purchases                               | NIL                                       | NIL  |
|                               | b. Number of trading houses where purchases are made                                   | NIL                                       | NIL  |
|                               | c. Purchases from top 10 trading houses as % of total purchases from trading houses    | NIL                                       | NIL  |
| Concentration<br>of Sales     | a. Sales to dealers/distributors as % of total sales                                   | 72%                                       | 77%  |
|                               | b. Number of dealers/distributors to whom sales are made                               | 11,514                                    | 11,263                                     |
|                               | c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors    | 4%  | 4%   |
| Share of RPTs<br>in           | a. Purchases (Purchases with related parties/total purchases)                          | 96%                                       | 95%  |
|                               | b. Sales (Sales to related parties/Total Sales)  | 15%                                       | 11%  |
|                               | c. Loans & advances (Loans & Advances given to related parties/Total loans & advances) | 100%                                      | 29%  |
|                               | d. Investments (Investments in related parties/Total Investments made)                 | 100%                                      | 100%                                       |

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

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

|       | Current<br>Financial Year | Previous<br>Financial Year | Details of improvements in environmental and social impacts  |
|-------|---------------------------|----------------------------|--|
| R&D   | NIL                       | NIL                        | Further Reduction of clinker factor by 1 to 2% in existing products of PPC/ PSC /PCC by optimising product mix   |
| Capex | 6.62 crore                | NIL                        | Development of calcined clay limestone based cement with 50% clinker to significantly reduce carbon foot print as compared to Ordinary Portland cement |

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
- Yes
- b. If yes, what percentage of inputs were sourced sustainably?
- Yes
- The company has a well-defined Supplier Code of Conduct, which helps the Company to integrate ESG parameter in its procurement.
  - We have procedures in place for sustainable sourcing in terms of new supplier registration and Group General Terms Conditions is part of all the major procurements
  - As part of sustainable sourcing, more than 90% of input material is sourced locally i.e. within India.
  - A large quantum of input material is recycled waste material consisting of industrial, municipal and agriculture waste.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste

- We do not reclaim our products. The Company follows circular economy principles in the manufacturing and end use stage of the product lifecycle.
- The plastic used for packaging as well as generated otherwise is co-processed in cement kiln. A very small quantity of this waste is disposed through registered recyclers. The Company is plastic negative.
- Cement manufacturing process does not produce any E-waste. However, E-waste is produced from office operations. All of e-waste generated is sold to registered recyclers.
- Major quantity of hazardous waste generated during the process is co-processed in kiln within plant as per the permission from State Pollution Control Board. Remaining hazardous waste is sent to common incinerator authorised by State Pollution Control Board.
- In addition, the Company has its waste management arm 'Geoclean' which collect and disposes the waste from other industries as alternate fuels and raw materials.

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

Yes. Extended Producer Responsibility is applicable to the Company and the Company has registered on government EPR portal as Brand Owner. The Company collects the Waste through its waste management arm 'Geoclean' and co-processes it in cement kilns.

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

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

| Category                       | Total<br>(A) | % of employees covered by |              |                    |           |                    |           |                    |              |   |              |
|--------------------------------|--------------|---------------------------|--------------|--------------------|-----------|--------------------|-----------|--------------------|--------------|---|--------------|
|                                |              | Health insurance          |              | Accident insurance |           | Maternity benefits |           | Paternity Benefits |              | Day Care facilities   |              |
|                                |              | Number<br>(B)             | %<br>(B / A) | Number<br>(C)      | % (C / A) | Number<br>(D)      | % (D / A) | Number<br>(E)      | %<br>(E / A) | Number<br>(F)   | %<br>(F / A) |
| Permanent employees            |              |                           |              |                    |           |                    |           |                    |              |   |              |
| Male                           | 2,458        | 2,458                     | 100.00%      | 2,458              | 100.00%   | 0                  | 0.00%     | 2,458              | 100.00%      | Day care facilities are provided at all plant sites and offices of the company. |              |
| Female                         | 86           | 86                        | 100.00%      | 86                 | 100.00%   | 86                 | 100.00%   | 0                  | 0.00%        |   |              |
| Total                          | 2,544        | 2,544                     | 100.00%      | 2,544              | 100.00%   | 86                 | 3.38%     | 2,458              | 96.62%       |   |              |
| Other than Permanent employees |              |                           |              |                    |           |                    |           |                    |              |   |              |
| Male                           | 751          | 751                       | 100.00%      | 751                | 100.00%   | 0                  | 0.00%     | 751                | 100.00%      | Day care facilities are provided at all plant sites and offices of the company. |              |
| Female                         | 2            | 2                         | 100.00%      | 2                  | 100.00%   | 2                  | 100.00%   | 0                  | 0.00%        |   |              |
| Total                          | 753          | 753                       | 100.00%      | 753                | 100.00%   | 2                  | 0.27      | 751                | 99.73%       |   |              |

All employees and workers are covered under Health Insurance and Accident Insurance. Maternity and Paternity benefits are extended to all eligible employees and workers. Day care facilities are provided at all plant sites and offices.



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

| Category                     | Total<br>(A) | % of workers covered by |              |                    |              |                    |              |                    |              |   |              |
|------------------------------|--------------|-------------------------|--------------|--------------------|--------------|--------------------|--------------|--------------------|--------------|---|--------------|
|                              |              | Health insurance        |              | Accident insurance |              | Maternity benefits |              | Paternity Benefits |              | Day Care facilities   |              |
|                              |              | Number<br>(B)           | %<br>(B / A) | Number<br>(C)      | %<br>(C / A) | Number<br>(D)      | %<br>(D / A) | Number<br>(E)      | %<br>(E / A) | Number<br>(F)   | %<br>(F / A) |
| Permanent workers            |              |                         |              |                    |              |                    |              |                    |              |   |              |
| Male                         | 1,000        | 1,000                   | 100.00%      | 1,000              | 100.00%      | 0                  | 0.00%        | 1,000              | 100.00%      | Day care facilities are provided at all plant sites and offices of the company. |              |
| Female                       | 4            | 4                       | 100.00%      | 4                  | 100.00%      | 4                  | 100.00%      | 0                  | 0.00%        |   |              |
| Total                        | 1,004        | 1,004                   | 100.00%      | 1,004              | 100.00%      | 4                  | 0.40%        | 1,000              | 99.60%       |   |              |
|                              |              |                         |              |                    |              |                    |              |                    |              |   |              |
| Other than Permanent workers |              |                         |              |                    |              |                    |              |                    |              |   |              |
| Male                         | 29           | 29                      | 100.00%      | 29                 | 100.00%      | 0                  | 0.00%        | 29                 | 100.00%      | Day care facilities are provided at all plant sites and offices of the company. |              |
| Female                       | 0            | 0                       | 0.00%        | 0                  | 0.00%        | 0                  | 0.00%        | 0                  | 0.00%        |   |              |
| Total                        | 29           | 29                      | 100.00%      | 29                 | 100.00%      | 0                  | 0.00%        | 29                 | 100.00%      |   |              |
|                              |              |                         |              |                    |              |                    |              |                    |              |   |              |

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

|   | <b>FY 2023-24<br/>(Current Financial Year)</b> | <b>FY 2022-23<br/>(Previous Financial Year)</b> |
|---|--|---|
| Cost incurred on well-being measures as a % of total revenue of the company | 47.68 crore (0.27%)                            | 62.75 crore (0.31%)                             |

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

| Benefits                | FY 2023-24<br>(Current Financial Year)             |  |  | FY Jan 2022-Mar 2023*<br>(Previous Financial Year)  |  |  |
|-------------------------|--|--|--|---|--|--|
|                         | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees* | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF                      | 100%   | 100%   | Yes  | 100%  | 100%   | Yes  |
| Gratuity                | 100%   | 100%   | NA   | 100%  | 100%   | NA   |
| ESI*                    | 0.09%  | 2.81%  | NA   | 0.17%   | 3.06%  | NA   |
| Others – please specify | 0%   | 0%   | NA   | 0%  | 0%   | NA   |

\*\*\* In ESI, only those employees who are eligible under ESI are covered

\* The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard

Yes

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

Yes, The Company believes in equal Opportunity for all. The Company is committed to delivering value through equality and to nurture and promote diversity across its operations. We foster an inclusive work environment that encourages a supportive and professional culture, emphasising trust, empathy, and mutual respect. Our commitment to diversity, equality, and inclusion is reflected in the development of our policies.

