



Enriching Lives Through Responsible Mining



PEOPLE | PLANET | PROSPERITY

Sustainability Report 2023-24

Essel Mining & Industries Limited



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About the Report

Essel Mining & Industries Limited (EMIL), a part of global conglomerate Aditya Birla Group, is a diversified natural resource company operating within the sectors of coal mining, Iron Ore Beneficiation and Pelletization, Noble Ferro Alloys (NFA), mining services and we ideate a future driven by sustainable, clean energy to achieve environmental, social, and economic success. The Sustainability Report for FY 2023-24 summarizes our

efforts and progress against the environment (E), social (S) and governance (G) parameters across the value chain as we strive to enrich lives through initiatives and endeavours. This Report deep dives into the strategy and commitment for a sustainable future, highlighting the progress made against sustainability topics material to the organisation.

Scope and Reporting Year

This Report covers the financial year from April 1, 2023, to March 31, 2024. It provides a comprehensive overview of the following divisions and subsidiaries of EMIL.



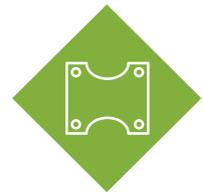
EMIL Head Office and Regional offices



Noble Ferro Alloys (NFA) business



Iron Ore Beneficiation & Pelletization (IOBP) business



Renewable Energy (Wind and Solar) business



Mining

Bhubaneshwari Coal Mining Limited
(BCML)

Rajmahal Coal Mining Limited
(RCML)

EMIL Mines and Mineral Resources Limited (EMMRL)

Amelia Coal Mining Limited
(ACML)

Subhadra Coal Mining Limited
(SCML)

Standards and Frameworks

In preparing this Report, we have adhered to the following standards and frameworks:

- ◆ The Global Reporting Initiative (GRI)
- ◆ United Nations Sustainable Development Goals (UN SDGs)

Materiality Approach

Materiality is an essential feature in our sustainability journey to become an environmentally conscious business. The materiality exercise undertaken on a regular basis helps us identify and prioritize the various ESG parameters that impacts our operations, to a great extent. We have executed a refreshed impact materiality assessment exercise for this reporting period to assist us in establishing, with rank, some new areas in addition to refreshing old material topics which are considered vital to EMIL's value chain functions by its stakeholders. The assessment also includes an exhaustive process of stakeholder engagement and assessments to recollect material aspects pertinent to our value chain and industry, as identified by our diverse set of stakeholders.

We also recognise that the dynamics of our operating environment, stakeholder expectations, and industry trends can shift over time. As part of our continuous improvement process, we will systematically revisit and reassess the material aspects identified in our sustainability reporting, year on year.

Assurance

This sustainability report covers the financial year 2023-24, i.e., from 1st April 2023 to 31st March 2024, and holds a comprehensive account of EMIL's journey in its sustainable operations and the initiatives taken to integrate Environment (E), Social (S), and Governance (G) parameters in the foundation of the business. The calibre of the data disclosures and information in this report have been maintained through a robust system of assurances, with both internal and external examinations carried out within the reporting periods. The external assurance has been carried out by TUV India Pvt. Ltd. and has followed the ISAE 3000 assurance standard. For the external assurance report, please refer to pages 101 to 105.



Establishing the Theme



At EMIL, we believe that mining as a business activity should be responsible; enriching lives by balancing the needs of people, planet, and prosperity. Striving for this balance, our mining and manufacturing operations have not only generated job opportunities but have also contributed to improving local infrastructure. These operations have provided us with the opportunity to invest in education and healthcare, further supporting the growth and development of the communities around us. These initiatives have assisted in elevation of living standards and building economic stability at the grassroots level. The theme of our Sustainability Report for FY 23-24 revolves around our initiatives to support people, organisation's prosperity and most importantly, our planet.

A key component of responsible mining is environmental stewardship, which seeks to reduce the environmental footprint of the operations. At EMIL, we safeguard the long-term health of the planet by integrating

and implementing cutting-edge technologies for environmental impact monitoring and management. We can further reduce consequences and improve our environmental sustainability goals by incorporating environmental considerations into our operations.

For us, responsible mining is an act that integrates profitability and social responsibility. The future financial viability can be enhanced by using sustainable practices, which can result in cost savings and operational optimisation. Companies that exhibit a dedication to environmental and social governance are highly valued by investors and stakeholders; these actions can also lead to positive financial outcome. Mining-related businesses can create a solid and trustworthy business model by establishing an equilibrium between profit and ethics. This strategy shows that responsible mining may, in fact, improve lives while benefiting business.

Message from the Desk of the Managing Director

Dear Stakeholders,

It is my privilege to present Essel Mining & Industries Limited's (EMIL) fourth Sustainability Report for the financial year 2023-24.

This report provides a comprehensive view of our sustainability strategy, underscoring our achievements and dedicated efforts across **Environment, Social, and Governance (ESG)** pillars.

As a diversified natural resources company, EMIL has long contributed to meeting the country's demand for essential raw materials. This report embodies our steadfast commitment to building a business that creates enduring value, not just for our shareholders but, also for the communities we partner with and the environment we rely on.

Supported by the robust policies and sustainability frameworks of the Aditya Birla Group, we are able to track our progress, drive technological innovation, and strengthen our stakeholder connections. These pillars exemplify our approach to **Responsible Mining** and enable us to act with transparency, accountability and purpose.

Leading Sustainably: Our ESG Vision

At EMIL, sustainability is deeply ingrained in our business philosophy. As an industry leader, we understand the critical role of **Responsible Mining** in achieving economic growth while upholding environmental stewardship, social inclusion, and the well-being of our employees. Through this report, we reaffirm our commitment to advancing a sustainable future across the three essential dimensions; **People, Planet, and Prosperity**.

Health & Safety: A Core Priority

The safety and well-being of our people remain at the forefront of our operations. Mining has inherent risks and our aim is to systematically identify and eliminate them. We want to ensure that every individual who comes to work with us returns to their family safely at the end of each day.

During FY 2023-24, we have progressed significantly in building a **zero-harm workplace culture**, supported by initiatives like **Felt Leadership training** for managers, behaviour-based safety observation, and regular mock drills. This year reporting of Unsafe Acts and Unsafe

Conditions is increased by ~280% over last year. Our holistic well-being strategy now includes mental health to underscoring our commitment to supporting our workforce on every front.

Environmental Stewardship: Leading Responsibly

We acknowledge that the resources we utilize are finite, and it is our duty to conserve minerals, reduce emissions, and minimize waste. EMIL is committed to implementing green mining practices, reducing our carbon footprint and integrating circular economy principles.

Over the past year, we have made strides in

- **Transitioning to electric energy** where feasible, and actively exploring electric vehicles for projects like Amelia, Subhadra, and Bandha. This has resulted in reduction in Scope-1 emissions by 10%.
- **Stewarding water resources**, ensuring efficient usage and maintaining zero-discharge operations across our facilities. We have harvested more than 500 Million Liters of rain water this year.
- **Reclaiming mined-out areas** by restoring ecosystems and planting indigenous flora.
- Investing in advanced technologies, such as **geo-fencing for vehicle movement** and mine optimization, to improve resource efficiency.

These efforts align with global standards, including the UN Sustainable Development Goals (SDGs) and our roadmap includes ambitious targets for carbon neutrality and biodiversity enhancement in all operational areas.

Partnering with Communities

At EMIL, our success is measured not solely by the business outcomes but, by the **positive impact we create on the communities** in which we operate. We actively engage with local stakeholders to co-create programs that address critical needs in **healthcare, education, skill development and livelihood creation**.

Highlights include:

- Establishing mobile health units and deploying two **"Lifeline Express-Hospital on a Train"** to bring healthcare to remote regions, benefitting more than 11,000 villagers from remote areas.

- **Offering vocational training and skill-building programs** to empower youth and women in our project areas supporting over 2000 rural residents.
- Supporting **agriculture and micro-enterprises** to foster self-reliance among community members. We have covered 2 villages for these programs on pilot basis.

In FY 2023-24, our CSR spending exceeded **INR 25 Crores**, an achievement made possible by our passionate workforce and the coordinated efforts guided by Aditya Birla Group's strategic focus on impact. Over the years, we have touched over 11 million lives across 9,000 villages. We remain committed to fostering an inclusive, equitable and respectful environment for all stakeholders.

Governance & Accountability: A Foundation for Trust and Integrity

We are steadfast in our belief that transparency, ethical practices, and stakeholder trust are essential to long-term success. Our ESG framework is integrated across all functions, with **robust governance mechanisms** to ensure accountability and monitor progress at every level.

Looking Ahead: A Shared Future of Growth and Sustainability

While we take pride in our achievements, we are conscious that our sustainability journey is continuous. The global challenges of climate change, resource scarcity, and social inequality drive us to innovate and improve. As we move forward, our focus remains on:



- Accelerating our carbon-neutrality for our business .
- Enhancing diversity and inclusion within our workforce, alongside a commitment to zero-harm operations.
- Expanding community initiatives that address emerging needs.
- Strengthening partnerships with all stakeholders to magnify our impact.

To our employees, partners, investors and communities, I extend my sincere gratitude. Your commitment, trust and collaboration drive us to raise our standards and deepen our impact. Together, we are forging a path toward a more inclusive, resilient and sustainable future.

Thank you for being part of our journey.



As an industry leader, we understand the critical role of responsible mining in achieving economic growth while upholding environmental stewardship, social inclusion, and the well-being of our employees. Through this report, we reaffirm our commitment to advancing a sustainable future across the three essential dimensions; People, Planet, and Prosperity.



Thomas M Cherian

Managing Director

From the Desk of the Chief Financial Officer

Dear Stakeholders,

Our sustainability strategy centres on our People, Planet, and Prosperity through responsible operations. It is integral to our business, as we navigate a dynamic landscape, prioritising sustainability in our projects. Operations require a strict adherence to a range of laws and regulations, especially those focused on environmental conservation. Our primary objectives include rigorous compliance with such regulatory frameworks and a commitment to the health, environmental protection, and safety of our workforce. Our robust sustainability framework ensures that our activities align with all pertinent standards, strengthening our dedication to responsible mining and sustainable practices.

At EMIL, corporate social responsibility is just not legal compliance; it is ingrained in our core values. Our CSR initiatives, centred on Education, Healthcare, Infrastructure, and Employment, directly enrich the communities in which we operate. We regularly assess the social impact of our CSR projects. We prioritize community engagement and upliftment through initiatives in areas such as, education, and healthcare benefits for the community.

We have undertaken various sustainability initiatives such as commissioning of renewables as early as 2005. We have also planned coal transportation through conveyor belt at Amelia Coal Mine to reduce our carbon footprints. We handle our waste effectively and at NFA Vapi unit we have been able to generate financial value through waste recycling.

We are planning to conduct sustainability assessments as part of Aditya Birla Assurance Programs, with our internal audit team rigorously evaluating our environmental impact. Continuously improving our ESG scores is a steadfast commitment, alongside efforts to expand solar and wind capacity across our mining sites to reduce reliance on grid power, in line with our robust sustainability goals.

As we advance, we remain dedicated to transparent communication and continuous improvement across all aspects of our operations.

“

Sustainability is fundamental to our operations as we navigate a dynamic landscape, emphasizing the advancement of sustainability through our projects.

”

Arun Garg

Chief Financial Officer

From the Desk of the Vice President, Strategy, Business Development & Sustainability

Dear Stakeholders,

At EMIL, sustainability is a key strategy woven into the fabric of our operations, aligning seamlessly with our overarching objective of building a future-fit sustainable enterprise with a purpose. With sustainability embedding decision making, we aim to enrich lives through responsible mining initiatives undertaken at our various units.

Digital advancements

This financial year, we have piloted video analytics initiatives such as generating alerts when someone enters a plant without a helmet to enhance the safety of our employees. This proactive approach helps us in maintaining a safe working environment for our employees. Additionally, Aditya Birla Science and Technology Centre is collaborating with our plants to research new technologies and initiatives that can help reduce and re-use waste. The projects have begun in a pilot phase and are expected to be implemented on a larger scale in the coming years.

Environment stewardship

This year we have refreshed our materiality assessment which involved revisiting and refining identification and prioritisation of the most significant economic, environmental, and social issues that impact our stakeholders and business operations at large.

In FY 2023-24, we have been able to reduce our scope 1 emission by 10%. We also carried out an extensive scope 3 screening across our value chain and captured data for the relevant categories and reporting on nine categories. We have been working towards implementing innovative solutions to minimise our carbon footprint and contribute to global climate goals. Water is an integral and critical resource for our mining and manufacturing units. Understanding its importance, we have implemented measures to ensure responsible water use at our sites. At ACML, RCML, and BCML, water collected within the mines is stored and repurposed for domestic usage and dust control activities. We recognise the critical role biodiversity plays in maintaining the ecological balance and supporting the health of our planet. NFA Vapi unit has adopted Miyawaki technique, an innovative and proven method for creating dense, native forests in a short period.

Transforming communities

We recognise the importance of rehabilitation. Our rehabilitation plans are carefully designed by engaging with communities around us for ecosystem restoration of the project and surrounding areas. By working closely with local stakeholders, we develop programs that provide economic opportunities, improve infrastructure, and enhance the quality of life of the residents.

Our commitment to CSR reflects our belief that businesses play a crucial role in building a better world. Our focus areas encompass healthcare, education promotion, infrastructure development, social improvement initiatives, and disaster relief efforts. As a part of strong CSR projects, we have implemented two Lifeline Express (LLE) projects in partnership with Impact India Foundation, which is focused on providing critical healthcare services in the states of Jharkhand and Madhya Pradesh.

We have launched a new initiative focused on vermicomposting at Singrauli district, Madhya Pradesh, setting up nine vermicompost units and conduct training sessions for the farmers on vermicomposting. This initiative has led the farmers to harvest 500kgs of high-quality vermicompost. We have implemented many such initiatives to transform communities. We are dedicated to enhancing our efforts through targeted partnerships and investments to play a pivotal role in achieving India's sustainability goals.

“

This financial year, we have piloted video analytics initiatives such as generating alerts when someone enters a plant without a helmet to enhance the safety of our employees. This proactive approach helps us in maintaining a safe working environment for our employees.

”

Prasoon Kumar Sinha

Vice President,
Strategy, Business Development &
Sustainability



Key Highlights

Some of the key highlights from this year's performance



Supported five focus areas like Health, Education, Infrastructure, Disaster relief and Social Development



155 MW of solar and wind power generated



4% diversity rate



10% Scope 1 emission reduction



0.55 Lost time Injury Frequency Rate



30000+ hours of training provided to the employees



881 employees

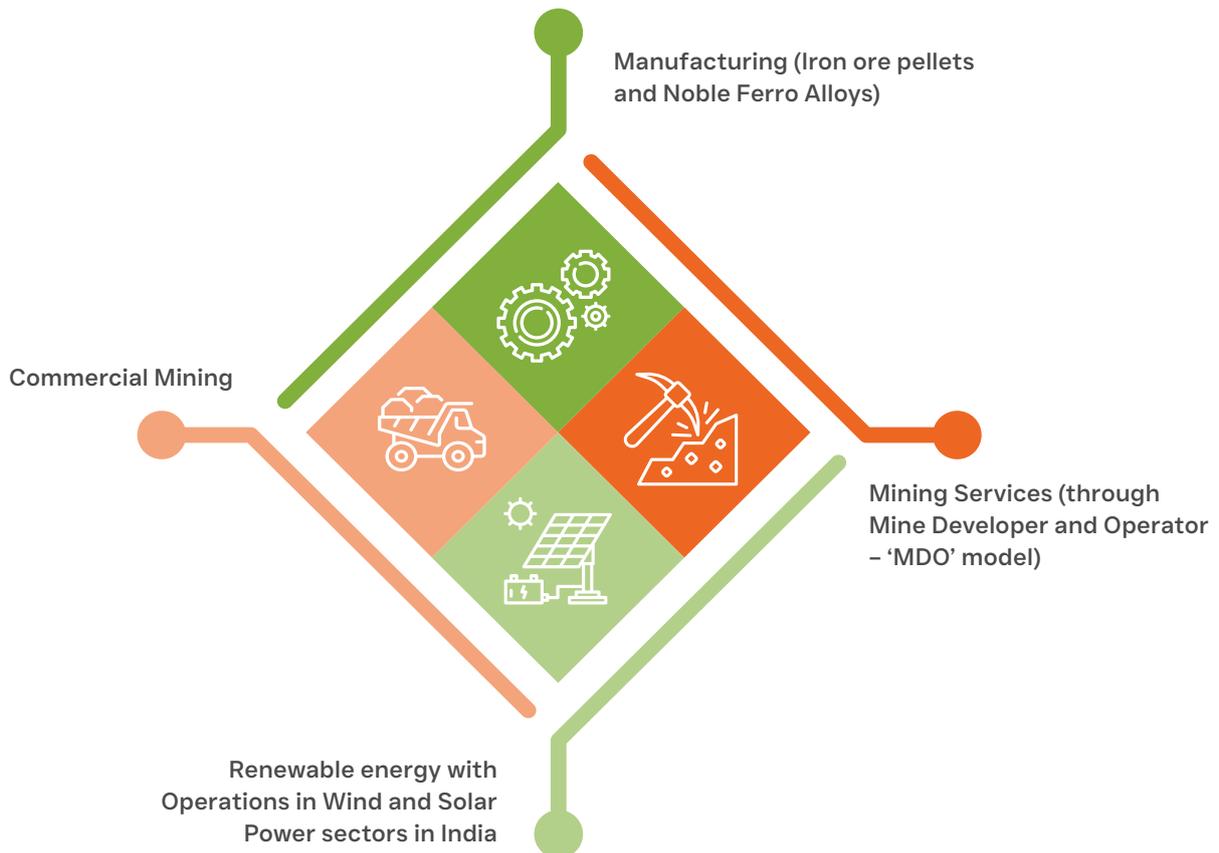


Organisational Overview

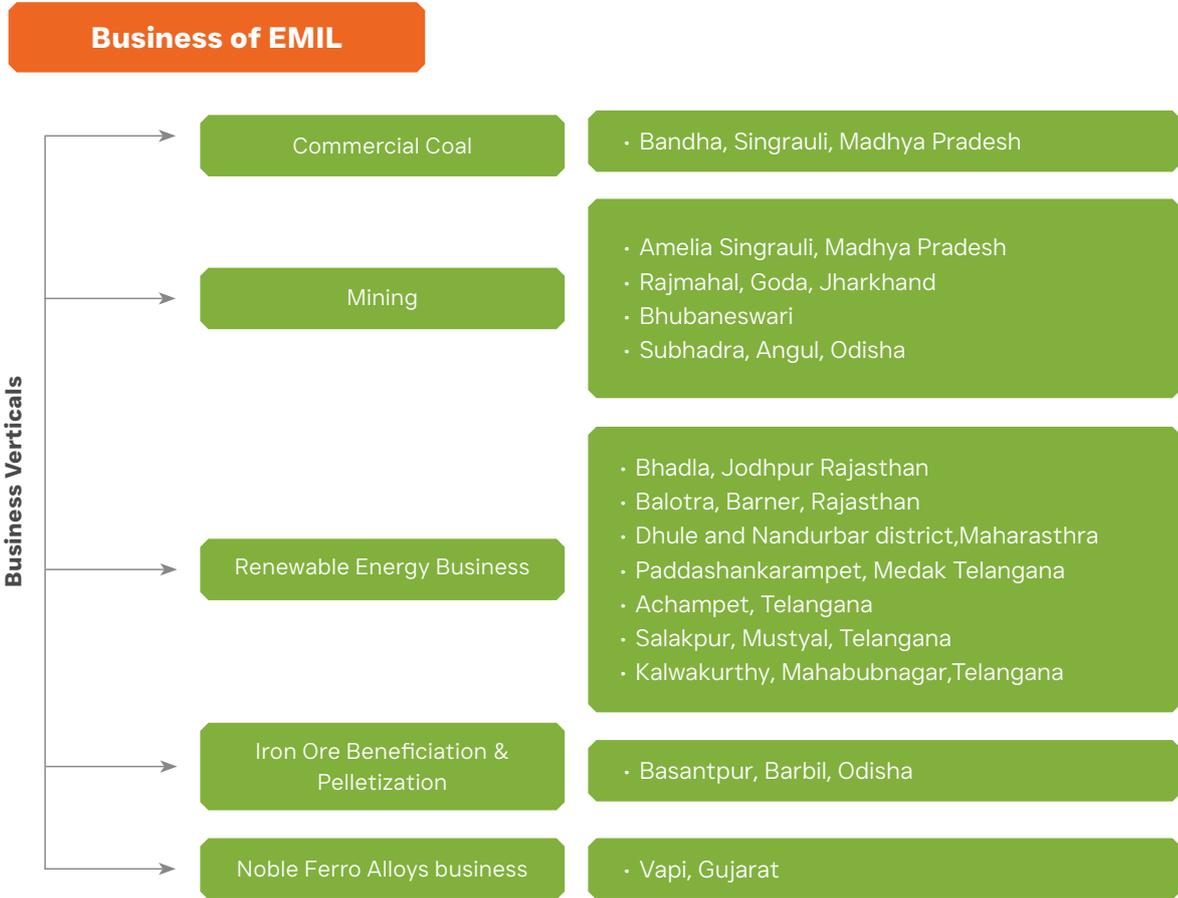
Founded in 1950, Essel Mining & Industries Limited (EMIL) stands as a stalwart in India's mining and minerals processing sector. EMIL, as part of Aditya Birla Group (ABG), a US\$ 62 Billion conglomerate is built on strong foundation of stakeholder value creation through responsible mining. Mining includes mining services and

commercial mining. Mining services are provided as Mine Developer and Operator- 'MDO' Model. For over seven decades, EMIL has been a cornerstone of India's socio-economic development, delivering essential natural resources mainly Coal and Iron Ore, alongside value-added products such as Iron Ore Pellets and Noble Ferro-Alloys.