Policy on 'Diversity, Equity and Inclusion' available on Company website: <https://www.ambujacement.com/Upload/PDF/Policy-on-Board-Diversity-Ambuja.pdf>

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

| Gender       | Permanent employees |                | Permanent workers   |                |
|--------------|---------------------|----------------|---------------------|----------------|
|              | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male         | 82.26%              | 76.47%         | 00.0%               | 00.0%          |
| Female       | 0.00%               | 28.57%         | 00.0%               | 00.0%          |
| <b>Total</b> | <b>78.46%</b>       | <b>62.50%</b>  | <b>00.0%</b>        | <b>00.0%</b>   |

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

|                                | <b>Yes/No (If Yes, then give details of the mechanism in brief)</b>   |
|--------------------------------|---|
| Permanent Workers              | Yes (Practicing Open door policy. Grievance are heard by HR Head, Plant Head and at Chief Manufacturing Officer (CMO) level |
| Other than Permanent Workers   |   |
| Permanent Employees            |   |
| Other than Permanent Employees |   |

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

| Category                         | FY 2023-24<br>(Current Financial Year)               |  |         | FY Jan 2022-Mar 2023*<br>(Previous Financial Year)   |  |         |
|----------------------------------|--|--|---------|--|--|---------|
|                                  | Total employees / workers in respective category (A) | No. of employees / workers in respective category, who are part of association(s) or Union (B) | % (B/A) | Total employees / workers in respective category (C) | No. of employees / workers in respective category, who are part of association(s) or Union (D) | % (D/C) |
| <b>Total Permanent Employees</b> | -  | -  | -       | -  | -  | -       |
| - Male                           | -  | -  | -       | -  | -  | -       |
| - Female                         | -  | -  | -       | -  | -  | -       |
| <b>Total Permanent Workers</b>   | 1,004  | 1,004  | 100%    | 1,329  | 1,329  | 100%    |
| - Male                           | 1,000  | 1,000  | 100%    | 1,324  | 1,324  | 100%    |
| - Female                         | 4  | 4  | 100%    | 5  | 5  | 100%    |

\* The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months. Association/Union are there at worker level and 100% of workers are members of it.



8. Details of training given to employees and workers:

| Category  | FY 2023-24<br>(Current Financial Year) |                                  |            |                         |            | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |                                  |            |                         |            |
|-----------|--|----------------------------------|------------|-------------------------|------------|--|----------------------------------|------------|-------------------------|------------|
|           | Total<br>(A)                           | On Health and<br>safety measures |            | On Skill<br>upgradation |            | Total<br>(D)                                       | On Health and<br>safety measures |            | On Skill<br>upgradation |            |
|           |  | No.<br>(B)                       | %<br>(B/A) | No.<br>(C)              | %<br>(C/A) |  | No.<br>(E)                       | %<br>(E/D) | No.<br>(F)              | %<br>(F/D) |
| Employees |  |                                  |            |                         |            |  |                                  |            |                         |            |
| Male      | 3,209                                  | 1,679                            | 52%        | 2,714                   | 85%        | 2,885  | 1,527                            | 53%        | 2,134                   | 73.97%     |
| Female    | 88                                     | 38                               | 43%        | 58                      | 66%        | 104  | 56                               | 54%        | 118                     | 113.46%    |
| Total     | 3,297                                  | 1,717                            | 52%        | 2,772                   | 84%        | 2,989  | 1,583                            | 53%        | 2,252                   | 75.34%     |
| Workers   |  |                                  |            |                         |            |  |                                  |            |                         |            |
| Male      | 1,029                                  | 33                               | 3%         | 6                       | 1%         | 1,367  | 499                              | 37%        | 24                      | 2%         |
| Female    | 4                                      | 4                                | 100%       | 1                       | 25%        | 5  | 0                                | 0%         | 0                       | 0%         |
| Total     | 1,033                                  | 37                               | 4%         | 7                       | 1%         | 1,372  | 499                              | 36%        | 24                      | 2%         |

\*The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

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

| Category         | FY 2023-24<br>(Current Financial Year) |              |             | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |              |             |
|------------------|--|--------------|-------------|--|--------------|-------------|
|                  | Total (A)                              | No. (B)      | % (B/A)     | Total (C)  | No. (D)      | % (D/C)     |
| <b>Employees</b> |  |              |             |  |              |             |
| Male             | 3,209                                  | 2,538        | 79%         | 2,885  | 2,885        | 100%        |
| Female           | 88                                     | 73           | 83%         | 104  | 104          | 100%        |
| <b>Total</b>     | <b>3,297</b>                           | <b>2,611</b> | <b>79%</b>  | <b>2,989</b>                                       | <b>2,989</b> | <b>100%</b> |
| <b>Workers</b>   |  |              |             |  |              |             |
| Male             | 1,029                                  | 1,029        | 100%        | 1,367  | 1,367        | 100%        |
| Female           | 4                                      | 4            | 100%        | 5  | 5            | 100%        |
| <b>Total</b>     | <b>1,033</b>                           | <b>1,033</b> | <b>100%</b> | <b>1,372</b>                                       | <b>1,372</b> | <b>100%</b> |

\*The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?  
  
Yes, we have Health and Safety Management standards defined for our processes. The standards are applicable to all our sites
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?  
  