EMIL works in Four business areas namely



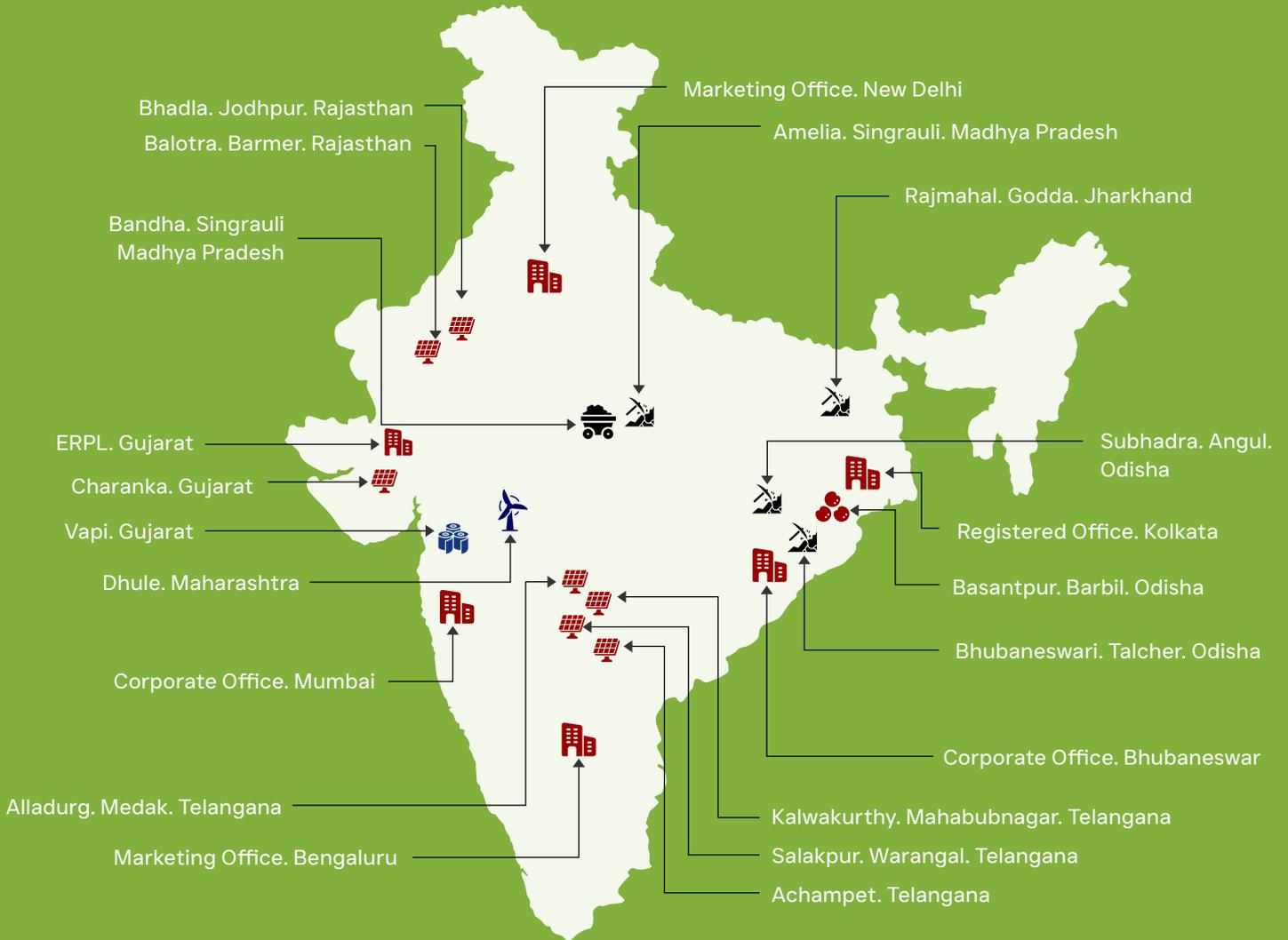
EMIL at a Glance



Subsidiaries of EMIL



Geographical Presence of EMIL



 Noble Ferro Alloys

 Solar Projects

 Offices

 Commercial Coal Mine

 Wind Power

 Coal Mine (Mining Services)

 loBP Division

Products and Production



Mission, Vision, Purpose and Values



Mission

To consistently be the best in creating value for our shareholders, customers, employees, and community.



Vision

To be a value adding Global Natural Resource Company cherished by our customers and the communities in which we work.



Purpose

To enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust.

Driven by a visionary leadership team, we have established a strategic growth framework to solidify our sustainability foundations. This approach is energized by forward-thinking products, an adept team, and cutting-edge technology and innovation. We emphasize people-centric practices and uphold transparent governance. Our commitment to embedding ESG parameters across our operations enhances biodiversity and strengthens water stewardship as we advance towards a net-zero future.

We envision expanding our portfolio with new metals, minerals, and energy solutions. As global and national commitments to sustainable practices and net-zero goals increase, we position ourselves at the forefront of this transition, championing sustainable growth and positive global impact.



ABG Group Values

Integrity

Integrity at EMIL represents acting and making decisions with fairness and honesty, upholding the highest standards of professionalism. This encompasses financial, intellectual, and all other forms of integrity. We are committed to honesty in every action, earning recognition for our unwavering ethical standards.



Commitment

Commitment involves delivering exceptional value to all stakeholders, grounded in integrity. It means taking responsibility for our actions and decisions, those of our team, and the areas we oversee within the organisation. This dedication ensures accountability and upholds our high standards.



Passion

Passion pulses as our core ethos, sparking intuitive drive through emotional alignment with our mission. It transforms tasks into joyful pursuits, galvanizing each member to surpass their best. A voluntary, relentless commitment propels us toward objectives with unwavering energy and zeal, defining our excellence.



Speed

Speed underscores our commitment to prompt responsiveness to both internal and external stakeholders. We prioritize urgency, aiming to surpass deadlines while optimizing organisational efficiencies by identifying the most effective rhythms. This proactive approach ensures swift, efficient operations, enhancing overall productivity and customer satisfaction.



Seamlessness

Seamlessness defines our collaborative approach, bridging gaps across functions, hierarchies, and locations. We utilise diverse competencies and perspectives to achieve synergy, promoting organisational unity through shared efforts and collaborative endeavors. This seamless integration fosters efficiency and cohesion, driving collective success across boundaries.



Certification



IT

Essel Mining & Industries Limited has achieved ISO 27001:2013 certification for Information Security Management Systems across all its operational locations and primary functions, covering IT and digital services. BCML is ISO 27001 certified by the British Standards Institutions (BSI).



Processing

The Noble Ferro Alloys unit is accredited with the Integrated Management System (IMS), including ISO 9001:2015 for Quality Management, ISO 14001:2015 for Environmental Management, and ISO 45001:2018 for Occupational Health and Safety Management.



Business Overview

The Business model is a holistic approach to corporate reporting that goes beyond traditional financial reporting by incorporating a company's ESG performance. The core principles of the model involve demonstrating how an organization creates value over time by considering financial and non-financial factors. It emphasizes connectivity between different aspects of the business, such as strategy, governance, and performance, while also taking into account the external environment and stakeholders' needs.

We at EMIL, have undertaken to create a business model to understand and let our stakeholders know about the value creation that is being done through the various initiatives. This model is designed to encapsulate the various initiatives we undertake, demonstrating their impact on our overall performance and sustainability. By integrating these initiatives into a cohesive framework, we aim to highlight the tangible and intangible value generated across different areas of our business, including financial outcomes, environmental stewardship, social contributions, and innovation.

In the business model, the capitals are significant of the value created via different aspects.

Financial Capital (FC)



This refers to the funds available to an organization, whether obtained through equity, debt, or generated from operations. Financial capital is the most traditional form of capital and remains crucial as it supports investment, growth, and returns to shareholders.

Manufactured Capital (MC)



This encompasses physical objects and infrastructure that an organization uses in its operations, such as buildings, machinery, and technology. Effective management of manufactured capital can lead to enhanced productivity, efficiency, and innovation.

Intellectual Capital (IC)



Intellectual capital includes the knowledge, systems, patents, and brand reputation that contribute to an organization's competitive advantage. It drives innovation and underpins the organization's ability to adapt to changing market conditions.

Human Capital (HC)



Human capital represents the skills, knowledge, experience, and motivation of the people within the organization. It is a critical driver of productivity, creativity, and innovation. Organizations that invest in their people often see higher levels of engagement and performance.

Social and Relationship Capital (SRC)



This type of capital refers to the relationships and networks that the organization maintains with stakeholders, including customers, suppliers, partners, and the broader community. Strong social and relationship capital can enhance trust, brand loyalty, and long-term sustainability.

Natural Capital (NC)



Natural capital includes the environmental resources that organizations depend on, such as water, land, minerals, and ecosystems. Responsible management of natural capital is increasingly important as businesses face growing pressures to reduce their environmental footprint and contribute to sustainability.

External Environment **Our Inputs**

Macroeconomic environment

Digital Transformation

Empowering communities

Skill development

The external environment influences an organization's ability to create value over time. By analyzing the external environment, we have identified the key risks and opportunities, and understand stakeholder expectations, and adapt their strategies to ensure long-term sustainability. This holistic view helps organizations align their internal processes with external realities, fostering resilience and enabling more informed decision-making.

FC

- Sales
- Revenue
- EBITDA

IC

- **Two** certifications
- Collaboration with Aditya Birla Innovation Centre

MC

- **3** operational mines
- **2** under statutory approval stage
- **2** manufacturing plants producing multiple products
- **5** Subsidiaries

SRC

- Areas of CSR- Health, education, infrastructure, social development and disaster relief
- **INR 25.33 Crores** CSR spent

HC

- **881** employees
- **4%** Diversity rate
- **3,404** upskilling training modules available for employees

NC

- **155 MW** of solar and wind power generated
- **629,295** Tons of material used for manufacturing unit



Extraction of coal



Solar and wind generation



Raw material procurement for iron pelletization and Noble Ferro Alloy business

Iron Pelletization



Business



Noble Ferro Alloys



OUTPUT



Total coal mined: **35.02 MT**



Total Ferro Alloys Product Manufactured at NFA Vapi Unit **1,745.21 MT**



Total Iron pellets manufactured: **479,118 MT**



Total GHG emissions (Scope 1, Scope 2): **190,688 TCO2e**



Total energy intensity: **0.054 GJ/MT**



Total Non-hazardous Waste generated (mostly overburden): **44,260,407 MT**



Total Hazardous Waste generated: **2,662 MT**

Business Process

Our Outcome

**Stakeholders and
SDG alignment**



Vision:

To be a value adding Global Natural Resource Company cherished by our customers and the communities in which we work



Mission:

To consistently be the best in creating value for our shareholders, customers, employees and community

A decrease in revenue from last year is observed, since capital was allocated towards acquiring new sites and expanding operations

Development of a competitive advantage through innovation and enhanced organizational efficiency

11 million lives changes across 9000 villages since the inception of CSR projects

Improved community engagement

31,632 learning hours

10% employee turnover rate

100% in Retention rate with all employees returning to work and staying with EMIL for 12 months from their parental leave.

10% Scope 1 emission reduction

13% Improvement in Energy Intensity

Shareholders

Customers

Investors

Communities

Suppliers

Employees

Investors

Suppliers

Customers

Employees

Communities

Employees

Investors

Investors

Shareholders



Mining



Verticals



Renewable Energy

ESG Strategy put into Action



We are strategically positioned to expand within the Indian mining sector, leveraging our extensive industry experience and well-developed plans. Our strategic approach includes adaptive measures to mitigate potential risks and challenges, ensuring sustainable and resilient operations



We continuously assess our overall performance to evaluate our business, environmental, social, and economic impact, and strategically plan accordingly.



Our business activities are governed by a robust governance framework, ensuring the highest standards of governance to promote ethical and responsible business conduct.

Organisational Vision and Strategy for Sustainability

EMIL's endeavor is to become a diversified global mineral resource company by adopting the best sustainable business practices and adhering to the group purpose. EMIL through its sustainable practices is committed for conservation of mineral resources, protection of the environment, development and enhancement of health, safety, and well-being of its people, creating value for its

stakeholders and contributing to the society at large.

EMIL started sustainability journey by defining the sustainable business model based on three pillars of responsible stewardship, stakeholder engagement and future proofing. The model is supported by Aditya Birla Group Sustainable Business Framework (ABG SBF).

ESG Strategy

EMIL's Focus Areas	Short Term Targets (1-2 years)	Medium term/ long term targets (3-4 yrs)	Long term (4+ years)
Energy & Emission Management	<ul style="list-style-type: none"> Develop an action plan for energy efficiency Transition to renewables 	<ul style="list-style-type: none"> Obtain ISO 50001 certification, ISO 14001 certification, ISO 9001 quality assurance Identify alternate sources of energy Replace existing equipment with energy efficient equipment 	<ul style="list-style-type: none"> Adopt a phased approach to achieve net-zero emissions across operations
Climate Change Adaptation Strategy	<ul style="list-style-type: none"> Carry out site-specific inspections to understand climate change risk Integrate vulnerability assessment tool in the climate strategy 	<ul style="list-style-type: none"> Integrate climate risk into risk management framework as per the TCFD recommendations and understand financial implications 	<ul style="list-style-type: none"> Implementation of action plans as per the climate related risk assessment outcomes (as per international frameworks)
Biodiversity Management	<ul style="list-style-type: none"> Biodiversity policy Pilot of Miyawaki plantation 	<ul style="list-style-type: none"> Initial biodiversity assessment of all the new sites/upcoming operations and periodical updation and implementation of the action plans 	<ul style="list-style-type: none"> Biodiversity impact assessment focusing on No Net Loss

EMIL's Focus Areas	Short Term Targets (1-2 years)	Medium term/ long term targets (3-4 yrs)	Long term (4+ years)
Water Resilience	<ul style="list-style-type: none"> Carry out water audits internally/externally to evaluate opportunities for water reduction/recycling 	<ul style="list-style-type: none"> Use WRI and WRF risk filters to evaluate water related risks 	<ul style="list-style-type: none"> Aim towards implementation of ZLD in all the operational sites and achieve a water-positive status over time
Circularity (including tailing management)	<ul style="list-style-type: none"> Identify amounts of waste directed to the landfill and evaluate opportunities for diverting the waste from landfill (recycling/reuse etc.) 	<ul style="list-style-type: none"> Adherence to global standards such as Global Industry Standards for Tailing Management Set targets to minimize waste 	<ul style="list-style-type: none"> Focus towards waste minimization and zero waste to landfill
Occupational Health and Safety	<ul style="list-style-type: none"> Develop a comprehensive safety management system consisting of SI, IM, CSM, PSM and High Risk Activities in lines with ISO 45001 Achieve ISO 45001 certifications Conduct health and safety trainings for 100% of permanent and contractual employees Development of stringent SOPs for health and Safety across all sites Focus on behavioral based safety initiatives for employees 	<ul style="list-style-type: none"> Development of an app based system to record injuries on real time basis Focus on improvements related to behavioral based safety initiatives 	<ul style="list-style-type: none"> Achieve zero cases of injuries in the workforce Aim for zero fatalities
Human Rights	<ul style="list-style-type: none"> Develop a human rights policy aligned with global standards Develop a framework for HR Due Diligence and Conduct (HRDD) Provide trainings/refreshner to relevant workforce on human rights 	<ul style="list-style-type: none"> Conduct a human rights assessment across all sites to assess the understanding of human rights protection amongst the employees and workers 	<ul style="list-style-type: none"> Conduct HRDD across 100% sites to ensure no human rights violation occurs on the premises
Diversity, Equity and Inclusion	<ul style="list-style-type: none"> Develop a diversity policy Focus on diversity based hiring Create an action plan to build an inclusive workforce 	<ul style="list-style-type: none"> Disclose the gender pay ratio in public reporting Execution and implementation of the action plan to build an inclusive workforce 	<ul style="list-style-type: none"> Aim to attain a higher percentage of overall diversity
Talent Management	<ul style="list-style-type: none"> Carry out talent attraction and retention initiatives 	<ul style="list-style-type: none"> Conduct employee satisfaction surveys to ensure employee satisfaction and continous improvement in talent management and engagement initiatives 	<ul style="list-style-type: none"> Achieve best place to work certification
Empowering Communities	<ul style="list-style-type: none"> Continue engaging and upskilling the local communities through CSR programs Set a target to hire workforce from the local communities 	<ul style="list-style-type: none"> Implement employee volunteering schemes Conduct strategic CSR activity with a thematic intervention approach 	<ul style="list-style-type: none"> Review of need/impact assessment for the CSR programs