We have well defined Hazard identification and risk assessment procedure. All the personnel at sites are trained to assess the risk before start of the activity.
- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)  
Yes
- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)  
Yes

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

| Safety Incident/Number   | Category  | FY 2023-24<br>(Current<br>Financial<br>Year) | FY Jan 2022-<br>Mar 2023*<br>(Previous<br>Financial<br>Year) |
|--|-----------|--|--|
|  |           |  |  |
| Lost Time Injury Frequency Rate (LTIFR)<br>(per one million-person hours worked) | Employees | 0.23   | 0.33   |
|  | Workers   | 0.42   | 0.62   |
| Total recordable work-related injuries   | Employees | 3  | 13   |
|  | Workers   | 21   | 38   |
| No. of fatalities  | Employees | 0  | 0  |
|  | Workers   | 2  | 0  |
| High consequence work-related injury or ill-health<br>(excluding fatalities)     | Employees | 0  | 0  |
|  | Workers   | 0  | 0  |

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

A well defined Health and Safety Management System is designed consisting of planning our strategic action plan for the year, reviewing the standards, procedures, processes etc. The plan is developed at the Corporate level and flows down to the manufacturing units and is tracked month on month basis for its effectiveness. A robust digital platform is established to enhance competency and capability building for both employees and workers. Various campaigns, events and initiatives to build the awareness and culture on ground are held. Other measures include Trainings, monitoring, effective process safety management controls at site, well established vehicle and traffic safety management system which are key pillars for driving our H&S System. With all these in place Senior Leadership engagement and involvement ensures a safe and healthy workplace

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

|                    | FY 2023-24<br>(Current Financial Year) |  |         | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |  |         |
|--------------------|--|--|---------|--|--|---------|
|                    | Filed<br>during the<br>year            | Pending<br>resolution<br>at the end<br>of year | Remarks | Filed<br>during the<br>year                        | Pending<br>resolution<br>at the end<br>of year | Remarks |
| Working Conditions | 0                                      | 0  | NA      | 0  | 0  | NA      |
| Health & Safety    | 0                                      | 0  | NA      | 0  | 0  | NA      |

\*The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

14. Assessments for the year:

|                             | % of your plants and offices that were assessed (by<br>entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 90% (Plants are certified for ISO 45001)   |
| Working Conditions          |  |

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

All the actions pertaining to lead and lag indicators are being monitored for all locations. These are presented to Corporate Responsibility Committee, consisting of independent Board members. The meetings are held quarterly. Committee oversees the performance and guides for improvement wherever needed.



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

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.

The successful involvement of our stakeholders is essential to the achievement of our strategic goals because it provides us with the opportunity to understand their expectations, respond to their concerns, and assist us in prioritising the areas in which we should be concentrating our efforts. Our mechanism for engaging with stakeholders is governed by our Stakeholder Engagement Policy (<https://www.ambujacement.com/Upload/PDF/Ambuja-Stakeholder-Engagement-policy-18-oct.pdf>), which is further aligned with global best practises.

Ambuja identifies its stakeholders as groups and individuals, who can influence or/are impacted by our operations/ activities, change in technology, regulations, market and societal trends either directly or indirectly. Stakeholders comprise of communities, employees, supply chain partners, customers, investors, regulators, industrial organisations etc.

Against each group, the potential ways in which stakeholders will be affected as well as the magnitude of both the actual and perceived impacts have been determined. This assists the company in developing a bespoke plan for engaging with stakeholders, which can then be kept up to date as and when is necessary.

Throughout the course of the year, we maintain ongoing dialogue with the stakeholders by utilising a variety of channels of contact. The insights that we gain from these projects are tremendously helpful, because they allow us to continually enhance both our strategy and our operations. The process of engaging stakeholders also includes regular feedback and grievance redressal methods, both of which are vital components of the process.

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

| Stakeholder Group                   | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other  | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)  | Purpose and scope of engagement including key topics and concerns raised during such engagement  |
|-------------------------------------|--|--|---|--|
| Shareholders and Investors          | No   | <ul style="list-style-type: none"><li>Investor relations arm</li><li>Annual Report</li><li>Public disclosures</li><li>Investor meetings/calls</li></ul>  | <ul style="list-style-type: none"><li>Quarterly/ annually as and when requested</li><li>One-on-one investor interaction as and when requested</li></ul> | <ul style="list-style-type: none"><li>To strengthen business conduct and communication</li><li>Growth and profitability of ESG oriented business.</li></ul>                          |
| Channel Partners                    | Yes  | <ul style="list-style-type: none"><li>Channel satisfaction surveys</li><li>Annual conferences</li><li>Marketing meetings</li></ul>   | <ul style="list-style-type: none"><li>Annual/continuous process</li></ul>   | <ul style="list-style-type: none"><li>To enhance transparent communication of products and services</li></ul>  |
| Government & Regulatory Authorities | No   | <ul style="list-style-type: none"><li>Annual Report</li><li>Plant visits</li><li>Regulatory Compliance reports</li></ul>   | <ul style="list-style-type: none"><li>Continuous interactions</li></ul>   | <ul style="list-style-type: none"><li>Climate change related rules/regulations</li><li>Communications on proposed legislations</li></ul>   |
| Customers                           | Yes  | <ul style="list-style-type: none"><li>Customer satisfaction surveys</li><li>Formal and informal feedback</li><li>Technical services team camps</li><li>Products promotion drives</li><li>Grievances redressal system</li></ul> | <ul style="list-style-type: none"><li>Periodic</li></ul>  | <ul style="list-style-type: none"><li>Customer satisfaction and feedback on services/ products</li><li>Understand grievances</li><li>Strengthen relationship with customer</li></ul> |

| Stakeholder Group          | Whether identified as Vulnerable & Marginalised Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other   | Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement   |
|----------------------------|--|---|--|---|
| Employees                  | No   | <ul style="list-style-type: none"><li>Training and seminars</li><li>Meetings and reviews</li><li>HR programmes</li><li>Employee satisfaction surveys</li><li>Departmental meetings</li><li>Townhall meetings</li><li>Internal newsletters and magazines</li></ul> | <ul style="list-style-type: none"><li>Continuous interactions</li></ul>              | <ul style="list-style-type: none"><li>Work-life balance</li><li>Transparent appraisal and promotion policy</li><li>Awareness on internal policies</li><li>Fair remuneration structure</li></ul> |
| Suppliers                  | Yes  | <ul style="list-style-type: none"><li>Supplier meets</li><li>Periodic assessments and interactions</li></ul>  | <ul style="list-style-type: none"><li>Continuous interactions</li></ul>              | <ul style="list-style-type: none"><li>Adherence to the supplier code of conduct</li><li>Strengthen business relationships</li><li>Create awareness for sustainable supply chain</li></ul>       |
| Community                  | Yes  | <ul style="list-style-type: none"><li>Project-based stakeholder meets</li><li>CSR arm</li><li>Community Advisory Pane</li></ul>   | <ul style="list-style-type: none"><li>Continuous interactions</li></ul>              | <ul style="list-style-type: none"><li>Positive engagements for sustainable mining, water conservation, land reclamation, and other initiatives of CSR</li></ul>                                 |
| Media                      | No   | <ul style="list-style-type: none"><li>Media briefings</li><li>Press releases</li><li>Marketing communication</li></ul>  | <ul style="list-style-type: none"><li>Need based</li></ul>                           | <ul style="list-style-type: none"><li>Increase transparency and clarity in shared information</li></ul>   |
| Construction professionals | No   | <ul style="list-style-type: none"><li>Ambuja Knowledge Centre</li></ul>   | <ul style="list-style-type: none"><li>Continuous interactions</li></ul>              | <ul style="list-style-type: none"><li>Promote advanced construction techniques, sustainable construction practices, knowledge dissemination on good construction and product quality</li></ul>  |
| Industry Association       | No   | <ul style="list-style-type: none"><li>Meetings/Conferences</li><li>Policy papers</li></ul>  | <ul style="list-style-type: none"><li>Need based</li></ul>                           | <ul style="list-style-type: none"><li>Knowledge enhancement for policy interventions and policy advocacy on sustainable development practices in value chain</li></ul>                          |