EMIL's Focus Areas	Short Term Targets (1-2 years)	Medium term/ long term targets (3-4 yrs)	Long term (4+ years)
Transparency and Reporting	<ul style="list-style-type: none"> Report the company's ESG performance as per the GRI standards Conduct a gap assessment as per the BRSR requirements 	<ul style="list-style-type: none"> Align KPIs with International council on minings and metals, SASB Participate in CDP Develop systems in line with the requirements of BRSR 	<ul style="list-style-type: none"> Participate in DJSI ratings
Strategic Stakeholder Engagement	<ul style="list-style-type: none"> Develop a stakeholder engagement plan with defined frequency of communication Conduct a stakeholder engagement survey and disclose the same Review the grievance redressal mechanisms for different stakeholders Review the relevant requirements of ABG Guidance Note 74 for supplier management 	<ul style="list-style-type: none"> Need based assessments for stakeholders engagements Implementation of ABG GN 74 in the context of EMIL 	<ul style="list-style-type: none"> Stakeholder engagement surveys and scores
IT enabled MIS & Assurance System	<ul style="list-style-type: none"> Automate the data collection process Strengthen internal audit systems Revisit the data privacy policy Identify software and systems for climate related risks and monitoring of ESG KPIs creation of a real time dashboard to track performance 	<ul style="list-style-type: none"> Conduct regular risk assessments and due diligence for IT systems 	<ul style="list-style-type: none"> Regular and periodic IT audits
Risk Management	<ul style="list-style-type: none"> Include climate related risks in the responsibility of the Risk Management Committee Identify climate related risks 	<ul style="list-style-type: none"> Integrate climate risk in the enterprise risk registers Integrate TCFD recommendations in risk management systems Revisit the Risk management framework 	<ul style="list-style-type: none"> Develop an integrated governance and oversight process for risk management
Roles & Responsibilities	<ul style="list-style-type: none"> Link KMP KPIs with ESG parameters in the financial review Identify ESG criteria to be included as a part of KPIs in performance reviews 	<ul style="list-style-type: none"> ESG to be embedded across committees with defined roles and responsibilities Board meeting agenda should also include discussions on climate change adaptation and mitigation measures 	<ul style="list-style-type: none"> Periodically revisit the roles and responsibilities as per the changing scenarios
Mine Closure & Mineral Resource Governance	<ul style="list-style-type: none"> Define responsible mining KPIs which can include- Ensure responsible extraction Publish mine closure playbooks Include mine closure considerations in overall operational plan of new mines Adherence to regulations 	<ul style="list-style-type: none"> Adherence to global standard's guidance for responsible supply chain of minerals and conflict affected and high risk areas Follow ICMM integrated mine closure good practice guide 	<ul style="list-style-type: none"> Adhering to the Indian regulatory requirements and disclosure as per the global standards

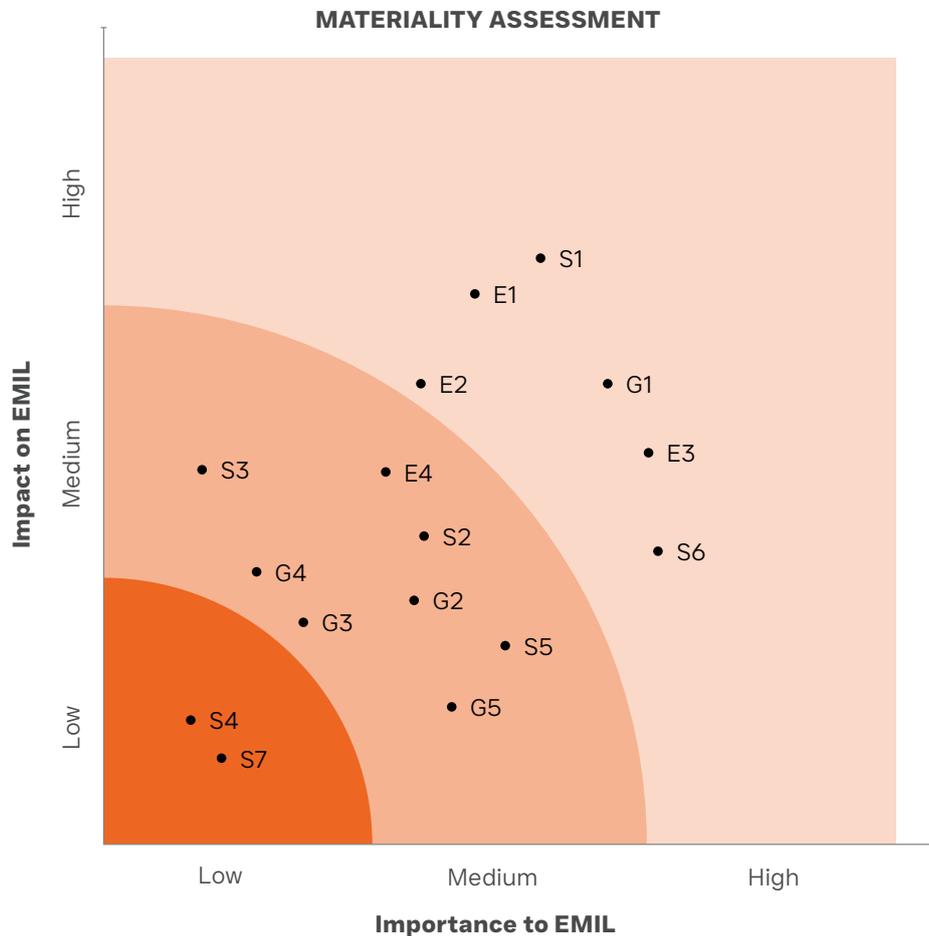
Materiality Assessment

An integral part of our sustainability journey is to identify and prioritise issues most pertinent to our business and stakeholders. Identifying and monitoring our progress against these parameters helps us in supporting future aspirations as well as refining our strategy to achieve said long-term success.

Through a thorough materiality assessment, we have attempted to narrow down aspects to acquire valuable insights into our stakeholders' expectations. Through a meticulous consultation with our management team, we

have identified key internal and external stakeholders which include customers, employees, suppliers and vendors. We have involved all these stakeholders for materiality assessment. We ensure that we are adhering to industry best practices and global standards.

The primary objective of this assessment aims to identify ESG issues that hold significant importance for both our Company and stakeholders across short, medium, and long-term perspectives.



- E1 GHG EMISSIONS
- E2 Biodiversity
- E3 Responsible Supply Chain & Mineral Resource Management
- E4 Water Consumption

- S1 Occupational Health and Safety
- S2 Human Rights
- S3 Diversity and Inclusion
- S4 Talent Management
- S5 Community Engagement Activities
- S6 Land Acquisition, Rehabilitation & Closure
- S7 Transparency and reporting system

- G1 Stakeholder Relationship Management
- G2 Digital Transformation Innovation and R&D
- G3 Risk Management
- G4 Mineral Resource Governance
- G5 Data Privacy and Cyber Security

Through the materiality assessment we have identified Operational Health and Safety (OHS), Greenhouse Gas (GHG) Emissions, Biodiversity, Responsible Supply Chain & Mineral Resource Management, Land, Acquisition, Rehabilitation & Closure and Stakeholder Relationship Management as the most significant areas for EMIL. We are working towards deploying strategic initiatives to efficiently monitor and manage these critical areas within our operations.

Some of the new material aspects identified in this year’s exercise were **“Land Acquisition, rehabilitation & closure”, and “Data Privacy & cyber security”**. Our operations significantly impact the environment and land, which in turn impacts local flora and fauna and human lives. This aspect includes proper rehabilitation of surrounding communities at mining sites during and after closure including re-vegetation, soil remediation and water management of the area.

EMIL has digitised most of its operations for improved functioning, monitoring, and resource management across the value chain. With our mines equipped with the best of environmental and safety systems, cybersecurity is also essential to ensure the safety of our workforce working in the mines. We are committed to demonstrating utmost diligence to data privacy and cybersecurity practices against breaches for our valuable stakeholders, employees, customers, and value chain partners who have trusted us with their information.

All the key topics material to our organisation have been mapped to their respective GRI indicators as mentioned below.



Environment

Material Topic	GRI Mapping	Report Section
• GHG Emissions Management and Climate Change	GRI 302: Energy GRI 305: Emissions	Energy Management Emission Management
• Biodiversity Management	GRI 304: Biodiversity	Biodiversity Management
• Water Management	GRI 303: Water and Effluents	Water Management
• Responsible Supply Chain and Mineral Resource Management	GRI 102: General Disclosures (for supply chain)	Supply chain at EMIL





Social

Material Topic	GRI Mapping	Report Section
• Occupational Health and Safety	GRI 403: Occupational Health and Safety	Occupational, Health & Safety (OHS)
• Human Rights	GRI 2: General Disclosure	Our Workforce
• Diversity, Equity and Inclusion	GRI 405: Diversity and Equal Opportunity	Diversity & Inclusion
• Talent Management	GRI 404: Training and Education	Learning and development
• Empowering Communities	GRI 413: Local Communities	Empowering Communities
• Land Acquisition, Rehabilitation, and closure	GRI 102: General Disclosures	Stakeholder Relations Environment Stewardship



Governance

Material Topic	GRI Mapping	Report Section
• Transparency and Reporting	GRI 102: General Disclosures	Organizational Overview
• Stakeholder Relationship Management	GRI 102: General Disclosures (for stakeholder engagement)	Stakeholder Relations
• Digital Transformation innovation and R&D	GRI 103: Management Approach	Cyber Resilience
• Risk Management	GRI 102: General Disclosures	Risk Management and Governance
• Mineral Resource Governance	GRI 102: General Disclosures (for extractive industries)	Mineral Resource Management
• Data Privacy and Cyber Security	GRI 418: Customer Privacy	Cyber Resilience

Our objective is to stay adaptable to evolving stakeholder expectations and new sustainability trends by consistently reviewing and evaluating these vital ESG subjects. Collaboration plays a pivotal role in achieving sustainability goals constituted by EMIL and by effective participation, we can drive and facilitate change, draw

inspiration from each other, and devise innovative ideas to find optimal solutions. Our commitment to integrating ESG factors into our business plan fosters positive relationships with our stakeholders in addition to helping to create a sustainable future.

Stakeholder Engagement

We understand the importance of connecting with our stakeholders and the opportunity it provides to understand their concerns regarding the business operations or resolve conflicts at the early stages. Our ABG groupwide Stakeholder Engagement Policy serves as the cornerstone of stakeholder engagement at EMIL.

Stakeholders identified across various relevant groups associated with our business include shareholders and investors, employees, customers, suppliers and vendors, regulatory authorities, NGOs, industry associations and

communities. We conducted a thorough engagement process to interact with prioritised stakeholders from each group, allowing us to understand their concerns and feedback. Based on their feedback, we developed action plans tailored to meet their expectations. These concerns and expectations play a crucial role in our materiality assessment and in shaping both short-term and long-term business objectives. The pertinent issues are regularly reviewed in meetings chaired by the Managing Director, with selected matters presented to the Board of Directors during their meetings.



Stakeholder	Channel of Engagement	Frequency of Engagement	Key Focus Areas
Customers	<ul style="list-style-type: none"> • Surveys • Web portals • Performance review meetings • Customer meetings 	Monthly/half yearly/ Annually	<ul style="list-style-type: none"> • Product quality and safety • Data privacy and security • Value added services • Customer services • Supply chain management
Investors and Shareholder	<ul style="list-style-type: none"> • Board Meetings • Shareholder meetings • Investor calls and presentations • Conferences • One-on-one meetings • Annual Reports • Sustainability Report • Press releases • Company website 	Monthly/ Quarterly/ Half-yearly/ Annually	<ul style="list-style-type: none"> • Financial Performance • Responsible Investments • Ethical Business Conduct • Long-term Business Growth • Risk Management • ESG Performance • Corporate Governance • Brand Management
Communities	<ul style="list-style-type: none"> • CSR projects • Grievance mechanisms 	Continuous/need basis	<ul style="list-style-type: none"> • Development needs • Operate as a responsible Company • Meet community expectations and needs
Employees	<ul style="list-style-type: none"> • MD Connect • Online surveys • HR for You • Comex • Value Forum • “My Essel” (Newsletter) • “PITSTOP” (e-Platform) • Policies • Training and Development • One-to-one connect through • periodic leadership visits 	Weekly/Monthly/ Quarterly	<ul style="list-style-type: none"> • Health and safety • Training & learning • Career progression • Growth opportunities • Recognition • Job security • Fair remuneration • Diverse, inclusive, and enabling • Work culture • Grievance Redressal • Work-life balance • Business updates
Supplier and Vendors	<ul style="list-style-type: none"> • Supplier performance evaluation • Supplier engagement forum • Procurement meetings 	Monthly/quarterly/ Annually/need basis	<ul style="list-style-type: none"> • Product quality and safety • Data privacy and security • Value added services • Customer services • Supply chain management
Regulatory bodies	<ul style="list-style-type: none"> • Legal filings • Industry • Representation forums • One-on-one meetings 	Quarterly/ Annually/ Half-yearly, need based	<ul style="list-style-type: none"> • Regulatory compliance • Participation in Public Policy • Corporate Governance disclosures
Industry Associations/ NGOs	<ul style="list-style-type: none"> • Management Committees • Seminars • Representations • CSR Implementations 	Need based/ quarterly/ Annually	<ul style="list-style-type: none"> • Partnership for CSR project implementation • Policy advocacy discussion

From the Desk of the Legal Head

Dear Stakeholders,

At EMIL, our governance practices are guided by the sustainability principles of **“People, Planet, and Prosperity.”** As a member of Aditya Birla Group, we are committed to the highest standards of ethics and integrity, with a strong emphasis on transparency, regulatory compliance, and accountability to our stakeholders.

As an industry leader, we set the standard for effective governance and responsible operations, ensuring a balance between caring for people and the planet while creating sustainable value.

Our governance framework is centered around ongoing compliance with government regulations. It is designed

to be responsive and adaptable, regularly reviewed and updated to keep pace with evolving regulations and global sustainability standards. We are vigilant and proactive in adhering to environmental regulations. **Our commitment to operate sustainably has resulted in no regulatory violations from statutory authorities during FY 2023-24.**

Further, to align our sustainability efforts effectively, we adhere to established standards such as the Global Reporting Initiative (GRI) and the UN Sustainable Development Goals (UNSDG). Our dedicated board, updated policies, and robust sustainability governance system ensure we stay with evolving ESG regulations.

“

We operate with diligence and responsibility, ensuring strict adherence to statutory requirements.

”



Anju Desai

Legal Head

Governance at EMIL

Transparency, Accountability, Integrity



Management Approach

At EMIL, we adhere to the governance principles established by Aditya Birla Group, encompassing the six foundational pillars of Transparency & Disclosure, Accountability and Integrity, Ethics, Monitor, Review and Control. These principles steer our decisions and daily operations. Our strong Corporate Governance ethos cultivate a culture where employees take ownership of our values, ensuring widespread compliance and steadfast dedication.

Corporate Governance and Ethics

Our corporate governance is anchored in transparency, accountability, and integrity. With a diverse and independent Board, we prioritise balanced strategic planning and robust risk management. Our ethical standards, upheld through transparent policies, emphasise fairness and stakeholder value. We foster a culture of compliance and ethical behaviour through training and audits. We adhere strictly to regulatory frameworks and industry best practices to ensure responsible decision-making at all levels.





Aditya Birla Group's Code of conduct guide us and encourage us to continuously lead with integrity, acceptance, and honesty.

Governance Highlights

80%

Non-executive Directors



Five Board committees

40%

Independent Directors



Annual evaluation of the Board and its committees by an internal committees

20%

Female Directors



Employees trained 500+ hours on POSH matters

3

Key Managerial Personnels



80% of Board committees chaired by Independent Directors



All operational locations and primary functions are ISO 27001: 2013 certified

Governance Structure

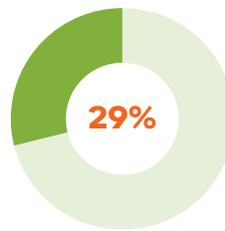
Our robust governance structure empowers us to operate in a conscientious and secure manner, managing risks effectively and creating sustainable value for our stakeholders. We uphold the strong commitment of transparency, with all our governance documents available publicly.

This commitment is backed by our Board of Directors comprised majority of the non-executive Directors, dedicated committees from Audit to Risk Management to Nominating Directors on the Board, and a Management team of Executives.

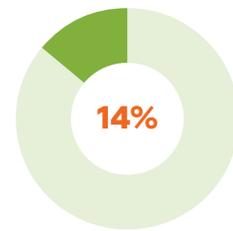


Our Leadership

Our leadership team includes both the Board of Directors and the Management team.



Mining Professional



Sustainability Professional

At EMIL's Board

As of March 31, 2024, our Board, under the leadership of Managing Director Mr. Thomas M. Cherian, not related with any other Director on the Board and who brings over three decades of diverse experience in the mining sector across geographies, consists of total five Directors

including a female Director. They are pivotal in setting the sustainability strategy, defining purpose and values, and are instrumental in identifying, reviewing, and managing economic, environmental, and social issues.

Board of Directors of EMIL as of 31st March 2024

Type of Director	FY 2022-23	FY 2023-24
Executive	1	1
Non-Executive	6	4

Gender wise	FY 2022-23	FY 2023-24
Male	6	4
Female	1	1



The Board met six times and the Board's committees met eight times in FY 2023-24.

A qualified Mining engineer from Osmania University with management education from XLRI Jamshedpur in addition to executive development programme from CEDEP, France. He brings along over three decades of diverse experience in the mining sector across geographies

Mr. Thomas M. Cherian

Executive Director
(Managing Director)

A qualified Chartered Accountant. Currently serving as a Chief Financial Officer of Aditya Birla Group and also a member of the Business Review Council of the Group.

Mr. Sushil Agarwal

Non-Executive Director

A commerce graduate from the St. Xavier's College, Kolkata and a qualified Chartered Accountant and an Industrialist.

Mr. Giriraj Maheshwari

Non-Executive Independent Director



A commerce graduate from Xt. Xavier's Kolkata. He is an Industry leader with over 50 years of experience in diverse sectors of tea, mining, engineering, trade and finance.

Mr. Sunil Kumar Daga

Non-Executive Independent
Director

A sustainability professional with three decades of work experience in consulting and corporate set-ups.

Ms. Deeksha Sharma Vats

Non-Executive Director

Changes in the Board during FY 2023-24

Mr. Manish Kumar Newar

resigned as a Non-Executive Director with effect from 18th August 2023.

Mr. Tuhin Kumar Mukherjee

resigned with effect from the close of the business hours of 31st March 2024.



Management Team

Our management team consists of executives from various departments who play a crucial role in implementing the sustainability strategies. They actively

address sustainability issues to ensure transparency in sustainability reporting efforts.

Our Management Team as of 31st March 2024

Function 		
Chief Financial Officer, Mr. Arun Garg	Company Secretary, Mr. Dhananjoy Karmakar	Chief Human Resource Officer, Mr. Shreekant Reddy
Business Legal Head, Mr. Anju Desai	Strategy, Business Development and Sustainability, Mr. Prasoon Sinha	

Unit 		
Iron Ore Beneficiation and Palletization, Mr. Pavan Kumar Kakani	Coal Mining Service (MDO) Mr. Rajinder Malhotra	Coal Mining services (Waidhan Cluster) Mr. Umesh Mahato
Wind Power Business, Mr. Arun Garg	Noble Ferro Alloys, Mr. Parvesh Garg	

Subsidiary Companies

1	Bhubaneswari Coal Mining Limited	Mr. Thomas M Cherian (Director) Mr. Arun Garg (Director) Mr. Rajinder Malhotra (Head, Coal Business) Mr. Bairagi Sahu (COO)	2	Rajmahal Coal Mining Limited	Mr. Thomas M Cherian (Director) Mr. Arun Garg (Director) Mr. Rajinder Malhotra (Head, Coal Business) Mr. Sanjay Tiwary (COO)
3	Subhadra Coal Mining Limited	Mr. Thomas M Cherian (Director) Mr. Arun Garg, (Director) Mr. Rajinder Malhotra (Head, Coal Business) Mr. Bimal Baral (Project Head)	4	Amelia Coal Mining Limited	Mr. Thomas M Cherian (Director) Mr. Arun Garg (Director) Mr. Umesh Mahato (Mining Services, Waidhan Cluster)
5	EMIL Mines And Mineral Resources Limited	Mr. Thomas M Cherian (Director) Mr. Arun Garg, (Director) Mr. Krishna Fatesaria (Director) Mr. Umesh Mahto (Mining Services, Waidhan Cluster)			

Evaluation

The annual assessment of the Board, its committees, and individual directors is conducted by an Internal **Board Committee on Nomination and Remuneration (NRC)** by following prescribed procedures. The evaluation encompasses criteria approved by the Board and the recommendations from the NRC. The questionnaire covers various aspects including the effectiveness of Board and Committee processes, the

roles, and responsibilities of Independent and Non-Executive Directors, their contributions in meetings, and their exercise of independent judgment. Directors, excluding those under evaluation, assess the Board collectively along with individual members and committees. The committee consolidates the feedback into a **comprehensive report** for the Board based on individual questionnaires received from Directors.

Evaluation Process

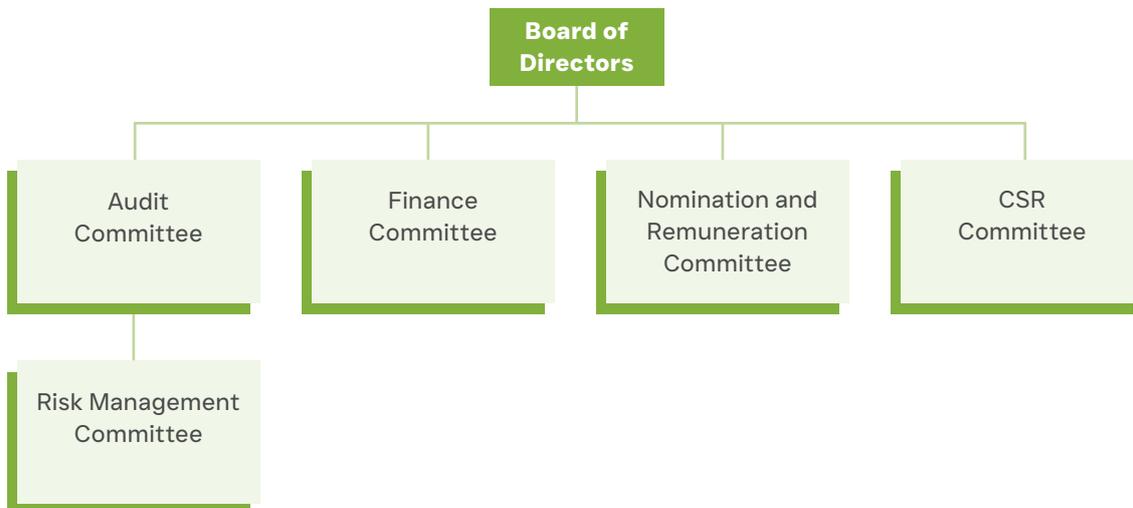


Our Key Managerial Personnel

Mr. Thomas M. Cherian (Managing Director), Mr. Arun Garg (Chief Financial Officer), and Mr. Dhananjoy Karmakar (Company Secretary), serve as the Key Managerial Personnel (KMP) of the Company as of 31st March 2024, reinforcing our commitment to sustainable development and ethical corporate governance.



Board Committees



To enhance corporate governance, we have established **five committees**, with majority of committees chaired by Independent Directors, operating under approved terms of reference set by the Board. These committees

play a crucial role in overseeing various aspects of governance, ensuring transparency, accountability, and adherence to best practices across the organisation.



Audit Committee

This Committee of EMIL, constituted in accordance with Section 177 of the Companies Act 2013, was led by an Independent Director. It comprises of two Independent Directors and one Executive Director as of 31st March 2024.

Members as of 31st March 2024

Mr. Sunil Kumar Daga
(Chairman)

Mr. Giriraj Maheshwari

Mr. Thomas M. Cherian



Committee's Roles & Responsibilities

- To oversees the financial reporting process, reviewing and approving financial statements.
- To establish audit scopes and collaborate with internal and external auditors to discuss observations and findings.
- To asses the effectiveness of internal controls, including risk management frameworks and audit procedures.



Nomination & Remuneration Committee

The Committee was constituted in accordance with section 178 of the Companies Act 2013 and led by an Independent Director, Mr. Sunil Kumar Daga. It comprised of 100% Non-executive Directors.

Members as of 31st March 2024

Mr. Sunil Kumar Daga
(Chairman)

Mr. Tuhin Kumar Mukherjee*

Mr. Sushil Agarwal

Mr. Giriraj Maheshwari



Committee's Roles & Responsibilities

- Identify, recommend, and approve candidates for addition to or removal from the Management team and the Board.
- Evaluating the performance of the Board, Management Team, and other Committees.
- Recommend compensation for staff members, Management team and Board members.



Risk Management Committee

The Risk Management Committee (RMC) oversees EMIL's corporate risk strategy and reports to the Board Audit Committee. The Committee includes executives, chaired by the Managing Director, operating under their guidance.

Members as of 31st March 2024

Mr. Thomas M. Cherian
(MD)

Mr. Arun Garg
(CFO)

Mr. Shreekanth Reddy
(CHRO)



Committee's Roles & Responsibilities

- Identification, assessment, and mitigation of risks within the organisation.
- Focusing on integrating climate-related risks into its responsibilities.
- Enhance resilience and ensure the company is well-prepared to navigate future challenges in a changing climate landscape.
- Evaluating how environmental factors such as climate change could impact the organization's operations, finances, and strategic objectives.

*resigned w.e.f. the closure of business hours of 31st March 2024.



Finance Committee

This Committee works under the close supervision of the Board of Directors and meetings held during FY 2023-24 were chaired by Non-Executive Independent Director Mr. Sunil Kumar Daga. The Committee comprises of 75% of Non-Executive Directors as of 31st March 2024.

Members as of 31st March 2024

Mr. Sunil Kumar Daga
Chairman

Mr. Giriraj Maheshwari

Mr. Thomas M Cherian

Mr. Sushil Agarwal

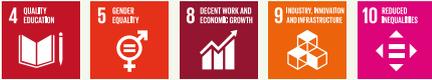


Committee's Roles & Responsibilities

- To diligently monitor the business landscape and ensure availability of funds.
- It also oversees resources accessed through both fund-based and non-fund-based facilities.
- The Committee plays a crucial role in empowering officers and executives with the authority to pursue additional business through the delegation of power of attorney.



CSR Committee



Members as of 31st March 2024

Mr. Sunil Kumar Daga
(Chairman)

Mr. Giriraj Maheshwari

Mr. Thomas M. Cherian



Committee's Roles & Responsibilities

- Formulate, recommend and monitor the CSR policy.
- Recommend activities to be undertaken in areas or subject specified in Schedule VII.
- Recommend the amount of expenditure to be incurred.

The CSR Committee, overseen by an Independent Director, constituted as per section 135 of the Companies Act 2013, plays a crucial role in developing initiatives aligned with the United Nations Sustainable

Development Goals (SDGs). These initiatives concentrate on promoting quality education, fostering decent work and economic growth, advancing industry innovation and infrastructure, gender equality and reduced inequalities.

Risk Management and Governance

EMIL has identified four types of major risks namely legal, operational, financial, and technical.

To proactively manage these risks, EMIL has established an Enterprise Risk Management (ERM) process. This approach provides a consolidated view of our risk exposures, empowering us to make informed decisions. EMIL's Risk Management Framework is straightforward and offers clear guidelines for managing and reporting risks to the Board, facilitating effective management of both threats and opportunities. **The Company employs a bottom-up approach to identify risks.**

The Risk Management Framework at EMIL is overseen by the apex body Risk Management Committee, which reports directly to the Board's Audit Committee. This Committee operates through the Corporate Risk Officer (CRO) at the enterprise level, who is supported by Unit Risk Officers (UROs) of each Business unit. The Risk Management Committee includes the Managing Director, Chief Financial Officer, and Chief Human Resource Officer among its members.



Risk Management

Additionally, the integration of a governance and oversight process for risk management constitutes a fundamental aspect of our long-term goals.

Internal Control System

At EMIL, we maintain rigorous internal controls over our financial systems. These controls are structured across three levels: entity, process, and information technology. The annual exercise is conducted to assess their effectiveness and operational functionality.



Grievance Management

Our grievance management system is built on robust policy frameworks aimed at ensuring equitable resolution of stakeholder issues. We prioritise transparent communication channels to address concerns related to our operations, environmental impact, social responsibilities, and governance practices. An integral part of our approach is a comprehensive whistleblower mechanism designed to uphold transparency, accountability, and stakeholder trust.

Whistleblowers have multiple avenues to lodge complaints, including contacting our ethics helpline, toll free number, writing to the Value Standard Committee, reaching out to business/unit heads, or contacting the CHRO/Company Secretary. Through regular reviews and refinements of our grievance management processes, we continuously enhance our capacity to effectively respond to stakeholder feedback and concerns.



No complaints of whistle blowers, investors, or conflict of interests were reported during FY 2023-24.

Sustainability Governance

Our sustainability framework integrates the Board of directors and the Management team. The management team acts as a crucial link between the Board's committees and the Board of directors, a collaborative approach enhancing decision-making process and reinforcing accountability in addressing ESG considerations.



Corporate Policies

Our corporate policy encompass Governance, Environment, and Information Security, underscoring our commitment to responsible and sustainable practices. These policies establish a framework for ethical decision-making, environmental stewardship, and safeguarding sensitive information. By adhering to these standards,

we strive to enhance transparency, mitigate risks, and make positive contributions to our communities and environment. EMIL consistently communicates its policy framework to employees and conducts regular training sessions to ensure understanding and adherence.

<div style="background-color: #ADD8E6; padding: 5px; margin-bottom: 10px;"> Governance </div> <ul style="list-style-type: none"> • Corporate Social Responsibility Policy • Prevention of Sexual Harassment at Workplace (POSH) Policy • Stakeholder Engagement Policy • Executive Remuneration Policy • Whistle Blower Policy • Supply Chain and Procurement Policy 	<div style="background-color: #90EE90; padding: 5px; margin-bottom: 10px;"> Environment </div> <ul style="list-style-type: none"> • Energy and Carbon Policy • Water Stewardship Policy • Environment Policy • Biodiversity Policy 	<div style="background-color: #D2B48C; padding: 5px; margin-bottom: 10px;"> Social </div> <ul style="list-style-type: none"> • Health policy • Safety policy • Human Rights Policy
	<div style="background-color: #FFDAB9; padding: 5px;"> Information Security </div> <ul style="list-style-type: none"> • Privacy Policy • Information Security Policy 	

EMIL has provided time to time trainings on ethical Standards and Prevention of Sexual Harassment during FY 2023-24.

EMIL adheres to 18 policies framed based on Aditya Birla Group's Sustainability framework. It has also dedicated policies on anti-corruption and anti-bribery to take corruption and bribery matters seriously. Additionally, no such cases were reported during FY 2023-24.

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ESSEL MINING & INDUSTRIES LIMITED

Our Associations

We are proud members of several esteemed associations including Federation of Indian Chambers of Commerce & Industry (FICCI), Confederation of Indian Industry (CII), Federation of Indian Mineral Industries (FIMI), Pellet Manufacturers Association of India (PMAI), and Indian Ferro Alloy Producer's Association (IFAPA). These associations play a vital role in shaping industry standards, advocating for policy initiatives, and fostering collaboration within our sector. Through our active participation, we contribute to the advancement of best practices, regulatory compliance, and sustainable development goals within the broader business community.



Corporate Compliance Framework

EMIL adopts proactive approach to comply with all requirements of various statutory authorities, agencies, and bodies. All the conditions as stipulated in the consent, approvals, permissions are compiled to ensure smooth operation of business. This reflects our approach to regulatory compliance and commitment to conducting business responsibly.

In FY 2023-24, EMIL has not committed any regulatory/statutory violation.



Environment Stewardship

In an era that is characterised by an increasing emphasis on environmental responsibility, EMIL acknowledges the role of environmental stewardship. Global concerns on the environmental impact of business activities on climate-related disruptions have become top priorities for investors, customers, employees, communities,

and other stakeholders. Embracing responsible mining practices is a critical step toward mitigating the carbon footprint generated by our operations. This commitment involves implementing stringent measures that help reduce water and energy usage, minimise land disruptions and waste generation.



From the Desk of the Head, Coal Division

Dear Stakeholders,

Coal remains a critical resource for our nation's development especially for power generation. As the country strives to gradually decrease coal consumption, we are focused on finding innovative solutions that ensure both advancements in national energy security and environmental well-being. True to our mission towards sustainability, we have implemented initiatives that involve storing of topsoil removed during the initial phases of mining projects. The topsoil is preserved, stored and utilised appropriately for plantation and dump restoration purposes.

Certain activities, such as dust emission from blasting is inevitable. Currently, we are using large size water sprinklers to ensure efficient dust reduction and eliminates the need for repeated sprinkling and refilling thereby conserves energy. With this comes

accountability for water usage, which we are managing through rainwater harvesting and rigorous wastewater treatment in our Effluent Treatment Plants. Concurrently, we are actively transitioning to electric equipment to reduce emissions and promote sustainability.

The impact on the communities in our mining areas extends beyond the rehabilitation efforts they undergo. We are deeply engaged with all local villages, ensuring fair compensation for those affected and providing support to the community through building schools, mobile vans, road construction and hospitals. Across all our mining sites, we are focused on creating employment opportunities, fostering skill development, and educating children. In summary, the mining industry has significantly improved lives and contributed to community development, and our ongoing commitment is dedicated to fostering a sustainable future together.

“

Together, we are focused on building a sustainable community through our continuous efforts.

”

Rajinder Malhotra
Head-Coal Business



Energy Management



Management Approach:

Energy is an important resource that powers the operation of our processes. Recognising the importance of the same in our operations, we emphasise our commitment to energy management through well-defined policies and technical standards. To effectively manage this resource, we have implemented various strategies that include redesigning our mining processes, enhancing the iron-ore quality, increasing the use of renewable energy sources in our operations and minimising waste transportation. Additionally, we are focused on utilising state-of-the-art machinery to reduce the energy intensity of our products, with the goal of lowering greenhouse gas emissions.

Energy is used in extraction, processing, and transportation for mining industries. EMIL's operations are heavily reliant on the usage of energy. At present, EMIL relies on using energy from GRID and DG sets for electricity that is used in all the processes. Fuels include the usage of natural gas and diesel. We have substituted the use of High-Speed Diesel (HSD) to GRID electricity in conveyor belts, which has reduced diesel consumption, contributing to lesser emissions. We have implemented a systematic approach wherein we focus on mitigating climate change by adopting low-carbon transition and building resilience.



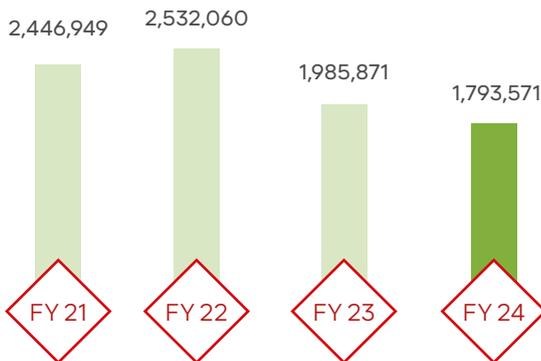
Energy consumed within the organisation*

Source	UoM	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Direct energy (Fuel)**	GJ	2,446,949	2,532,060	1,985,871	1,793,571
Indirect energy (Non-Renewable Energy)	GJ	61,816	63,424	188,190	206,834
Total energy	GJ	2,508,765	2,595,484	2,174,061	2,000,405

Total energy consumed- GJ

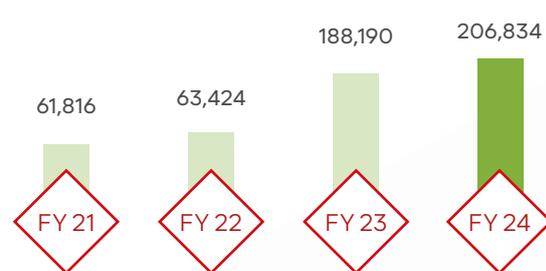


Direct Energy- Fuel GJ



EMIL used fuel categories of High speed diesel and natural gas for processes. Mining sites such as BCML, RCML and ACML are heavily dependent on HSD as fuel, whereas NFA Vapi unit uses natural gas for processes.

Indirect Energy - GJ



The indirect energy consumed at EMIL primarily consists of electricity sourced from the grid. This electricity is used to power office operations and support various business processes. The consumption includes all energy required for lighting, heating, cooling, and powering electronic devices in the office spaces and other processes essential to the organization's core activities.

*Restatement: Please refer to page no 106 for details

** Direct energy Includes HSD for Process; HSD for DG Sets; Furnace Oil, LPG for Cooking; LPG for Process; PNG for Process; Coal for process and HSD for Mobile Vehicle.

Energy Saving Initiative at RCML



In our ongoing commitment to enhance energy efficiency and reduce carbon emissions, our Rajmahal Coal Mining Ltd. (RCML) has continuously pursued innovative initiatives. One such initiative is the replacement of sodium vapor luminaries with energy-efficient LED lights.

Sodium vapor lamps demand significantly higher energy to produce the same level of illumination as LED lamps. In contrast, LED lamps not only consume less energy but also boast a longer service life, contributing to lower maintenance costs and supporting circularity through their reparability.

We have successfully implemented LED lighting in two of our operational areas, demonstrating our dedication to sustainable practices. This transition has resulted in substantial energy savings and a marked reduction in our carbon footprint, aligning with our broader environmental goals. By adopting LED technology, we contribute to both operational excellence and environmental stewardship.