## PRINCIPLE 5 Businesses should respect and promote human rights

### Essential Indicators

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

| Category               | FY 2023-24<br>(Current Financial Year) |                                       |            | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |                                       |           |
|------------------------|--|---------------------------------------|------------|--|---------------------------------------|-----------|
|                        | Total (A)                              | No. of employees /workers covered (B) | % (B / A)  | Total (C)  | No. of employees /workers covered (D) | % (D / C) |
| <b>Employees</b>       |  |                                       |            |  |                                       |           |
| Permanent              | 2,544                                  | 2,176                                 | 86%        | 2,819  | 5                                     | 0%        |
| Other permanent        | 753                                    | 219                                   | 29%        | 170  | 69                                    | 41%       |
| <b>Total Employees</b> | <b>3,297</b>                           | <b>2,395</b>                          | <b>73%</b> | <b>2,989</b>                                       | <b>74</b>                             | <b>2%</b> |
| <b>Workers</b>         |  |                                       |            |  |                                       |           |
| Permanent              | 1,004                                  | 0                                     | 0%         | 1,329  | 0                                     | 0%        |
| Other permanent        | 29                                     | 1                                     | 3%         | 43   | 0                                     | 0%        |
| <b>Total Workers</b>   | <b>1,033</b>                           | <b>1</b>                              | <b>0%</b>  | <b>1,372</b>                                       | <b>0</b>                              | <b>0%</b> |

\*The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

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

| Category                    | FY 2023-24<br>(Current Financial Year) |                       |           |                        |           | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |                       |           |                        |           |
|-----------------------------|--|-----------------------|-----------|------------------------|-----------|--|-----------------------|-----------|------------------------|-----------|
|                             | Total (A)                              | Equal to Minimum Wage |           | More than Minimum Wage |           | Total (D)  | Equal to Minimum Wage |           | More than Minimum Wage |           |
|                             |  | No. (B)               | % (B / A) | No. (C)                | % (C / A) |  | No. (E)               | % (E / D) | No. (F)                | % (F / D) |
| <b>Employees</b>            |  |                       |           |                        |           |  |                       |           |                        |           |
| Permanent                   |  |                       |           |                        |           |  |                       |           |                        |           |
| Male                        | 2,458                                  | 0                     | 0%        | 2,458                  | 100%      | 2,726  | 0                     | 0%        | 2,726                  | 100%      |
| Female                      | 86                                     | 0                     | 0%        | 86                     | 100%      | 93   | 0                     | 0%        | 93                     | 100%      |
| <b>Other than Permanent</b> |  |                       |           |                        |           |  |                       |           |                        |           |
| Male                        | 751                                    | 0                     | 0%        | 751                    | 100%      | 159  | 0                     | 0%        | 159                    | 100%      |
| Female                      | 2                                      | 0                     | 0%        | 2                      | 100%      | 11   | 0                     | 0%        | 11                     | 100%      |
| <b>Workers Permanent</b>    |  |                       |           |                        |           |  |                       |           |                        |           |
| Male                        | 1,000                                  | 0                     | 0%        | 1,000                  | 100%      | 1,324  | 0                     | 0%        | 1,324                  | 100%      |
| Female                      | 4                                      | 0                     | 0%        | 4                      | 100%      | 5  | 0                     | 0%        | 5                      | 100%      |
| <b>Other than Permanent</b> |  |                       |           |                        |           |  |                       |           |                        |           |
| Male                        | 29                                     | 0                     | 0%        | 29                     | 100%      | 43   | 0                     | 0%        | 43                     | 100%      |
| Female                      | 0                                      | 0                     | 0%        | 0                      | 100%      | 0  | 0                     | 0%        | 0                      | 100%      |

\*The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

- Details of remuneration/salary/wages

- Median remuneration/wages:

|                                  | Male   |   | Female |   |
|----------------------------------|--------|---|--------|---|
|                                  | Number | Median remuneration/ salary/ wages of respective category | Number | Median remuneration/ salary/ wages of respective category |
| Board of Directors (BoD)         | 7      | 31.25 lac   | 1      | 28.25 lac   |
| Key Managerial Personnel         | 3      | 6.78 crore  | 0      | NA  |
| Employees other than BoD and KMP | 3,209  | 11.18 lac   | 88     | 9.24 lac  |
| Workers                          | 1,029  | 7 lac   | 4      | 6.6 lac   |

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

|   | FY 2023-24<br>(Current Financial Year) | FY 2022-23<br>(Previous Financial Year) |
|---|--|---|
| Gross wages paid to females as % of total wages | 1.88%                                  | 3.10%                                   |

- Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Ambuja Cements Ltd. is committed to upholding of fundamental human rights in line with the legitimate role of the business. Our approach includes adherence to corporate business policies and compliance with applicable laws including internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organization declaration on Fundamental Principles and Right at Work. The policy is applicable to all stakeholders including employees, associates, customers, vendors, contractors, etc.

Please refer <http://www.ambujacement.com/Upload/PDF/Ambuja-Human-Rights-Policy.pdf>

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

Yes.

Please refer <http://www.ambujacement.com/Upload/PDF/Ambuja-Human-Rights-Policy.pdf>

(Practicing Open door policy. Grievances are heard by HR Head, Plant Head and at CMO Level)

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

|                                   | FY 2023-24<br>(Current Financial Year) |                                       |         | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |                                       |         |
|-----------------------------------|--|---------------------------------------|---------|--|---------------------------------------|---------|
|                                   | Filed during the year                  | Pending resolution at the end of year | Remarks | Filed during the year                              | Pending resolution at the end of year | Remarks |
| Sexual Harassment                 | 0                                      | 0                                     | NA      | 0  | 0                                     | NA      |
| Discrimination at workplace       | 0                                      | 0                                     | NA      | 0  | 0                                     | NA      |
| Child Labour                      | 0                                      | 0                                     | NA      | 0  | 0                                     | NA      |
| Forced Labour/Involuntary Labour  | 0                                      | 0                                     | NA      | 0  | 0                                     | NA      |
| Wages                             | 0                                      | 0                                     | NA      | 0  | 0                                     | NA      |
| Other human rights related issues | 0                                      | 0                                     | NA      | 0  | 0                                     | NA      |





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

|   | FY 2023-24<br>(Current<br>Financial<br>Year) | FY Jan 2022-<br>Mar 2023*<br>(Previous<br>Financial<br>Year) |
|---|--|--|
| Total complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0  | 0  |
| Complaints on POSH as a % of female employees/workers   | 0  | 0  |
| Complaints on POSH upheld   | 0  | 0  |

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
- Local plant management have the committee comprising of plant head, HR head and one more person preferably head plant operations. Any complaint regarding discrimination and harassment etc. in specific shall be treated most urgently and will be inquired on priority at the plant level itself

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

Yes

\* The Company had changed its financial year end from December to March in FY 23. Therefore, the figure for FY 23 is for 15 Months.

10. Assessments for the year:

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

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

Proactive measures are taken. At the time of entry of employee or worker, a detailed checklist will be followed to ensure statutory compliance w.r.t. child labour, forced labour and wages without fail. For Sexual harassment, POSH is there in place and for discrimination, local management committee is in place.