246.2 Tons
CO2 reduced through the initiative

Energy intensity
0.057 GJ/MT

	UoM	FY 2021-22	FY 2022-23	FY 2023-24
Energy intensity*	GJ/MT	0.071	0.063	0.054

*Restatement: Please refer to page no 106 for details



Upgrading the HSD Tank at BCML

In our operations at BCML we utilise 13 self-generating mobile lighting towers (MLT), each equipped with a 45-litre capacity HSD tank requiring refuelling every other day. As our mine operations are expanding and that demands frequent repositioning of the towers, refuelling of the same becomes challenging. Often, heavy equipment like Heavy Earth Moving Machine (HEMM) had to be mobilised solely for refuelling purposes, which disrupted efficiency. To address this, we have undertaken innovative solutions to reduce refuelling frequency by enhancing fuel reserve capacity. During a walkthrough inspection of our scrapyard, we identified numerous exhaust manifolds from 777E dumpers. Seeing an opportunity, we have devised a plan to convert these manifolds into additional HSD tanks.

The conversion process involved removing asbestos heat insulation, installing a baffle plate for structural integrity, and fabricating a collar with a lockable cap for refuelling. We ensured feasibility by connecting the tank's supply from the bottom and integrating it with the existing tank setup via a valve for seamless fuel transfer. After successfully converting one manifold into a tank and installing it on MLT-12, we conducted a rigorous 10-day operational trial. Upon confirming its effectiveness, we replicated the conversion process across the remaining 12 mobile lighting towers. It showcases our commitment to innovation and efficiency in mining operations.

73% reduction in utilisation of HSD bowsers for MLT refuelling. Presently 4% of HSD bowser utilised for refuelling.

HSD consumption for refuelling reduced to **104** Ltrs per month. This also reduces CO2 Emissions by **280 Kg/Month**.

Man hours have been efficiently streamlined to **140 hours**, resulting in an impressive **30%** optimization which allows us to redirect valuable resources to other important projects.

INR 1,60,550 invested for modification in **13 MLTs**.

From the Desk of the Unit Head, Noble Ferro Alloys

Dear Stakeholders,

At Essel Mining, our commitment to sustainability starts with enhancing our processes to meet our crucial goals. Our NFA unit handles hazardous waste (containing vanadium) from Alumina refineries, which is further processed to extract vanadium; strategic metal for Ferro vanadium which is supplied to steel industries.

Our commitment to sustainability is evident in our waste management practices. The solid hazardous waste produced at NFA is efficiently managed and safely disposed of in adherence to all the rules and regulations. Additionally, part of chemical gypsum produced from hazardous waste is sent to cement plants embodying

principles of circularity. We have established a Sewage Treatment Plant (STP) and Multi Effect Evaporator (MEE) which marks a significant milestone in our efforts of water conservation. We are now recovering domestic water and recycling it for domestic and gardening purposes. We have undertaken initiative to create a thriving natural environment in biodiversity by the Miyawaki technique. As a result, our premises have become a sanctuary for various bird species, contributing to the area's ecological diversity.

We will continue to prioritise initiatives that support water and energy conservation, waste management and ensuring that our practices are in line with Aditya Birla Group's overarching sustainability goals.

“

As a result of our efforts, our premises have become a sanctuary for various bird species, contributing to the area's ecological diversity.

”



Parvesh Garg

Unit head, NFA Vapi

Emission Management



Management Approach:

Emission management in the mining industry is important for minimizing environmental impact and ensuring compliance with regulatory standards. At EMIL, we have introduced effective strategies such as implementation of advanced technologies to monitor and reduce emissions from mining operations, such as dust suppression systems, fuel-efficient machinery, and renewable energy sources. We have moved from diesel to using GRID electricity at our mining sites. With the replacement of diesel with GRID electricity, our dependence on fuel has decreased. Switch to using natural gas has also led to a decrease in the emissions. Due to such endeavours we have been able to reduce our Scope 1 emissions.

Scope 1 and 2 emissions*

Source	UoM	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Scope 1	TCO2e	184,275	194,504	154,339	138,196
Scope 2	TCO2e	15,860	16,273	47,814	52,942

Scope 1 Emissions

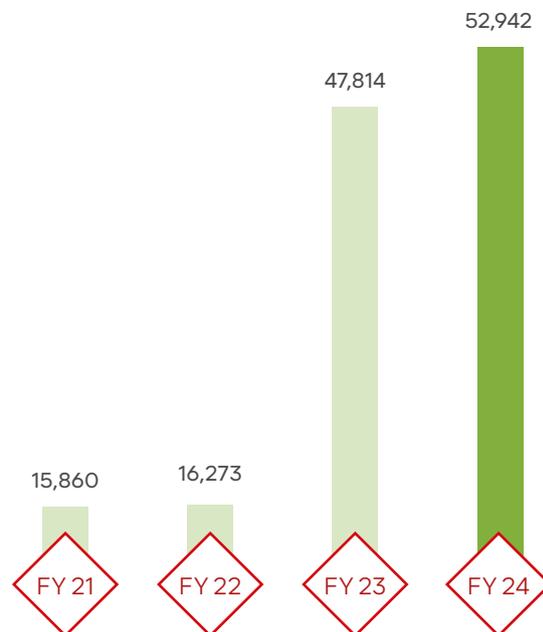
(In TCO2e)



We have been able to achieve a reduction of **10%** Scope 1 emissions from the previous year as we have moved from fuel consumption to GRID energy.

Scope 2 Emissions

(In TCO2e)



There has been a slight increase in scope 2 emission, since we have moved to using grid power than DG sets.

*Restatement: Please refer to page no 106 for details

Scope 3 Emissions

In FY2023-24, we completed our second assessment of our Scope 3 emissions, resulting from a company's value chain activities. EMIL has identified these emissions and categorized them into upstream and downstream emissions.

The upstream and downstream emissions are categorized according to the GHG Protocol, and emissions are reported in the applicable categories. The upstream categories include Purchased Goods and Services, Capital Goods, Fuel and Energy-related Activities not included in Scope 1 or Scope 2, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, and Employee Commuting. The downstream categories are Downstream Transportation and Distribution, and Processing of Sold Products.

The methodologies for these categories are selected based on the activity data. We have calculated the emissions using the spend-based method with US EPA's EEIO emission factors. Additionally, we used the average data method, the waste-type specific method, and the distance-based method from DEFRA factors to calculate the overall Scope 3 emissions of the company.



*Restatement: Please refer to page no 106 for details



From the Desk of the President & Head Mining Services, Waidhan Cluster

Dear Stakeholders,

EMIL has made advances in mining operations with various initiatives aimed at addressing and minimising the environmental, social, and governance (ESG) impacts. Currently, at ACML, we are primarily using outsourced diesel-driven equipment. However, to reduce our dependency on fossil fuels and enhance our environmental stewardship, we are working towards transitioning to electric-powered equipment and utilising solar power wherever possible, to meet our energy needs. We are also implementing other energy conservation initiatives, such as using the conveyor belt system for coal transportation instead of diesel trucks, and a Silo Loading System (SLS) instead of Pay-loader loading onto wagons, which will significantly reduce energy consumption in the future.

Water is crucial to our operations, and we prioritise its careful use on-site. We plan to build a reservoir to boost water conservation efforts and meet our site's needs with 'zero liquid discharge,' reducing reliance on fresh surface and groundwater sources. Occupational Health & Safety (OHS) are our top priorities, and we maintain rigorous operational practices to foster a safe

environment, promoting the well-being of our workforce and community. Our comprehensive health management includes regular medical examinations in collaboration with Singrauli Hospital and local dispensaries. The mine embraces digitalisation with electronic face recognition for attendance and gate passes, along with advanced CCTV surveillance systems for safety and security. State-of-the-art mine planning software optimises operations for greater productivity and reduced environmental impact, demonstrating our commitment to rigorous safety standards and operational efficiency through innovative technology.

We acknowledge our responsibility towards local communities affected by our project and are committed to their Rehabilitation and Resettlement (R&R) through our community development initiatives. We have undertaken proactive measures to support affected people by constructing suitable infrastructure and offer training to enhance local villagers' employment opportunities. Notably, we are empowering women through skill training programs. Immediate medical assistance through doctors and clinics is also extended to neighbouring villages. In addition to these efforts, EMIL is actively involved in afforestation and biodiversity conservation initiatives. This includes plantations and the construction of water reservoirs and ponds to supplement initiatives for protecting and preserving the local flora and fauna. Our dedication to sustainability and commitment to encourage environmental stewardship, community well-being, people development, and ESG principles is directed towards creating a better place for future generations.



Mr. Umesh Mahato

Mining Services,
Waidhan Cluster

Mineral Resource Management



Management Approach:

Mineral resource management is a critical aspect of sustainable development for our sector. It encompasses strategic planning to maximize resource recovery while minimizing environmental impact and ensuring economic viability. Proper waste management and recycling of by-products play a vital role in reducing our footprint.

While our mining operations extract raw materials that are further sent across the country for various use, our Vapi unit and IOBP unit which essentially manufacture ferro vanadium and iron pellets, respectively are dependent on the usage of raw materials.

Raw Material Input

Raw Material	Unit	FY 2021-22	FY 2022-23	FY 2023-24
Oxides of Vanadium, Molybdenum, Titanium and others (NFA Vapi unit)	Ton	1,501	1,494	1,835
Iron ore, lime, bentonite and others (IOBP)	Ton	587,019	711,978	627,460

The Noble Ferro Alloys Unit Vapi specialises in the production of noble ferro materials, a crucial materials which are used to enhance the strength and durability of steel. The IOBP unit focuses on producing iron ore pellets, which serve as a input for steel manufacturing processes.

We are using the disposed waste material of Aluminium industry as raw material in NFA which reduces the usage of natural resource. Similarly, tailings generated by IOBP are sold to steel manufactures leading to zero waste (tailing) disposal at site.

At EMIL we believe that effective use of materials in the manufacturing of Ferro Alloy Products and iron ore is crucial for optimizing resource efficiency and minimizing environmental impact. At IOBP unit, efficient use of raw materials starts with the careful selection and preparation of iron ore, ensuring that only high-grade ore is used to maximize pellet quality. Advanced pelletizing techniques, such as optimizing the mixing, balling, and induration processes, help to minimize the consumption of binders and energy, resulting in a more cost-effective and sustainable production process. By focusing on material optimization at EMIL, we produce high-quality iron pellets while reducing the overall consumption of resources, lowering emissions, and supporting in the sustainable development.



Water Stewardship



Management Approach:

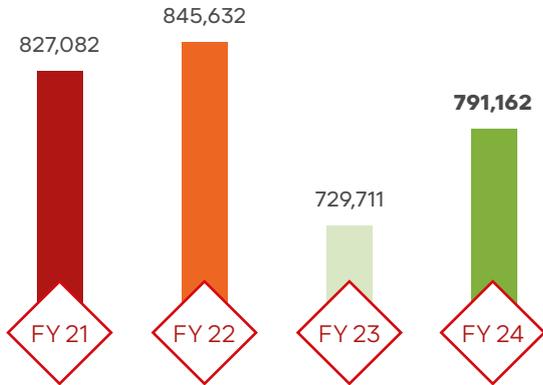
Water is a crucial resource for our operations. Water is used in mining operations for dust suppression, vehicle washing and domestic uses. However, water in manufacturing segment is used in ore processing (IOBP) and raw material processing in NFA. Efficient water management is critical for maintaining operational efficiency and reducing environmental impact while adhering to the laws and regulations. We at EMIL are aware that water management helps in water resource optimization, prevent contamination of local water sources, safeguarding the health and livelihoods of surrounding communities.

Our operations have processes in place to recycle and treat water within the mining and manufacturing operations that help in minimising our dependency on fresh water.

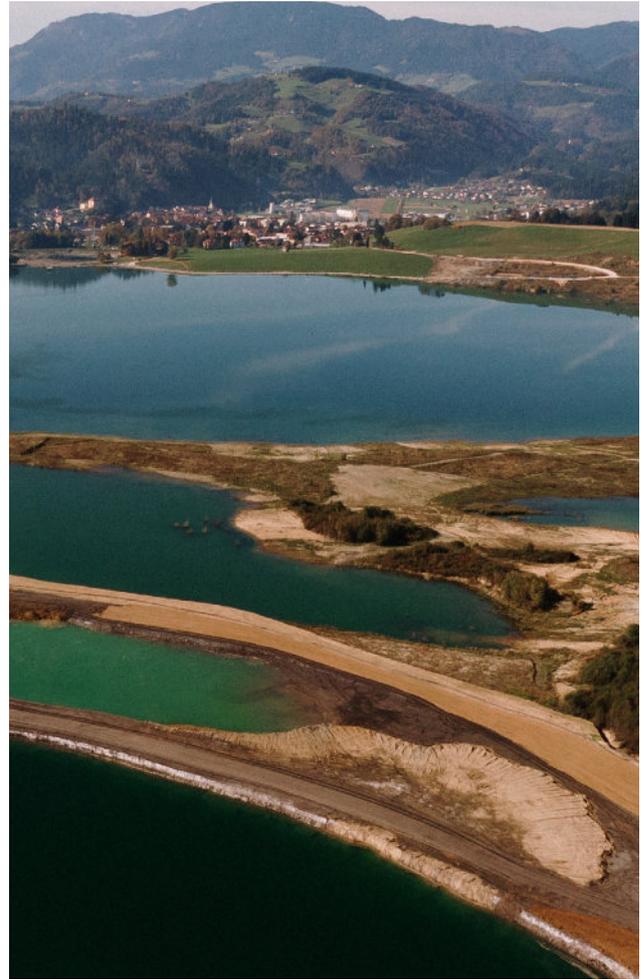
Table 5. Water Withdrawal in KL

Source	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
Surface water	-	-	-	-
Groundwater	182,137	251,392	180,911	229,558
Seawater	-	-	-	-
Produced water	619,374	562,629	-	-
Third-party water	25,571	31,611	36,230	51,538
Rainwater Harvesting	-	-	512,570	510,067
Total	827,082	845,632	729,711	791,162

Total water withdrawal (KL)



EMIL's units have been using water in a sustainable manner. Our main source of water withdrawal is groundwater, rainwater and third-party water sourced from municipal corporations. We started rainwater harvesting at our plants from last 2 years, and this has supported the cause of water conservation. Rainwater harvesting is a transformative practice that captures and stores rainwater for future use, significantly alleviating water scarcity. This sustainable approach not only conserves precious water resources but also helps recharge groundwater levels, enhances soil moisture, and reduces erosion. This FY, an increase in water consumption has been noted as we have new operational sites that have been included in our operations.



Water intensity

	UoM	FY 2021-22	FY 2022-23	FY 2023-24
Water intensity	KL/MT	0.024	0.021	0.023

960 KL
water has been recycled

0.023
water intensity (KL/MT)

Water Consumption

EMIL's units are heavily water dependent for both process and non-process usage. However, we have made a conscious decision to use water in a sustainable manner. We actively recharge groundwater levels and recycle water across our operations. Our recycling process is

792,122 KL
of water consumed in FY 2023-2024

supported by a network of pumps and recharge pits. The water collected from the mines and rainwater in the pumps is utilised for dust suppression, firefighting, workshop utilities, the canteen, and the operator's hostel.

Our coal mining operations at RCML, BCML, and ACML store rain-water from the mine for various uses, including dust control and vehicle washing. IOBP plant relies heavily

on water, since that is used to enhance the quality of iron ore before it undergoes further processing.

The Noble Ferro Alloy unit is the only unit where water is sourced from external agencies.

Harnessing Rainwater: Sustainable Water Practices at the IOBP Unit

Within the IOBP unit, an extensive reservoir with a capacity exceeding 200,000 cubic meters has been constructed. This massive reservoir is designed to collect runoffs from rainwater, providing a sustainable source of water for various purposes.

The collected rainwater is reused primarily for sprinkling, which helps in dust suppression and maintaining clean work areas. Water is instrumental in recharging the groundwater levels, ensuring a balanced and sustainable water management system. By capturing and reusing rainwater, we significantly reduce our reliance on external water sources, promoting environmental conservation, and enhancing the resilience of our water management practices.



Management of Wastewater at EMIL

Recognizing the need of using water in a sustainable way, we have established systems for treating and recycling wastewater generated across various processes to enhance water reuse at our plants. For instance, the water that seeps from our mining operations is repurposed in the BCML Heavy Earth Movers and Machinery (HEMM) workshops for washing heavy earth-moving machinery. The resultant soiled water is then channelled to an Effluent Treatment Plant (ETP) specifically designed to treat and recycle wastewater at the mines.

At RCML, we have a dedicated ETP with a capacity of 120 KL, treating wastewater that is generated during the machinery washing for subsequent reuse. The treated water then undergoes a multi-chamber process to help remove the impurities with different densities. An oil skimmer is employed to separate oil from the liquid, and the purified water is collected in a separate chamber for reuse in the machinery washing process. The quality of both incoming and outgoing water from all ETPs is rigorously tested to ensure compliance with specified standards.

Rooftop Rainwater Harvesting at RCML

At our RCML mine, we have implemented rooftop rainwater harvesting. In our Coal Handling Plant (CHP), we have installed two tanks in pump houses for dust suppression and firefighting, each equipped with a 300 KL water tank filled by tanker water.

To decrease our reliance on tanker water and make use of rainwater, we have connected the rooftop water discharge pipes to the pump house water tanks. Rainwater collected on the rooftop of Load Center-1 flows into the water pipes and is stored in these water tanks..

120 tankers (~ 1440 KL)
of rainwater is harvested through this initiative.



0.63 tons
of CO2 emission saved through initiative.



Effective wastewater management helps preserve natural water resources and reduces our dependency on fresh water usage. Proper treatment helps reduce environmental pollution. Untreated wastewater can lead to the degradation of natural waterbodies if discharged in an unsafe manner. Wastewater management supports

sustainable development by promoting the responsible use and reuse of water resources, reducing the environmental footprint of human activities, and contributing to the overall well-being of communities which is the primary goal of EMIL.

Waste Management



Management Approach:

The mining industry generates waste such as overburden, tailings, and hazardous substances. Management of waste is critical to minimise environmental impact, prevent soil and water contamination, and ensure compliance with environmental regulations. Effective waste management in mining not only mitigates environmental risks but also supports resource efficiency and community health, reflecting a commitment to responsible mining practices.

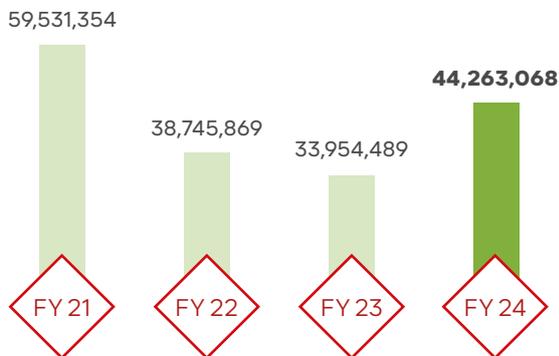
Waste Generation

At our operations, non-hazardous wastes such as overburden, tailings, and hazardous waste such as spent oil are generated. The overburden generated at mining plants is reused for backfilling excavated land, contributing to land rehabilitation efforts. Hazardous substances, such as spent oil, are meticulously managed through authorised recyclers, ensuring their sustainable and responsible disposal in accordance with regulatory standards.

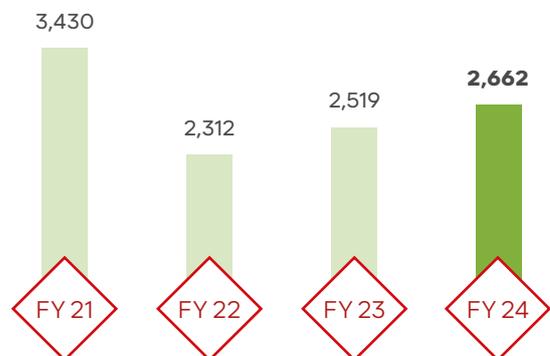
Hazardous Waste

Most of the Hazardous waste is generated from our Noble Ferro Alloy (NFA) unit. To manage this waste effectively, we implement a variety of strategies aimed at recycling and repurposing materials such as coprocessing.

Waste Generated (MT)



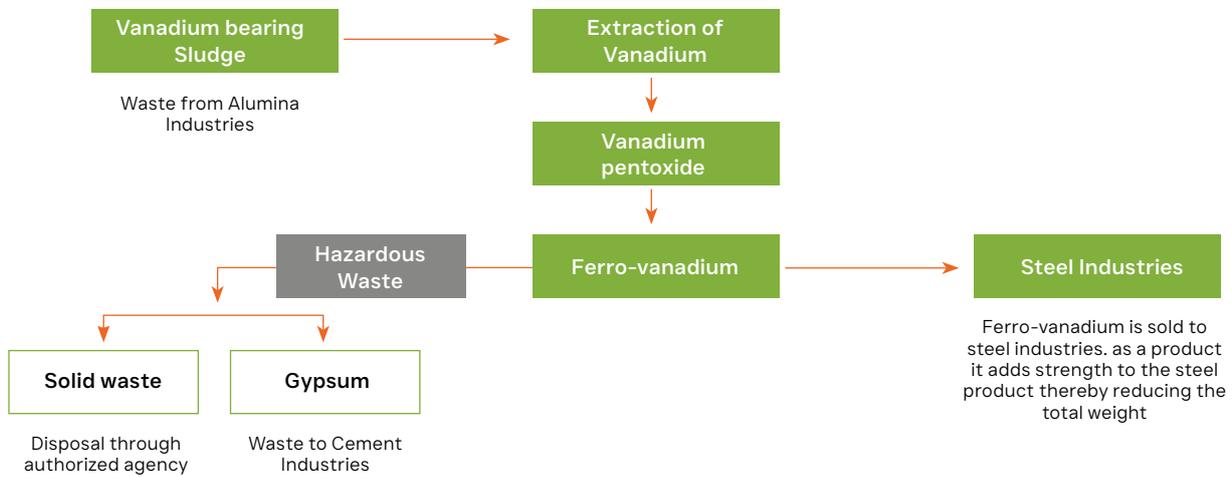
Hazardous waste (MT)



At EMIL, we are committed to sustainable waste management practices that align with our environmental goals. This includes continually exploring new technologies and methods to enhance recycling rates and reduce waste generation. Our efforts not only help in managing waste but also contribute to resource conservation. By focusing on efficient waste management practices, we

aim to reduce our environmental impact and promote sustainable industrial operations. We collect and store hazardous waste (spent oil) from mines in line with the statutory guidelines. Subsequently, this waste is handed over to authorised vendors for disposal, adhering to approved disposal methods.

Case Study: Transforming Waste into Wealth: NFA Vapi Plant's Innovative Approach



The Noble Ferro Alloy (NFA) Vapi Plant is the producer of high-quality Noble Ferro Alloys in the country, with a manufacturing capacity of 5000 Metric Tons Per Annum (MTPA). Noble Ferro Alloys are used in the manufacturing of alloy steels, high-speed steels and other special grade steels and impart strength and anti-corrosive properties to steel. The Noble Ferro Alloys Unit also produces Ferro Molybdenum, which is used in the manufacturing of stainless and heat-resisting steels, and Ferro Vanadium Powder used in the manufacture of welding electrodes and different high-grade steels. NFA Vapi uses the vanadium waste that is sourced from other industries. The vanadium waste is treated and processed to extract vanadium pentoxide which is further processed to produce ferro vanadium.

The production of Ferro vanadium and Ferro molybdenum represents a significant contribution to sustainable industrial practices. These alloying elements are integral in steel manufacturing, enhancing its strength and durability. This, in turn, reduces the greenhouse gas (GHG) emissions associated with steel production. By incorporating vanadium into steel, the overall weight of the final product can be significantly reduced without compromising its strength.

Waste to Wealth

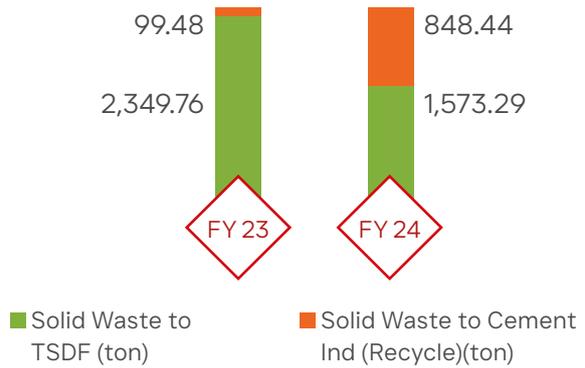
Waste to Wealth

Since February 2023, the NFA Vapi Plant has successfully sent over 800 tons of Effluent Treatment Plant (ETP) waste to a cement plant, marking a transformative step in their waste management and sustainability efforts. This initiative is part of EMIL's broader strategy to reduce their environmental footprint and enhance resource efficiency by converting waste into a valuable raw material for another industry. By repurposing ETP waste for cement production, EMIL is not only mitigating the environmental burden associated with waste disposal but also contributing to the reduction of raw material extraction required for cement manufacturing.

This approach has led to a substantial increase in their recycling rate, which has soared to over 37% of the total waste generated within Vapi's operations.

Vapi is not only addressing our waste management challenges but also supporting the production of more sustainable building materials.

Solid Waste Recycle to Cement Ind

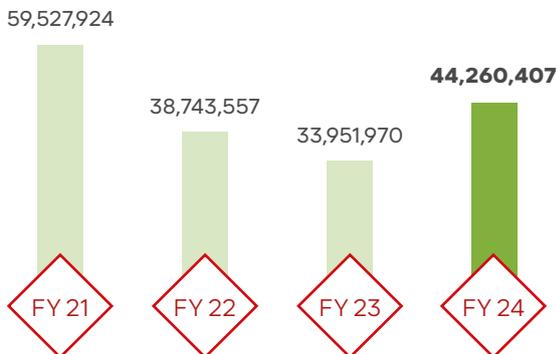


Non-Hazardous waste

The non-hazardous waste that is generated from mining operations at BCML, RCML, and ACML consists of overburden, removed to access the underlying coal. The overburden is repurposed by backfilling it into de-coaled area within mine pits, a practice that not only helps

manage waste but also aids in land rehabilitation and restoration efforts. By refilling these excavated areas, we help return the land to a more natural state, promoting ecosystem recovery and reducing the environmental impact of our mining activities.

Non-Hazardous waste (MT)



An amplified operations at some sites such as RCML and ACML has led to more overburden waste and an increase from last year's total non-hazardous waste generation.

In our NFA unit plant, we generated non-hazardous waste such as thermic process slag. We actively seek to repurpose this slag in civil engineering projects, such as road construction and building foundations, where its properties can enhance the durability and stability of structures. Additionally we collaborate with authorized vendors who are equipped to handle and utilize this slag responsibly for economical beneficial activities .

Biodiversity



Management Approach:

EMIL spearheads India's coal mining landscape in Odisha, Madhya Pradesh, and Jharkhand. EMIL's units are not located near ecological hotspots yet we proactively implement measures to improve environmental balance. Our goal is to create a healthy and safe environment that supports the flourishing of flora and fauna, ultimately enhancing the quality of life and livelihoods of the communities surrounding our operations. We take proactive measures, such as land use planning and biodiversity surveys at our mines and processing units to demonstrate our commitment to enriching biodiversity.

We adhere to the regulations of the Environmental Clearance (EC) and Forest Clearance (FC) and collaborate closely with local forest officials and actively involve community members in our biodiversity programs.

Implementation of Miyawaki at NFA Vapi

We have implemented the Miyawaki technique for biodiversity enhancement at our NFA Vapi Unit, which is a transformative approach in our environmental conservation efforts. This involves planting dense, native forests that grow rapidly and require minimal maintenance. By using a diverse mix of indigenous species, the Miyawaki technique fosters rich biodiversity and creates resilient ecosystems. These mini forests not only support a wide range of flora and fauna but also contribute to carbon sequestration, improve air quality, and mitigate urban heat island effects. By adopting this technique, we have been able to enhance local biodiversity, restore natural habitats, and contribute to a healthier environment for surrounding communities.

6,300 sq ft
of area covered.

2,500
saplings planted.

40
different species included.



Our Workforce

Here at EMIL, we prioritise an inclusive empowerment and development across employees, customers, partners, and communities. They are essential to our purpose of responsible mining, focusing on social responsibility and environmental stewardship. Our diverse workforce and robust financial strategy drive us to nurture human capital, deliver quality products, maintain a responsible value chain, and create socio-economic opportunities.



From the Desk of the Head, Human Resource

Dear Stakeholders,

EMIL's success and growth over the years is an attestation of our incredibly devoted workforce and their hard work. We have always valued and appreciated our people, believing them to be an integral part of EMIL's foundation. Our employees have been most instrumental in integrating our ideas and vision into actions and helped fulfil our goals and go above and beyond.

In line with Aditya Birla Group's employee value proposition, we are committed to embedding diversity in our workforce. We have made progress by increasing representation of women across levels and providing a safe working environment for all. We believe that our diverse workforce's originality drives innovation and growth. We provide equal benefits and opportunities to all our employees.

As a mining company, we understand the safety risks involved and are actively working to maintain a

safe working environment through our apex safety committee. We also provide regular training to keep our employees updated with the latest procedures and safety norms; this year we have provided training of over 30000 hours to our employees. Our commitment extends to the holistic well-being of our employees, including their mental and physical health, and we uphold high standards of human rights at all our sites. We focus on both internal promotions and external hiring to develop talent, facilitating smooth role transitions to align with individual strengths.

We also work towards uplifting the surrounding communities as a step towards the nation's development. Through our committed CSR department, we have engaged in various sectors such as healthcare, infrastructure, education, and social reform. We are dedicated to achieving our operational and sustainability goals and view our employees as integral partners in our journey toward excellence.



Our commitment extends to the holistic well-being of our employees, including their mental and physical health, and we uphold high standards of human rights at all our sites.



Navneet Jetly

Head, Human Resources

Workforce at EMIL

Our workforce forms the pivot that shapes our Company. It is our workforce that has enabled continuous advancement. We believe that a motivated and engaged workforce improves productivity, creativity, and loyalty, crucial for the organisation's long-term sustainability and growth. In our attempt to reciprocate this commitment, we seek to provide them a nurturing environment and opportunities for their education, innovation, and personal growth, fostering fulfilling careers and enriched lives. Our skilled, diverse, and experienced workforce, is a shining example of our ability to attract and retain talent, providing them a reliable employment environment and challenges that offer opportunities to build and sharpen their industry knowledge.

Employee Count in the FY 23-24

Gender	Employee Count
Female	35
Male	846
Grand Total	881

In the fiscal year 2023-2024, we have recruited 50 additional staff members which included 6 female employees. We as an organisation maintain a safe and trustworthy place of work for all our employees, irrespective of their gender, caste, creed etc. This helps us empower our employees to achieve the best versions of themselves.

New employee Hire for FY 23-24.

Gender	Employee Count
Female	6
Male	44
Total	50

The total employee turnover for the fiscal year 2023-24 has rounded up to 10% this year.

Employee Turnover by gender for FY 23-24

Gender	Employee count as on 1st April 2023	Employees resigning in FY 23-24	Turnover
Female	34	5	15%
Male	877	83	9%
Grand Total	911	88	10%

EMIL places a strong emphasis on promoting diversity, inclusivity, and ensuring a safe working environment for all employees. We prioritise the physical and mental health and well-being of our employees.

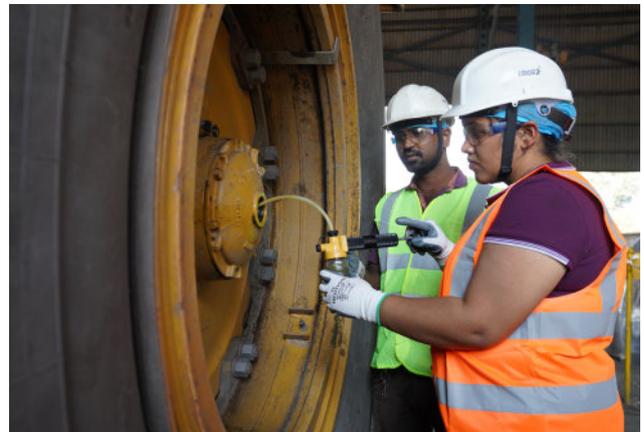


Diversity & Inclusion



Management Approach

At EMIL, we firmly believe that a diverse workforce is essential for bringing a broad spectrum of perspectives to our organisation, and we do everything in our capacity to facilitate this belief. This diversity enables us to better serve our customers, develop sustainable growth strategies, and drive innovation through initiatives that enhance the lives of our employees and stakeholders, alike. We have created people-centric policies which prioritise employee welfare and uphold these principles, reinforced by a Code of Conduct that strictly prohibits discrimination of any kind.



We champion a corporate ethos of providing equal opportunities to every employee, irrespective of their cultural, national, religious, caste, creed, racial, or sexual orientation backgrounds. This commitment fosters a workplace environment described by diversity and inclusivity. Moreover, we empower our female workforce through tailored empowerment groups that promote financial literacy initiatives and career growth. We demonstrate our support through a meticulously curated maternity policy aimed at enhancing their overall well-being. Human Resource Policies at EMIL are driven by our ABG policy framework that ensures a robust system is in place to support expecting parents. The policy includes maternity programmes, extra leave provisions and assistance other than parental leaves such as childcare facility at work, helping hand for new mothers on business travels and so on.



In the financial year 2023-24, a total of 15 employees took parental leaves to support their growing families, and we extended an accommodating work environment to support them.

Parental Leaves

Leave type	Number of employees availing leaves
Maternity Leave	1
Paternity Leave	14
Grand Total	15

We are committed to providing equal opportunities based on merit and maintain a zero-tolerance policy towards discrimination in our workplace. EMIL boasts an impressive retention rate with 100% of employees returning to work and staying with EMIL for 12 months from their parental leave. This represents the outstanding output of the organisation’s support to its employees and highlights a significant employee satisfaction level with the work environment at EMIL. We will continue to design and improve an inclusive work ambience which can help our employees support their work-life balance better.

Retention Rate

Employees availing parental leave between April '22 and March '23	Employees active after 12 months from parental leave between April '22 and March '23	Retention Rate
8	8	100%

Our diversity, equity, and inclusion (DEI) strategies include a strong focus on promoting women's participation across our workforce. EMIL ensures equitable compensation for all employees, regardless of any distinctions. Remuneration is determined according to the skillsets of each individual and no discrimination is made based on gender. Our commitment to DEI extends across our value chain, requiring our suppliers and contractors to align with our principles and foster inclusive workplaces free from prejudice. This holistic approach showcases our dedication to build a workplace culture that celebrates diversity, promotes inclusion, and drives collective success.

Essel – Women in Network (E-Win)



A two-day E-WiN Conclave was conducted on March 21st & 22nd 2024 for all female personnel in management and staff roles across the mining business. The event featured sessions focused on personal growth, including team-building exercises and insightful discussions with industry leaders like Dr. Sujita Khemka from Hero MotoCorp. The second day included a business immersion tour of Grasim Industries Jayshree Textiles (JST) factory in Rishra, West Bengal, where participants engaged with JST's women employees, exchanged experiences, and gained a deeper understanding of textile production. Additionally, a health seminar in collaboration with Ram Krishna Mission in Belur, Karnataka highlighted holistic well-being, making the conclave a comprehensive experience enriching both professionally and personally.

EMIL Talent Management Approach



Management Approach

At EMIL, we have implemented a robust Human Resource practice to attract and retain top-tier talent that aligns with industry standards. Our Employee Value Proposition described as 'A World of Opportunities' (AWOO), pledges to deliver unique and comprehensive opportunities for personal and professional growth across four key pillars; Learning & Development, Enhance Careers, Rewards & Recognition, and Enrich your Life.

EMIL provides challenging responsibilities to young talent various Leadership Programs such as Engineering Leadership Programs (ELP) and Group Management Leadership Programs (GMLP). We strongly believe in betting on people early in their career and valuing their opinions in every decision we make. Meritocracy should never require that a person have the ideal balance of youth and experience across all levels and ages. We suitably infuse talent from outside ABG ensuring that

the candidates' skills align closely with the demands of respective roles.

Our online platform also oversees an efficient and transparent hiring process for applicants. The job opportunities are first conveyed internally and if no applicant is identified suitable for the role within this duration, it is made accessible to external candidates.



Learning & Development

Our Company's learning and development strategy is dedicated to cultivating a highly skilled workforce capable of addressing current demands and future challenges. We prioritise identifying key skills, fostering continuous learning, and staying ahead of emerging professional trends. Our comprehensive approach empowers employees to thrive in a dynamic environment through specialized training, skill enhancement initiatives, and a steadfast commitment to innovation.

EMIL follows a structured learning approach that emphasises practical experience (70%), learning from others (20%), and formal learning channels (10%), creating a **70-20-10** model of training. Practical experience includes on-the-job learning through projects, observations, feedback, and career development opportunities. Learning from others involves coaching, mentoring, and collaborative activities, while formal learning includes both facilitator-led sessions and self-paced e-learning methods.

Every employee takes part in the required policies and training sessions. All our employees participate in mandatory policies and training sessions such as Purpose & Values, Prevention of Sexual Harassment (POSH), Code of conduct, Information Security and social media, and Mining Whistle Blower & Ethics Helpline etc. Each team member undergoes regular performance and career development evaluations. This commitment is brought to action by our implementation of the

'My Development Plan' (MDP) framework. Managers adopt an active role in guiding employees through their cognitive process, ensuring they acquire pertinent skills and build competencies to assist them for extended roles and responsibilities in the future.

There is an entire learning ecosystem available to the employees to leverage for their development. It provides with abundant opportunities and enablers appropriate to the role and career stage linked learnings. Gyanodaya the global hub of learning, offers various programmes, ranging from classroom courses, e-Learning courses and journey programmes. Our workshops are enriched by trainers best in their subjects, who bring expertise from their respective fields. To ensure our trainings remain relevant and impactful, we collaborate closely with subject matter experts who possess deep knowledge and understanding of the topics covered. These partnerships enhance the learning experience by providing authentic industry insights and diverse perspectives. We enhance our learning initiatives, with total learning hours for the organisation expanding by approximately 4.5 times compared to the previous year. The overall training man-days is 6 man-days per person in FY24. This growth was seen particularly at the level of junior management and staff levels, which saw an increase in learning hours by three times and 34 times, respectively.