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

### Essential Indicators

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

| Parameter  | FY 2023-24<br>(Current<br>Financial<br>Year)   | FY Jan 2022-<br>Mar 2023*<br>(Previous<br>Financial<br>Year) |
|--|--|--|
| <b>From renewable sources</b>  |  |  |
| Total electricity consumption (A)  | 1,94,170   | 1,18,800   |
| Total fuel consumption (B)   | 46,33,771  | 52,53,000  |
| Energy consumption through other sources (C)   | 0  | 0  |
| Total energy consumed from renewable sources (A+B+C)   | 48,27,941  | 53,71,800  |
| <b>From non-renewable sources (in Giga Joules)</b>   |  |  |
| Total electricity consumption (D)  | 29,61,536  | 37,54,440  |
| Total fuel consumption (E) (in Giga Joules)  | 6,25,41,366  | 8,18,30,000  |
| Energy consumption through other sources (F) (in Giga Joules)  | 0  | 0  |
| Total energy consumed from non-renewable sources (D+E+F) (in Giga Joules)  | 6,55,02,902  | 8,55,84,440  |
| Total energy consumed (A+B+C+D+E+F)  | 7,03,30,843  | 9,09,56,240  |
| Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations) (GJ/₹ of turnover)  | 0.0003   | 0.0005   |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP) | Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable |  |
| Energy intensity in terms of physical output (GJ/tonne of cementitious material)   | 2.57   | 2.61   |
| Energy intensity (optional) – the relevant metric may be selected by the entity  | NA   | NA   |

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

Yes, Intertek India Private Limited

\* The Company had changed its financial year end from December to March in FY 23. Therefore, the figure for FY 23 is for 15 Months.

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

Yes,

- Maratha, Suli, Rauri, Ambujanagar, Ropar, Rabariyawas, Bhatapara & Sankrail are the Designated Consumers.
- All the designated consumers have achieved their PAT Target except for Suli & Rauri.
- Suli & Rauri achieved PAT target by purchasing ESCerts.



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

| Parameter  | FY 2023-24<br>(Current<br>Financial<br>Year)   | FY Jan 2022-<br>Mar 2023*<br>(Previous<br>Financial<br>Year) |
|--|--|--|
| <b>Water withdrawal by source (in kilolitres)</b>  |  |  |
| (i) Surface water  | 3,74,806   | 2,060,074  |
| (ii) Groundwater   | 18,92,104  | 1,952,472  |
| (iii) Third party water  | 71,170   | 5,45,430   |
| (iv) Seawater / desalinated water  | 0  | 0  |
| (v) Others   | 33,06,306  | 26,19,155 <sup>#</sup>                                       |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>  | 56,44,386  | 7,177,130 <sup>#</sup>                                       |
| <b>Total volume of water consumption (in kilolitres)*</b>  | 56,44,386  | 7,177,130  |
| Water intensity per rupee of turnover (Total water consumed / Revenue from operations) (liters/Rs of revenue)  | 0.031  | 0.045  |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) | Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable |  |
| Water intensity in terms of physical output (liters of water consumption/tonne of cementitious material)   | 206  | 206  |
| Water intensity (optional) – the relevant metric may be selected by the entity   | NA   | NA   |

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

Yes, Intertek India Private Limited

\*The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

<sup>#</sup> For 2022-23, water withdrawal (V others) has been updated with harvested water, which was not considered previous year.

4. Provide the following details related to water discharged:

| Parameter  | FY 2023-24<br>(Current<br>Financial<br>Year) | FY Jan 2022-<br>Mar 2023*<br>(Previous<br>Financial<br>Year) |
|--|--|--|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |  |  |
| <b>(i) To Surface water</b>  |  |  |
| - No treatment   | 0  | 0  |
| - With treatment – please specify level of treatment                         | 0  | 0  |
| <b>(ii) To Ground water</b>  |  |  |
| - No treatment   | 0  | 0  |
| - With treatment – please specify level of treatment                         | 0  | 0  |
| <b>(iii) To Sea water</b>  |  |  |
| - No treatment   | 0  | 0  |
| - With treatment – please specify level of treatment                         | 0  | 0  |
| <b>(iv) Sent to Third Parties (Municipal STP)</b>                            |  |  |
| - No treatment   | 0  | 0  |
| - With treatment – please specify level of treatment                         | 0  | 0  |
| <b>(v) Others</b>  |  |  |
| - No treatment   | 0  | 0  |
| - With treatment – please specify level of treatment                         | 0  | 0  |
| <b>Total water discharged (in kilolitres)</b>                                | <b>0</b>                                     | <b>0</b>   |

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

Yes, Intertek India Private Limited

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

Zero Liquid Discharge is implemented at all plant locations. No waste water/ treated waste water is discharged outside the plant premises.



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

| Parameter                           | Please specify unit | FY 2023-2024<br>(Current<br>Financial Year) | FY Jan 2022-<br>Mar 2023*<br>(Previous<br>Financial Year) |
|-------------------------------------|---------------------|---|---|
| NOx                                 | Tonnes              | 12,277                                      | 18,251  |
| SOx                                 | Tonnes              | 1,343                                       | 3,372   |
| Particulate matter (PM)             | Tonnes              | 367   | 505   |
| Persistent organic pollutants (POP) | NA                  | NA  | NA  |
| Volatile organic compounds (VOC)    | NA                  | NA  | NA  |
| Hazardous air pollutants (HAP)      | NA                  | NA  | NA  |
| Others – please specify             | NA                  | NA  | NA  |

Note: All our plants meet with the prescribed standards given by respective regulatory body.

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

Yes, Intertek India Private Limited.

\* The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

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

| Parameter   | Unit  | FY 2023-24<br>(Current<br>Financial Year)  | FY Jan 2022-<br>Mar 2023<br>(Previous<br>Financial Year) |
|---|---|--|--|
| Total Scope 1 emissions (including CPP) Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)    | Metric tonnes of CO <sub>2</sub> equivalent | 15,286,295   | 20,000,839   |
| Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                   | Metric tonnes of CO <sub>2</sub> equivalent | 589,017  | 715,005  |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations) (kg CO <sub>2</sub> /₹ of turnover)                        |   | 0.09   | 0.13   |
| Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP) |   | Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable |  |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output (kg CO <sub>2</sub> /tonne of cementitious material)   |   | 581  | 594  |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity   |   | NA   | NA   |

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

Yes, Intertek India Private Limited

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

The Company is committed to reduce its carbon footprint. It is a signatory to SBTi to be Net Zero by 2050. The 2030 GHG emission reduction targets are validated by SBTi. The Company has taken multiple initiatives to reduce greenhouse gases. These include: 1) Improved technology 2) Energy efficiency 3) Use of renewable energy 4) Use of green energy like WHRS 5) Use of alternate fuels 6) Use of alternate raw materials 7) Reduction in clinker factor and having larger share of green products in its portfolio