Average Training Hours for Employees in FY 23-24

Employee Category	Total number of training hours provided to employees	Total number of employees in category	Average Hours of trainings
Female Employees	1,530	35	44
Male employees	30,102	849	35
Overall	31,632	884	36

Talent Management at EMIL

A strong talent management framework and system is the foundation of successful talent investment that supports the organisation in building a competitive edge and robust leadership pipeline. It articulates the organisation’s talent philosophy, provides a structured approach towards identifying, developing, nurturing and retaining talent. It supports in creating a strong succession pipeline for future growth.

At EMIL, the Talent Management Framework and system is well entrenched over the years and has been embraced by leaders, managers, and employees. The Talent Management Policy ensures that there are robust practices & processes in place for building a strong talent

pipeline that will support businesses’ growth ambitions. The main objective is to support the organisation in building a strong talent pipeline that will support the organisation’s growth ambitions.

Innovation in an organisation is crucial for staying competitive and adapting to market changes. It involves creating new ideas, processes, products, or services that add value. Employees play a vital role in this by bringing diverse perspectives, identifying opportunities for improvement, and collaborating to implement innovative solutions. Their engagement and creativity are key drivers of an organisation’s innovative capacity.

Our talent management framework comprises of the following key processes



Talent Segmentation

It is the process of segmenting the employees using the 9 box – 3 X 3 performance – potential grid.



Talent Development

Here we focus on the development of our talent pool on targeted behavioural competencies aligned for the next leadership level.



Talent Engagement

Multiple initiatives are undertaken on an ongoing basis to engage talent under our Pillars of Employee Value Proposition (EVP) – Careers, Learning & Development, Rewards & Recognition and Enrich Your Life.



Talent Councils

These are meant to facilitate the process of “Talent Conversations” and in identifying a future pipeline, through structured discussions by senior leaders.

The following key initiative support EMIL's Talent Management Initiative:



The Ideathon emerged as a dynamic platform designed to cultivate a growth mindset and foster innovative thinking within the organisation. By uniting diverse minds from various business units, it encouraged collaboration to address real business challenges. Participants, either individually or in teams, were tasked with developing actionable strategies within set timeframes, aiming for future implementation. Additionally, they had the opportunity to showcase their implemented innovative solutions and the outcomes achieved.

The event received an impressive response, with a total of 36 ideas registered. A panel of judges meticulously evaluated these ideas, selecting the top 5 for the grand finale. These finalists competed for the coveted top spot, each striving to bring their ideas to fruition.



Lead the Change

'Lead the Change' is a program for senior and middle management cadre employees. At the core of our organisation are People Managers, and their role is to act as a conduit for facilitating upward flow of information, critically appraising / balancing strategic and operational dilemmas, and bringing together two layers of the organisation.

The programmes focuses on:

Managing performance and the development of the team, championing meritocracy and diversity, and nurturing psychological safety and inclusion.

- Demonstrate learning agility, optimistic outlook, and investing in own growth and ambitions.
- Lead by example in terms of experimentation, risk-taking and demonstrating an entrepreneurial mindset.
- Demonstrate systems thinking and understanding; influencing the ecosystem; implement smart ways of working.

We aim to cover every manager under these programs and utilise this in developing managers in building performance oriented, meritorious teams that excels.

Gyanodaya

Aditya Birla Group's very own corporate university, Gyanodaya comprises a wide range of options, from Accelerated Leadership Programmes and a specially curated programme for women leaders called Springboard, to our five academies that drive excellence across key functions.

This Group-level development centre also facilitates outreach programs for enhanced people-management and behavioural learning, alongside developing internal coaches who not only experience individual evolution but are also empowered with the skills to uplift others.

Through tie-ups with reputed international universities, and AI-powered learning on-the-go, Gyanodaya combines the tried and tested effectiveness of traditional learning with a transformative digital-first approach to build careers for tomorrow.

Beyond the standardised programs, 'Gyanodaya' also offers a diverse array of learning opportunities to all EMIL employees through the advanced e-Learning platform, Gyanodaya Virtual Campus. This platform integrates benchmarked solutions and provides localised expertise through departmental sessions and workshops. By embracing this initiative, the employees are provided a supportive environment which cultivates a value of continuous learning and skill refinement across all levels of our organisation.

Employee Benefits

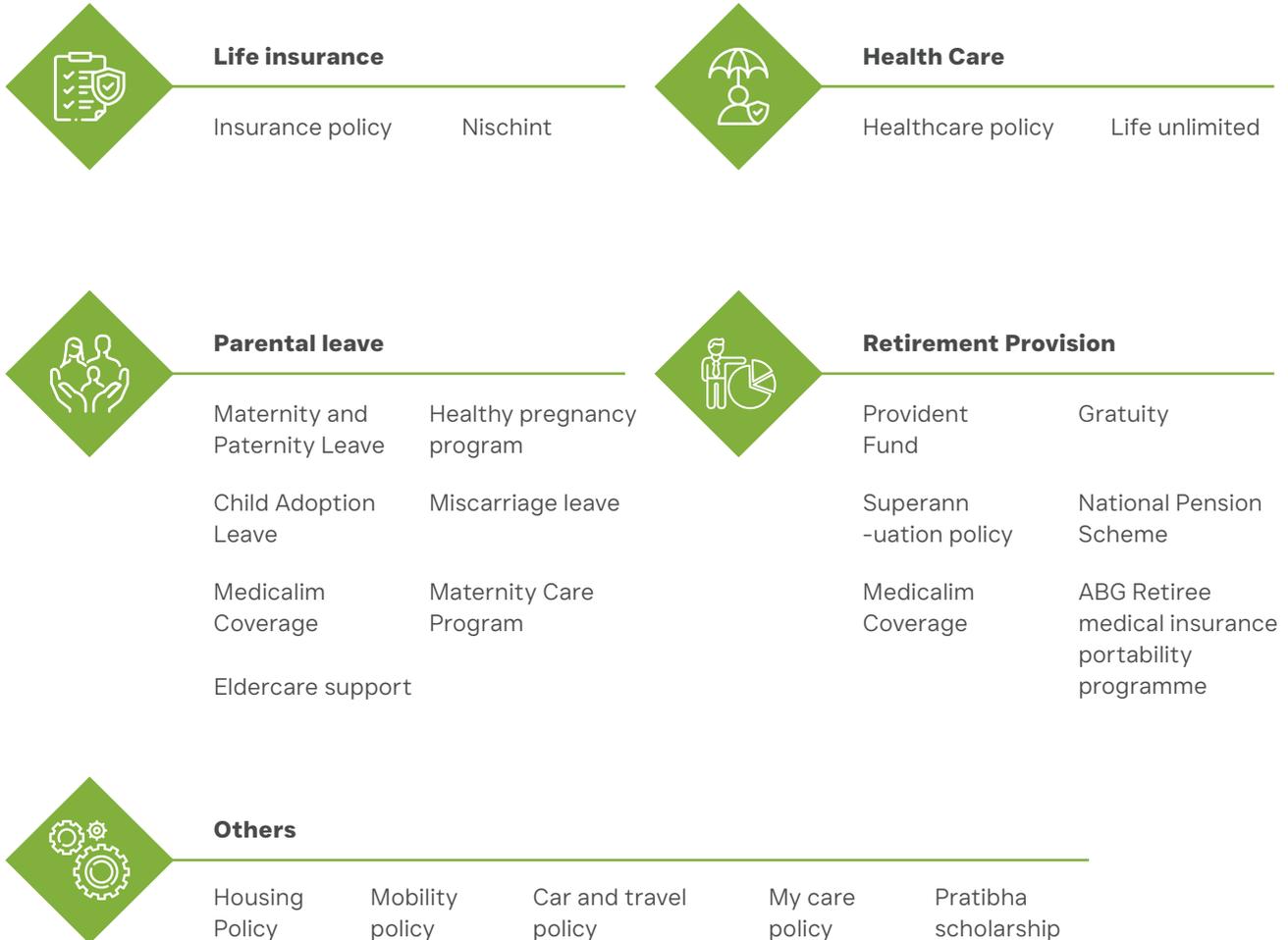
We value the contribution of our employees and believe in creating a supportive environment for our workforce. We take pride in making sure that our workers receive fair

compensation and have developed our compensation structure to be compliant with both Groups guidelines, prevailing industry norms and best practices.



We hold awareness programs to introduce these benefits to the staff.

100% permanent employees are covered for employees benefits



EMIL policies form a strong framework that play a crucial role in enhancing the overall well-being and satisfaction of employees. By offering comprehensive benefits such as healthcare coverage, retirement savings plans, and support programmes for emergencies and family needs, we continue to build and develop a support system for employee welfare. The Nischint Policy offers additional reassurance for management cadre employees in India, covering unexpected life events like serious illnesses or premature death not typically included in standard medical plans. This voluntary, co-contributory plan supports families financially during such events and leverages the Group's scale for cost-efficiency and broad benefits.

Additionally, the **Samarth Eldercare Policy** assists employees in caring for elderly parents by providing comprehensive support, including healthcare, emergency assistance, convenience, safety, and companionship. It has a bundle of comprehensive care plans based on the principle of offering complete support for all essential needs of parents, akin to what a family member would provide. Our retirement provisions include gratuity, provident fund, and additional coverage through the Superannuation Policy and National Pension Scheme. The ABG Retiree Medical Insurance Portability Programmes ensures ongoing medical insurance coverage for retiring or retired employees and their dependents, maintaining continuity in hospitalisation coverage.

Occupational Health & Safety (OHS)



Management Approach

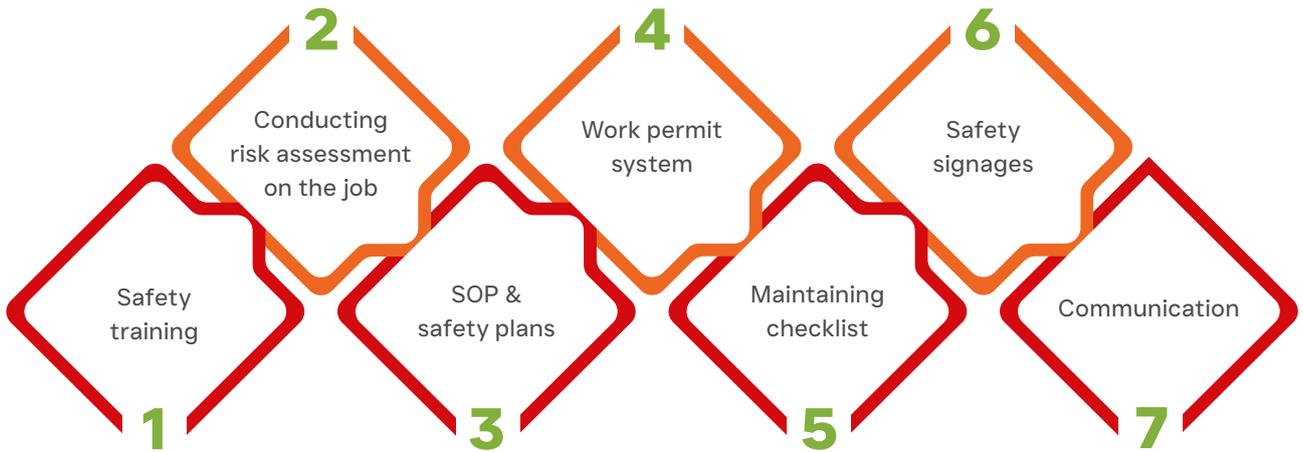
At EMIL, OHS is more than just a part of our ESG strategy; it is a cornerstone of our commitment to sustainability and responsible corporate citizenship. **Safety is non-negotiable for us.** We prioritise the well-being of our workforce through stringent safety protocols, continuous training, and the use of cutting-edge equipment across all our operations. Complying rigorously with international standards and local regulations, we work diligently to mitigate occupational hazards and uphold a safe working environment at every site.

“

Reinforcing our unwavering commitment to zero harm

”





Through proactive risk assessments and ongoing improvement initiatives, our objective is not only to prevent accidents and injuries but also to cultivate a workplace culture where every employee feels valued and secure.

OHS is ingrained in EMIL’s operational DNA, promoting safety awareness and accountability across our organisation. Beyond mere compliance, we actively engage with employees, contractors, and communities to promote health and safety best practices. We monitor and transparently report on key OHS performance indicators, demonstrating our commitment to continual enhancement of safety practices. By prioritising the health and safety of our workforce, EMIL not only safeguards our employees but also contributes to sustainable development by nurturing a resilient and productive workforce that drives our long-term success.

Ensuring the safety and health of our people remains our foremost priority, and we continuously strive to uphold the highest standards across our organisation. Our commitment reinforced by a robust occupational health and safety framework aimed at achieving zero harm. Central to this effort is our 'Inspire' safety leadership

development programs, designed to empower leaders to champion safety throughout our operations. We cultivate a safety culture through regular training, awareness programs for all staff, and resolute safety personnel at each site. Our safety strategy involves comprehensive risk identification and the development of targeted mitigation strategies to ensure the well-being of everyone involved in our operations.



Our NFA unit, Vapi, is ISO 45001 certified and obtaining such certification for other units is our short-term goals.

Safety First

At EMIL, prioritising safety is paramount. We take a proactive stance, utilising advanced technologies such as the EHS dashboard to manage safety effectively. Our commitment is evident through regular forums, sessions, and workshops that continuously enhance our safety protocols. Central to our approach is safeguarding the health and well-being of our workforce, achieved through robust injury management strategies aimed at preventing accidents and ensuring swift incident responses.

We emphasise safety by taking proactive measures such as comprehensive risk assessments, frequent safety audits, and continuous training programs to empower employees with the skills and awareness needed for effective risk mitigation. By cultivating a culture of safety and accountability across all operations, we are dedicated to minimising injuries and promoting the welfare of our workforce, which is integral to our sustainable business practices.



Medium term goals

Development of technology-based system to capture unsafe acts and conditions on real time basis which will trigger proactive safety intervention and long-term goals include achieve zero cases of injuries at the workplace.

Our Progress:

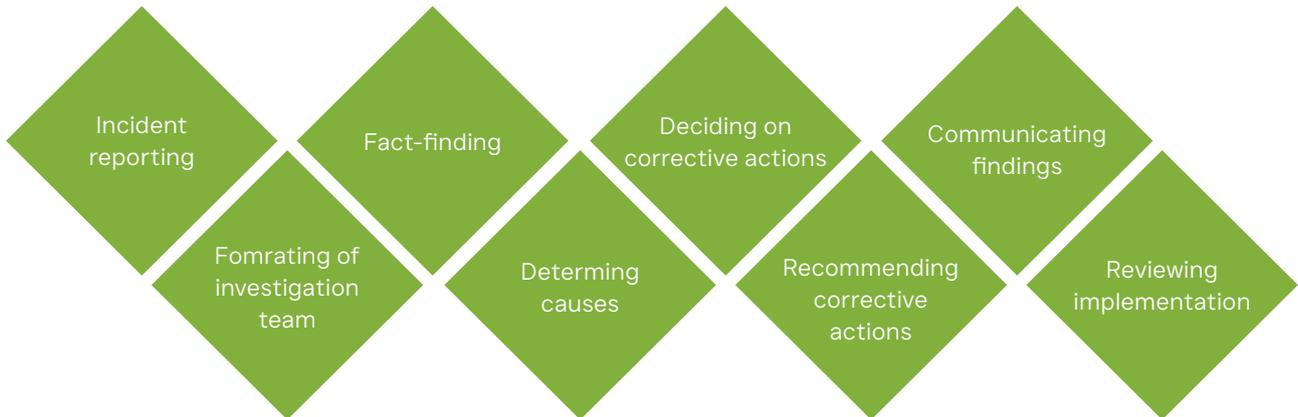
At a pilot project level, AI based smart cameras have been installed at strategic positions at our IOBP site for detecting and notifying unsafe acts and conditions on real time basis. Installation of sounders to alert the working crew about unsafe act/ unsafe condition is also being considered. Upon successful completion of the pilot project same will be replicated in all other units.

EHS Dashboard

We employ a cloud-based Environmental Health and Safety (EHS) platform to systematically document, monitor, and track health and safety metrics across all operational units. Incidents concerning safety are recorded on this platform and classified based on their severity and impact, using a scale from 1 to 5. A comprehensive dashboard offers senior executives throughout the reporting chain an accessible overview of these incidents.

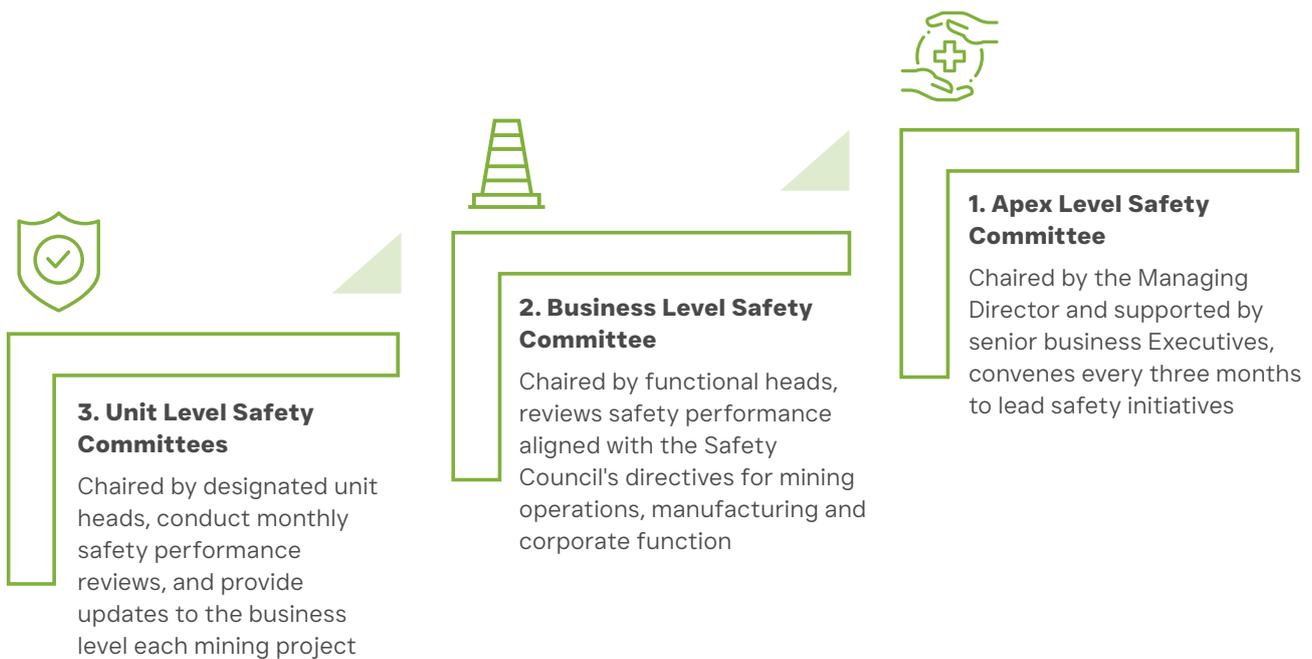
Each reported incident undergoes a thorough **8-step root cause analysis (RCA)** facilitated by our online platform, a platform that enhances incident investigation by identifying the root cause rather than merely addressing symptoms. The process starts with incident reporting, emphasizing the importance of timely and accurate documentation. It concludes with rigorous review processes implemented to monitor and

evaluate the effectiveness of corrective actions. This meticulous analysis helps uncover underlying issues, leading to recommendations for preventive actions aimed at averting similar incidents in the future. The implementation of these recommendations undergoes a rigorous review process until closure, ensuring a continuous and proactive approach to enhancing safety standards across our operations.