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

| Parameter   | FY 2023-24<br>(Current<br>Financial Year)   | FY Jan 2022-Mar<br>2023* (Previous<br>Financial Year) |
|---|---|---|
| <b>Total Waste generated (in metric tonnes)</b>   |   |   |
| Plastic waste (A)   | 36,532.52   | 41,957.49 <sup>#</sup>                                |
| E-waste (B)   | 30.42   | 17.41   |
| Bio-medical waste (C)   | 0.51  | 4.58  |
| Construction and demolition waste (D)   | 53.5  | 0   |
| Battery waste (E)   | 29.25   | 49.47   |
| Radioactive waste (F)   | 0   | 0   |
| Other Hazardous waste. Please specify, if any. (G)  | 1,743.48  | 48,785  |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)               | 2,47,724.98   | 3,38,614 <sup>#</sup>                                 |
| <b>Total (A+B + C + D + E + F + G + H) in metric ton</b>  | 2,86,114.66   | 4,29,428 <sup>#</sup>                                 |
| Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations) (kg/₹ of turnover)   | 0.002   | 0.003   |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue from operations adjusted for PPP) | Since we are not exporting any product, hence revenue earned is in INR only and PPP adjustment is not applicable  |   |
| Waste intensity in terms of physical output (kg/tonne of cementitious material)   | 10.46   | 12  |
| Waste intensity (optional) – the relevant metric may be selected by the entity  | NA  | NA  |
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>    |   |   |
| Category of waste   |   |   |
| (i) Recycled  | Plastic waste is mainly disposed through co-processing by the Company and a very small quantity through authorised scrap dealers. Bio-medical waste is disposed through incineration of bio-medical waste at authorised Common Biomedical Waste Treatment Facilities. E-waste and battery waste is recycled through authorised recyclers. Hazardous waste is mainly coprocessed in cement kiln and the quantity which cannot be co-processed is sent to common incinerator. |   |
| (ii) Re-used  |   |   |
| (iii) Other recovery operations   |   |   |
| <b>Total</b>  |   |   |



| Parameter  | FY 2023-24<br>(Current<br>Financial Year)  | FY Jan 2022-Mar<br>2023* (Previous<br>Financial Year) |
|--|--|---|
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) |  |   |
| Category of waste  | Plastic waste is mainly disposed through co-processing by the Company and a very small quantity through authorised scrap dealers. Bio-medical waste is disposed through incineration of bio-medical waste at authorised Common Biomedical Waste Treatment Facilities. E-waste and battery waste is recycled through authorised recyclers. Hazardous waste is mainly coprocessed in cement kiln and the quantity which cannot be co-processed is sent to common incinerator. There is no disposal of waste to landfill. |   |
| (i) Incineration   |  |   |
| (ii) Landfilling   |  |   |
| (iii) Other disposal operations  |  |   |
| Total  |  |   |

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

Yes, Intertek India Private Limited.

\* The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

# For 2022-23, plastic packing bags in 'plastic waste' and flyash generation in 'other non-hazardous waste' category have been updated which was not considered previous year.

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

Hazardous and non-hazardous Waste generated at all locations is collected and segregated separately as per its characteristics in line with Waste Management Rules for specific wastes. Plastic waste is mainly disposed through co-processing by the Company and a very small quantity through authorised scrap dealers. Bio-medical waste is disposed through incineration of bio-medical waste at authorised Common Biomedical Waste Treatment Facilities. E-waste and battery waste is recycled through authorised recyclers. Hazardous waste is mainly coprocessed in cement kiln and the quantity which cannot be co-processed is sent to common incinerator.

The cement manufacturing process does not generate much hazardous wastes. It mainly consists of waste lubricating oils which are co-processed in cement kilns.

Through the co-processing technology, the Company provides a 'Zero Landfill' solution that doesn't create any additional emission and in addition avoids soil contamination, water and air pollution coming from landfill sites, recovering energy and minerals from the waste materials.

Geoclean helps ACL contribute to safe waste management solutions in industries and municipalities and increase the utilisation of alternative fuels in cement kilns. The Company has been building up stakeholders' awareness on these issues through its advocacy in appropriate forums

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

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

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

| Name and brief details of project  | EIA Notification No.                             | Date                       | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link   |
|--|--|----------------------------|---|--|---|
| Proposed expansion in Limestone Production Capacity from 1.5 million TPA to 3.5 million TPA and a proposed crusher of 1600 TPH in Maratha Limestone Mine, ML-I (ML Area – 579.90 ha) Chandrapur, Maharashtra | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | PH completed on 03.05.2023 | Yes   | Yes  | <a href="https://mpcb.gov.in">https://mpcb.gov.in</a>                     |
| Expansion of Integrated Cement Project (Clinker 2.85 to 6.15 million TPA, Cement - 4.75 to 10 million TPA and WHR - 45 MW) by Installation of new Line II, Chandrapur, Maharashtra                           | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | EC granted on 20.02.2024   | Yes   | Yes  | <a href="https://parivesh.nic.in">https://parivesh.nic.in</a>             |
| Proposed expansion in existing Cement Grinding Unit from 1.20 MTPA to 2.2 MTPA located near GNDTP, Malaut Road, Bathinda, Punjab   | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | PH completed on 16.01.2024 | Yes   | Yes  | <a href="https://ppcb.punjab.gov.in/en">https://ppcb.punjab.gov.in/en</a> |
| Expansion in Limestone Production Capacity from 0.5 million TPA to 2.0 million TPA at Marwar Mundwa Limestone Mine (ML –II, Nagaur, Rajasthan  | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | EC granted on 30.06.2023   | Yes   | Yes  | <a href="https://parivesh.nic.in">https://parivesh.nic.in</a>             |
| EC for expansion of existing Cement Grinding Unit from 2.4 to 4.0 MTPA at Village- Jala Dhulagori, West Bengal (Unit: Sankrail).   | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | EC granted on 19.07.2023   | Yes   | Yes  | <a href="https://parivesh.nic.in">https://parivesh.nic.in</a>             |
| Proposed Kharagpur Cement Grinding Unit with capacity of 2x 3.0 MMTPA" AT Village: Haripurkismat Taluka: Kharagpur District: Paschim Medinipur State: West Bengal  | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | TOR granted on 24.07.2023  | Yes   | Yes  | <a href="https://parivesh.nic.in">https://parivesh.nic.in</a>             |
| Proposed Hoshiarpur Cement Grinding Unit with Cement Production Capacity 2 x 3.0 MMTPA (6 MMTPA)" at Village- Raniala & Sadullapur Badhwan, Tehsil- Garhshankar, District Hoshiarpur, State- Punjab          | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | PH Completed on 19.01.2024 | Yes   | Yes  | <a href="https://ppcb.punjab.gov.in/en">https://ppcb.punjab.gov.in/en</a> |
| EC for the proposed expansion in Cement Production Capacity (1.25 MTPA to 3.0 MTPA) of Existing Stand-alone Grinding , West Bengal, (Unit: Farakka)  | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | EC granted on 29.08.2023   | Yes   | Yes  | <a href="https://parivesh.nic.in">https://parivesh.nic.in</a>             |
| Proposed Ambivli Cement Grinding Unit With Production Capacity of 2 X 3 MMTPA (6.0 MMTPA) Located at Village: Ambivli, Taluka: Kalyan, District: Thane, State: Maharashtra                                   | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | TOR granted on: 20.10.2023 | Yes   | Yes  | <a href="https://parivesh.nic.in">https://parivesh.nic.in</a>             |
| Proposed 3D2 Limestone Block with Limestone Production Capacity of 3.0 million TPA at Villages: Harima & Sarasani, Tehsil and District: Nagaur, Rajasthan.   | SO. 1533 (E) dated 14 Sep, 2006 & its amendments | TOR granted on 08.01.2024  | Yes   | Yes  | <a href="https://parivesh.nic.in">https://parivesh.nic.in</a>             |





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

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance   | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any  |
|--------|---|---|---|--|
| 1      | EPA, Air Act, Water Act   | <ul style="list-style-type: none"><li>Composite EC of plant and colony not accepted by SPCB</li><li>Fugitive emission from clinker silo and clinker bulk loading point. High Stack emission</li><li>STP inlet and outlet flow meter not installed</li></ul> | 164.83 Lakh   | <ul style="list-style-type: none"><li>Separate EC application for colony submitted to SEIAA</li><li>Clinker silo and bulk loading points leakages covered. All bags of raw mill bag house stack replaced.</li><li>Water meter installed at all relevant places including STP</li></ul> |

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

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations: 6
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|---|---|
| 1      | Indian Business & Biodiversity Initiative (IBBI)      | National  |
| 2      | Global Cement Concrete Association (GCCA)             | National  |
| 3      | Confederation of Indian Industry (CII)                | National  |
| 4      | National Safety Council (NSC)                         | National  |
| 5      | World Economic Forum (WEF)                            | International   |
| 6      | Science Based Target Initiative                       | International   |

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

| Name of authority | Brief of the case  | Corrective action taken |
|-------------------|--|-------------------------|
| None.             | Company ensures compliance with all anti-trust laws  |                         |
|                   | All agreements are duly vetted to ensure due compliance with anti-trust laws.  |                         |
|                   | Training modules are circulated to sales/marketing/procurement team from time to time to create awareness on cartelisation/restrictive trade practices |                         |
|                   | We seek proactive advise/clarifications from external law firms in case of any doubt in any transaction before proceeding ahead with the same          |                         |

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

Social Impact Assessment is a part of EIA for getting Environment Clearance for projects. All projects listed in Question No 12 of Principle 6 have SIA component in-built as part of the study carried out. In addition, assessing social impacts of the CSR projects is an ongoing process at ACF, that continues to assess social impacts using platforms such as Social Engagement Scorecard (SES), Community Advisory Panel (CAP) etc. Any social impacts emerging out of these platforms is seriously considered and factored into annual workplan and activities of Ambuja Cement Foundation. In FY 24, we measured Social Returns on Investment (SROI) for three of our livelihood interventions programmes in three blocks of Howrah District, West Bengal. The programmes are 1) Agriculture-based Livelihood (ABL) Program, which aims to double farmers' income by introducing innovative farming techniques 2) The Women Empowerment Program (WEP) focuses on economic empowerment and gender equality and 3) Skill & Entrepreneurship Development Institute (SEDI) that provides vocational training to underprivileged youth, enhancing their employability and fostering entrepreneurship. The period of the study was between 2019-20 to 2021-22. The SROI ratio for the ABL program is 9.87, WEP program is 3.99 and for the SEDI program is 6.35. The results of the analysis will be helpful to optimise value by including stakeholder voices. The SROI value helps to gauge the program effectiveness, improve program management, and enhance understanding and communication of CSR impacts.

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

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

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

ACF acts like a bridge between the plant and the community. The concerns and grievances from the community are taken to Plant Head by ACF team. ACF facilitates the issue based discussion with community and the plant as may be suggested by the Head. Each plant also has a CSR committee where concerns of the community are shared and discussed with senior plant team.

Ambuja plants have Community Advisory Panel (CAPs), a formal forum consisting of stakeholders representatives including senior team at plant, where issues and concerns of the community are discussed and resolved.

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

|  | FY 2023-24 Current Financial Year | FY Jan 2022-Mar 2023* (Previous Financial Year) |
|--|-----------------------------------|---|
| Directly sourced from MSMEs/ small producers                         | 2.24%                             | 1.01%   |
| Sourced directly from within the district and neighbouring districts | 92.96%                            | 97.14%  |





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

| Location     | FY 2023-24<br>(Current<br>Financial Year) | FY 2022-23<br>(Previous<br>Financial Year) |
|--------------|---|--|
| Rural        | 17.29%                                    | 8.95%                                      |
| Semi-urban   | 12.22%                                    | 5.50%                                      |
| Urban        | 59.77%                                    | 11.95%                                     |
| Metropolitan | 10.71%                                    | 73.60%                                     |

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

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

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
- The Company has provided on its website a dedicated e-mail address wherein the Company receives and responds to consumer complaints and feedbacks. The e-mail address is [consumer.care@adani.com](mailto:consumer.care@adani.com). In addition, every package of product has printed customer care details with postal address, toll free phone number and email id.
2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

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

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

|                                | FY 2023-24<br>(Current Financial Year) |                                   |         | FY Jan 2022-Mar 2023*<br>(Previous Financial Year) |                                   |         |
|--------------------------------|--|-----------------------------------|---------|--|-----------------------------------|---------|
|                                | Received during the year               | Pending resolution at end of year | Remarks | Received during the year                           | Pending resolution at end of year | Remarks |
| Data privacy                   | 0                                      | 0                                 |         | 0  | 0                                 |         |
| Advertising                    | 0                                      | 0                                 |         | 0  | 0                                 |         |
| Cyber-security                 | 0                                      | 0                                 |         | 0  | 0                                 |         |
| Delivery of essential services | 0                                      | 0                                 |         | 0  | 0                                 |         |
| Restrictive Trade Practices    | 7                                      | 2                                 |         | 17   | 0                                 |         |
| Unfair Trade Practices         | 5                                      | 1                                 |         | 3  | 0                                 |         |
| Other                          | 13                                     | 4                                 |         | 0  | 0                                 |         |

\* The Company had changed its financial year end from December to March in FY23. Therefore, the figure for FY23 is for 15 months.

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

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | 0      | NA                 |
| Forced recalls    | 0      | NA                 |

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

Yes, Cyber Security and Data Privacy Policy <https://www.ambujacement.com/Upload/PDF/1.-Cyber-security-anddata-privacy-policy.pdf> of the policy.

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

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

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches along-with impact: Nil
- b. Percentage of data breaches involving personally identifiable information of customers: Nil
- c. Impacts, if any, of the data breaches : NA

## **Independent Reasonable Assurance Statement to Ambuja Cements Limited on their Business Responsibility & Sustainability Report (BRSR) FY2023-24-Core Disclosures**

**To the Management of Ambuja Cement Ltd., Ahmedabad, India**

### **Introduction**

Intertek India Private Limited ("Intertek") was engaged by Ambuja Cements Limited ("ACL") to provide an independent reasonable assurance on its BRSR (Business Responsibility & Sustainability Report) core disclosures for FY2023-24 ("the Report"). The scope of the Report comprises the reporting periods of FY2023-24. The Report is prepared by ACL based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the 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.

### **Objective**

The objectives of this reasonable assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures in alignment with BRSR requirements, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

### **Intended Users**

This Assurance Statement is intended to be a part of the Integrated Annual Report 2023-24 of Ambuja Cements Limited.

### **Responsibilities**

The management of ACL is solely responsible for the development of Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to error.

Intertek's responsibility, as agreed with the management of ACL, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

### **Assurance Scope**

The assurance has been provided for BRSR core disclosures with reference to SEBI's "BRSR Core - Framework for assurance and ESG disclosures for value chain" vide circular no. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023, presented by ACL in its Report. The assurance boundary included data and information for the operations of integrated plants i.e. Ambujanagar, Bhattapara, Darlaghat, Maratha, Marwar, Rabriyawas and grinding units i.e. Bhatinda, Dadri, Farakka, Nalagarh, Ropar, Roorkee, Sankrail, Surat and Ambuja Cements Ltd. (Corporate Office) in accordance with SEBI's BRSR guidelines. Our scope of assurance included verification of internal control systems, data and information on core disclosures reported as summarized in the table below:



### BRSR-Core Disclosures

- Total scope 1 and scope 2 emissions
- GHG emissions intensity (scope 1 and 2).
- Water consumption, water consumption Intensity and water discharge by destination and levels of treatment
- Total energy consumed, percentage of energy consumed from renewable sources and energy intensity
- Waste Generation (category wise), Disposal, Recovered, Disposed and Intensity
- Cost incurred on well-being measures as a percentage of total revenue of the company.
- Safety related incidents (LTIFR + Fatality + Permanent Disabilities) including contractual workforce.
- Gross wages paid to females as percentage of wages paid.
- Complaints on POSH
- Input material sourced (from MSMEs/ small producers and from within India)
- Enabling inclusive development (Job creation in smaller towns and wages paid)
- Instances involving loss / breach of data of customers and Number of days of accounts payable.
- Concentration of sales done with dealers, and related parties. Also loans and advances & investments with related parties.

### Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Reasonable Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 for 'Assurance Engagements on Greenhouse Gas Statement

A reasonable assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. A materiality threshold level of 5% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

### Limitations

We have relied on the information, documents, records, data, and explanations provided to us by ACL for the purpose of our review.

The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to the Company's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by the Company encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.



## Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a reasonable level of assurance. The assurance was conducted by desk reviews, visit to ACL's sites in Dadri in Uttar Pradesh and Ambuja Nagar in Gujarat, considering a sampling rate of 10% of the total operational sites of ACL in India and stakeholder interviews with regards to the reporting and supporting records for the fiscal year 2024 at ACL's corporate office in Ahmedabad. Our assurance task was planned and carried out during Jan-May 2024. The assessment included the following:

- Review of the Report that was prepared in accordance with the SEBI's BRSR guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available at selected ACL's operational sites, corporate office and digitally.
- Conducted physical interviews with key personnel responsible for data management at selected ACL's operational sites and corporate office.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by ACL for data analysis.
- Review of BRSR core disclosures for the duration from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March of 2024 for ACL was carried out at ACL's corporate office.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed and details would be provided in a separate management report.

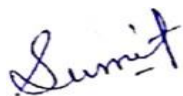
## Conclusions

Intertek reviewed BRSR core disclosures provided by ACL in its Report. Based on the procedures performed as above, evidences obtained and the information and explanations given to us along with the representation provided by the management and subject to inherent limitations outlined elsewhere in this report, in our opinion, ACL's data and information on BRSR core disclosures for the period of 01 April 2023 to 31 March 2024 included in the Report, is, in all material respects, in accordance with the SEBI's BRSR guidelines.

## Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Intertek maintains complete impartiality towards any people interviewed.

### For Intertek India Pvt. Ltd.



**Sumit Chowdhury, Verifier**  
Sr. Manager-Sustainability  
Intertek Assuris



**Elizabeth Mielbrecht, Reviewer**  
Project Director  
Intertek Assuris

21<sup>st</sup> May 2024

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## **Independent Limited Assurance Statement to Ambuja Cements Limited on their Business Responsibility & Sustainability Report (BRSR) FY2023-24**

**To the Management of Ambuja Cements Ltd., Ahmedabad, India**

### **Introduction**

Intertek India Private Limited ("Intertek") was engaged by Ambuja Cements Limited ("ACL") to provide an independent limited assurance on its BRSR (Business Responsibility & Sustainability Report) selected non-core disclosures for FY2023-24 ("the Report"). The scope of the Report comprises the reporting periods of FY2023-24. The Report is prepared by ACL based on SEBI's (Securities and Exchange Board of India) BRSR guidelines. The assurance was performed in accordance with the 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.

### **Objective**

The objectives of this limited assurance exercise were, by review of objective evidence, to confirm whether any evidence existed that the sustainability related disclosures in alignment with BRSR requirements, as declared in the Report, were not accurate, complete, consistent, transparent and free of material error or omission in accordance with the criteria outlined below.

### **Intended Users**

This Assurance Statement is intended to be a part of the Integrated Annual Report 2023-24 of Ambuja Cements Limited.

### **Responsibilities**

The management of ACL is solely responsible for the development of the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to error.

Intertek's responsibility, as agreed with the management of ACL, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria given below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organization. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

### **Assurance Scope**

The assurance has been provided for selected sustainability performance disclosures presented by ACL in its Report. The assurance boundary included data and information for the operations of integrated plants i.e. Ambuja Nagar, Bhattapara, Darlaghat, Maratha, Marwar, Rabriyawas and grinding units i.e. Bhatinda, Dadri, Farakka, Nalagarh, Ropar, Roorkee, Sankrail, Surat and Ambuja Cements Ltd. (Corporate Office) in accordance with SEBI's BRSR guidelines. Our scope of assurance included verification of data and information on selected disclosures reported as summarized in the table below:





## Section A: General Disclosures

- Total number of permanent and other than permanent employees.
- Total number of permanent and other than permanent workers.
- Total number of female employees and workers.
- Total number of differently abled employees and workers (permanent and other than permanent).
- Turnover rate for permanent employees and permanent workers.
- Corporate Social Responsibility (CSR) details (total expenditure).

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

- Return to work and retention rates of permanent employees and workers that took parental leave.
- Performance and career development reviews of employees and workers.
- Percentage of plants and offices that were assessed for health and safety practice and working conditions
- Number of employees covered under skill upgradation and health & safety trainings.

### Principle 5: Businesses should respect and promote human rights

- Number and percentage of employees and workers covered under training on human rights policy and issues.
- Minimum wage paid to employees and workers.
- Percentage of plants assessed for child labour, forced labour, sexual harassment, discrimination at workplace and wages.

## Assurance Criteria

Intertek conducted the assurance work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

A limited assurance engagement comprises of limited depth of evidence gathering including inquiry and analytical procedures and limited sampling as per professional judgement of assurance provider. A materiality threshold level of 10% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

## Methodology

Intertek performed assurance work using risk-based approach to obtain the information, explanations and evidence that was considered necessary to provide a limited level of assurance. The assurance was conducted by desk reviews, visit to ACL's sites in Dadri in Uttar Pradesh and Ambuja Nagar in Gujarat and stakeholder interviews with regards to the reporting and supporting records for the fiscal year 2024 at ACL's corporate office in Ahmedabad. Our assurance task was planned and carried out during Jan-May 2024. The assessment included the following:

- Review of the Report that was prepared in accordance with the SEBI's BRSR guidelines.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available at ACL's operational sites, corporate office and digitally.
- Conducted physical interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by ACL for data analysis.
- Review of BRSR disclosures on sample basis for the duration from 1<sup>st</sup> April 2023 to 31<sup>st</sup> March of 2024 for ACL was carried out at ACL's corporate office.
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed and details would be provided in a separate management report.



## Conclusions

Intertek reviewed selected BRSR disclosures provided by ACL in its Report. Based on the data and information provided by ACL, Intertek concludes with limited assurance that there is no evidence that the sustainability data and information presented in the Report is not materially correct. The report provides a fair representation of BRSR disclosures and is in accordance with the SEBI's BRSR guidelines to the best of our knowledge.

## Intertek's Competence and Independence

Intertek is a global provider of assurance services with a presence in more than 100 countries employing approximately 43,500 people. The Intertek assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Intertek maintains complete impartiality towards any people interviewed.

### For Intertek India Pvt. Ltd.



**Sumit Chowdhury, Verifier**  
Sr. Manager-Sustainability  
Intertek Assuris



**Elizabeth Mielbrecht, Reviewer**  
Project Director  
Intertek Assuris

21<sup>st</sup> May 2024

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