Safety Forums: Three tier Governance system

Our current Safety Management Standard aligns with the Safety Governance Framework of Aditya Birla Group.



At EMIL, we systematically identify and assess hazard risks associated with operational activities using the HIRA tool. Our incident reporting system operates with rigorous oversight and accountability at multiple levels. Line managers play a crucial role in initiating incident reports and conducting initial investigations. They receive support from unit-level safety committees, which ensure comprehensive addressing of safety concerns within operational units. At the business level, a dedicated safety committee oversees broader safety protocols and ensures alignment with organisational

goals. Additionally, the apex-level safety committee provides strategic oversight to ensure consistency in safety initiatives across all organisational levels.

We have improved reporting and analysis of lost time injury frequency. Importantly, **we reported only one fatality and zero cases of high consequence work-related injuries or illnesses.** This reflects our proactive efforts to prevent serious incidents. These statistics emphasize our ongoing commitment to enhancing safety practices and ensuring a secure workplace for all employees.



Occupational Health and Safety Records

Work related injuries	FY 2022-23	FY 2023-24
Fatal incidents	1	1
Lost Time Injury	1	3
Lost time Injury Frequency Rate (LTIFR)*	0.29	0.55
Unsafe Acts and Unsafe Conditions	2,255	8,601

*(based on the five units viz. ACML, BCML, RCML, loBP and NFA)



EMIL's Safety policy applies to all employees, suppliers, and third-party vendors. We enforce compliance by including specific clauses in purchase orders that incorporate safety conditions meeting EMIL's requirements for safety.



Safety Capability Building

Safety training is EMIL's commitment to ESG principles. We conduct a diverse array of 20 specialised safety trainings to ensure our workforce is equipped with the knowledge and skills necessary for safe operations. Each training programs is meticulously designed to address specific risks inherent to our industry, emphasising preventive measures, emergency response protocols, and compliance with regulatory standards. By investing in

comprehensive safety education, EMIL fosters a culture of proactive risk management and empowers employees to prioritise safety in every aspect of their work, thereby contributing to sustainable business practices and the well-being of our workforce. Significantly, safety is always a core priority at EMIL, emphasised at the leadership level where the MD's townhall meetings consistently begin with safety discussions.





3,404 upskilling training modules are available to the employees in the form of articles, assessment, video modules, external training, pathways, tests, online courses, and content.



EMIL ensures regular training for its workforce through various platforms, including Gyanodaya, unit-level sessions, and vocational safety training centres. In FY 2023-24, safety training was provided to 110 employees.



Our Units: OHS practices

In our units, we utilise a variety of assessment tools to assess our readiness, including self-assessment questionnaires (SAQ), Quantitative Exposure Assessments (QEA), and Qualitative Exposure Assessments (QLEA).

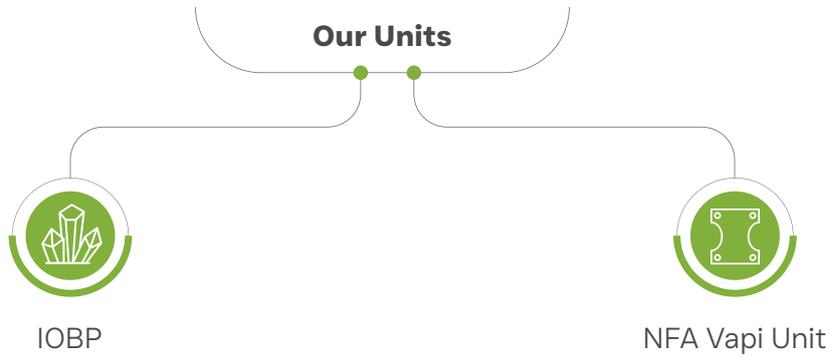
To ensure operational safety, we break down each unit's workflow into Standard Operating Procedures (SOPs). These SOPs serve as the basis for developing Safe Work Procedures (SWPs), which integrate necessary precautions into our processes. These meticulously documented SWPs constitute the backbone of our safety protocols, encompassing monitoring, prevention, and corrective measures.

The safety of our workforce is our top priority, and we ensure this by directly providing them with the necessary Personal Protective Equipment (PPE), rather than relying on contractors for supply. Furthermore, fatal incidents involving vehicles at the IOBP unit are promptly addressed through corrective actions.

Key Highlights

- 1 Assessment tools including SAQ, QEA, and QLEA
- 2 SOP & SWP
- 3 PPE
- 4 Real time monitoring system for Health & Safety
- 5 Unit Level Safety Committees

OHS Initiative



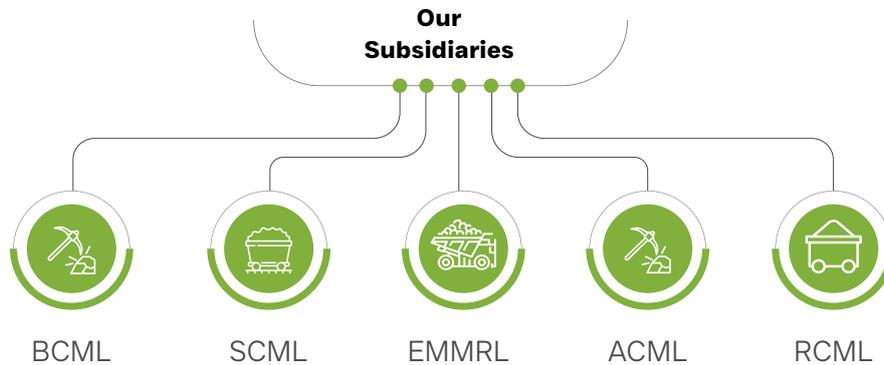
Iron ore Beneficiation and Palletization (IoBP)

- 1 Traffic Management plan developed for the site.
- 2 Site's fire fighting system strengthened.
- 3 Man machine segregation initiated across the site with separate pedestrian pathway.
- 4 Un-authorized access within the plant premise was prevented.

Noble Ferro Alloys (NFA)

- 1 All contactor workers are provided with safety PPEs, personal lockers and rest shelters.
- 2 Fire detection and fire fighting system is strengthened.
- 3 Condition assessment and Structural stability study carried out.

In addition to overarching safety committees at the business level, we establish unit-specific committees that meet regularly, ensuring a robust and comprehensive approach to safety management across all organisational levels.



Bhubaneswar Coal Mining Limited (BCML)

- 1 Illumination improvement across the site.
- 2 New haul Road is prepared from Gupchup Chowk to Coal Stock No. 8 for safe transportation of coal.
- 3 Safety campaign effectively carried out during Mines Safety Fortnight. Our site won the trade test competition and had been runner up in the All India First Aid - stretcher drill event.

Rajmahal Coal Mining Limited (RCML)

- 1 Additional lamp towers installed for increasing illumination
- 2 Road and Driving Safety improved by constructing dividers and vehicle- vehicle segregation walls.
- 3 Rest points build across the belt lines.

Subhadra Coal Mining Limited (SCML)

- 1 Special training on Crane and Lifting Operation and Work at Height carried out for site workers.

Amelia Coal Mining Limited (ACML)

- 1 BBSO training carried out for all employees.
- 2 ENABLON access for reporting of UA/UC/ Incidents and observations provided.

EMIL Mines & Minerals Resources Limited (EMMRL)

- 1 OHS awareness training program was conducted.

Prioritizing wellbeing: Revolutionizing Our Workplace Culture

Our dedication to safety is more than just a statement. It's a core part of our workplace culture. We've initiated a major safety transformation, beginning with 10 essential lifesaving rules that every employee must follow. These rules are fundamental to employment with us.

Lifesaving rules:

- Keep yourself & Others out of line of fire.
- Work with Valid Permit to work, when required.
- Obtain authorization before entering a confined space.
- Control flammable & ignition source.
- Follow Safety Driving rules.
- Protect yourself against a fall when working at height.
- Verify isolation & zero energy before work beginning.
- Obtain authorization before overriding or disabling safety control.
- Plan lifting operation and control the area.

But our commitment doesn't end there. We've also established a behaviour-based safety program, empowering employees to be proactive safety advocates. This, coupled with our mandatory Safety Observation process, has significantly improved the reporting of unsafe acts and conditions.

Safeguarding Your Health: A Comprehensive Approach

We recognize that safety encompasses more than just physical health. That's why we've put in place a robust occupational health management system. This system begins with a thorough Qualitative Exposure Assessment to identify potential health risks at work. Using these insights, we create targeted programs to prevent occupational hazards.

Life Unlimited: Investing in Your Well-being

Our focus on well-being extends beyond the workplace. The Life Unlimited framework provides a comprehensive approach to wellness, including our Wellness Assurance Policy, which promotes preventive healthcare and encourages a healthy, balanced life. We also offer pre-employment and regular medical check-ups for ongoing health monitoring.





Supply Chain at EMIL



Management Approach

The supply chain in the mining industry is a complex process that encompasses the extraction, processing, transportation, and delivery of minerals and resources. Crucial factors such as regulatory compliance, environmental impact, and sustainability impact the supply chain. Effective supply chain management in mining is essential for meeting the demands of the global market, ensuring the consistent availability of critical materials.

At EMIL, sustainability guides every aspect of our operations, including supplier screening process. We employ a thorough cross-check approach, where potential vendors are evaluated based on pre-assessment to understand their operational practices. For major contracts, we review in detail all the submissions received from vendors such as performance certificates and client contracts. Following which an internal due diligence is carried out, which ensures that vendors are selected with utmost care and consideration.

EMIL's vendor management strategy is carefully designed to screen vendors on aspects of bribery, corruption, ethical practices, human rights and sustainable practices. We implement a structured cross-check methodology that spans from initial vendor registration to bidding processes and the release of requests for quotes (RFQ). This automated system ensures efficiency and alignment with our critical business needs. Sustainability is our shared responsibility and a guiding principle. It is part of the foundation for all our ongoing efforts towards improvement, including plans to integrate secondary screening processes that focus on sustainability indicators within our suppliers' manufacturing practices. In the coming years, we also plan to initiate site assessments for each vendor and contractor to further solidify our commitment to rigorous sustainability and operational standards. By adopting this strategy, we not only enhance resilience against external megatrends but also foster a transparent and sustainable supply chain capable of meeting evolving environmental, legal, and societal challenges.

Mining

Our mining operations at RCML, BCML, SCML and ACML involve extracting coal and transferring the same to designated location. This integrated approach across ensures that we optimise resource utilization and deliver the required quality product (coal) to our client.

Manufacturing

At NFA Vapi unit, our operations involve acquiring Vanadium waste from aluminium industries. Once at our facility, this waste undergoes processing to produce our value-added product. Alongside ferro vanadium and other products, this process generates solid waste and gypsum. We supply our products to the steel industry and gypsum to the cement industry.

Aligned with Aditya Birla Group's supply chain code, our vendor management strategy promotes traceability and resource conservation across our supply chain. We emphasise safety, health and human rights in all our vendors. Through proactive communication of achievements and standards to suppliers we foster collaboration and promote continuous advancements in sustainability practices.

We are actively integrating ESG practices and ethical policies specific to the mining industry, with a strong focus on eradicating child labor within our operations. Our comprehensive approach includes stringent local labour policies, biometric attendance systems, and regular site assessments conducted by dedicated safety engineers and managers. Adherence to sustainability clauses and strict enforcement of age-related restrictions are standard practices which are followed at all our sites. Even labour replacements by contractors undergo thorough verification to uphold stringent standards. In the past few decades, our vigilance has successfully maintained a record of zero reported cases of child labor across all our operations, demonstrating our unwavering commitment to responsible and sustainable mining practices.

Our general terms and conditions of the agreement emphasise sustainability, incorporating clauses such as safety, health, and confidentiality.

Our business operates across two primary segments: **Mining and Manufacturing.**

At IOBP, we receive high-grade and low-grade iron fines from local suppliers. Low grade fines are upgraded post which all the high-grade ore is processed into iron pellets. These iron pellets are subsequently supplied to the steel industry. Waste generated during this process includes tailings and burnt oil, which are managed by Aditya Birla Science & Technology Company Pvt Ltd and sold to authorized dealers.

We are dedicated to building a sustainable supply chain at EMIL. Strong supplier partnerships and proactive cooperation are the bedrocks of our Responsible Stewardship. This strategy not only elevates our performance and adaptability but also cultivates a connected ecosystem that benefits all involved. We look ahead, focused on doing better and contributing to the fight for sustainability in every way and ensuring that our supply chain remains a competitive edge within the market.



Cyber Resilience

Technology is not just an enabler, but our success mantra.



Management Approach

At EMIL, we embrace cutting-edge technologies across our operations, including geo-positional tracking and IoT sensors, to boost operational efficiency and sustainability. This proactive approach drives performance and underscores our commitment to innovation and responsible mining practices. Our ISO certification highlights the central role of technology in our success and data security, with our structured IT strategy ensuring data integrity and reliability and reflecting our dedication to operational excellence and stakeholder trust.

Technology is fundamental to EMIL's success, serving as a critical pillar and facilitator of our operations. Our unwavering commitment to cyber resilience is reflected in our adherence to international standards. **All operational sites and primary functions at EMIL are ISO 27001:2013 certified for Information Security Management Systems in IT and digital services.** This certification is supported by regular surveillance audits and thorough annual internal financial controls across various levels of the organisation.

EMIL also utilises advanced technologies like geo-positional tracking for trucks and IoT sensors to monitor fuel consumption in mining operations.

The IT system at EMIL plays a pivotal role in safeguarding the integrity, availability, and security of sustainability-related data. This structured approach underlines EMIL's dedication to operational excellence and responsible corporate citizenship, building trust among stakeholders and driving long-term value creation.





Our short-term goals include automating data collection processes, selecting tools to assess climate-related risks, and establishing a real-time dashboard to monitor ESG KPIs effectively. Our Medium-term goals include conducting regular risk assessments and our long-term goals include periodic IT audits.



EMIL conducts regular monthly IT training with an advance calendar notify to all employees with the intervention of the human resource department.

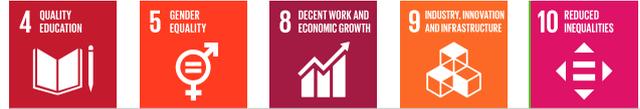


Digitisation of all physical records at EMIL's locations is underway.

Our Key IT Initiatives during FY 2023-24

Safety Monitoring	Installation of CCTV at IOBP sites to monitor compliance with safety regulations such as use of PPE kits, helmet, safety shoes, etc. all monitored through CCTV. We also plan to extend this initiative to additional sites in the future.
Enhance digital intervention in mining set-up	Streamlining operations across various mine sites through digital interventions by reducing steps involved in between set-up of mine to supplying the main products. For instance - mine configuration, excavation, quality production etc.
Digital Business Cards	Introducing digital business card instead of physical business card.
Project Tracking Application	Monitors and manages the progress, milestones, and outcomes of projects aiming to enhance processes or systems.
IT Asset maintenance	SaaS service to facilitate EMIL in tracking and managing IT assets, ensuring efficient utilisation and maintenance through their lifecycle.
Development of telecom Infrastructure Voice and Data connectivity	Working with multiple Telecom providers for installation of Telecom Towers to improve mobile voice and data connectivity
Vendor Management System (VMS)	Cloud-based software solution for registering, tracking, and managing visitors to a facility, enhancing security and efficiency.
Incident Management System	To facilitate the prompt resolution of IT incidents, minimising downtime and ensuring seamless business operations
Document Archival & Management System (DMS)	Digitised and indexed all physical records at BCML location with a feature of retrieving at later stage in the DMS server maintained at HO of EMIL.

Empowering Communities



Management Approach

Our CSR framework includes a Board-level committee, established under section 135 of the Companies Act 2013, comprising of non-executive Directors and guided by a dedicated CSR Policy. EMIL projects are rooted in community engagement, fostering active participation and a deep understanding of local challenges. We utilise Participatory Rural Appraisal method to directly engage with communities and identify the key needs. Consultations with village councils and stakeholders further help in refining our initiatives.



Building a Brighter Future, Village by Village

Inspired by the vision of Aditya Birla Group, EMIL extends its focus beyond mining and manufacturing, demonstrating a strong commitment to enhancing the welfare of vulnerable communities. Governed by our Board, this approach promotes sustainable development,

aiming to elevate the Human Development Index for positive change, that will actually change lives. Through proactive engagement in impactful welfare initiatives, we aim to foster sustainable livelihoods and uplift communities effectively.

Our Partnership



Impact India Foundation



A World of Opportunity Foundation (AWOO)



Aditya Birla Education Trust (Mpower)



Medical Research Foundation (Sankara Netralaya)



Cancer Patients Aid Association



Dighir Ganguly Foundation Trust



Help Us Help Them



Concern India Foundation



BITSAA Alumni Trust & Grey Sim Learnings Foundation



I Hear Foundation



United Way of India



Society for Promotion of Area Resources Centres

Shree Vishudhanand Hospital And Research Institute

G.D.Birla Medical Research & Education Foundation

Ashraya (Edufront)

Ramkrishna Mission

We are dedicated to sustainable operations and regularly collaborate with hospitals, schools, colleges, and non-governmental organisations for our CSR programs, aiming to advance our journey towards sustainability. These initiatives are designed to contribute to

Sustainable Development Goals, emphasizing healthcare, quality education, women's empowerment, resilient infrastructure, community development, and overall well-being, including life-saving efforts.

CSR expenditure

In FY 2023-24, our total CSR outlay was **INR 25.33** crores



Under the leadership of Mrs. Rajashree Birla at Aditya Birla Centre for Community Initiatives and Rural Development, we conducted baseline assessments to assess health, literacy, and infrastructure gaps. These assessments shape our annual and multi-year plans, presented at our planning and budgeting meetings,

ensuring holistic development for marginalised communities. Continuous monitoring and adjustments through the year ensure that the projects remain aligned with goals and budgets. Surplus funds are reinvested to support the long-term sustainability of our CSR commitments.

Our Approach

Our CSR approach is based on identifying and categorising stakeholders aligned with EMIL's focus areas. Through collaboration with government authorities, local administrations, NGOs, and community members, our external experts conduct needs assessments to identify the social needs.

timelines, and measurable indicators. Key Performance Indicators (KPIs) are rigorously monitored by respective business units and evaluated by the CSR committee. Regular site visits and community feedback play a crucial role in continuously monitoring and evaluating the effectiveness of our programmes.

Subsequently, annual action plans for each priority area is submitted to the Board of Directors for approval and funding allocation to initiate programs implementation. Our programs are structured with specific goals,

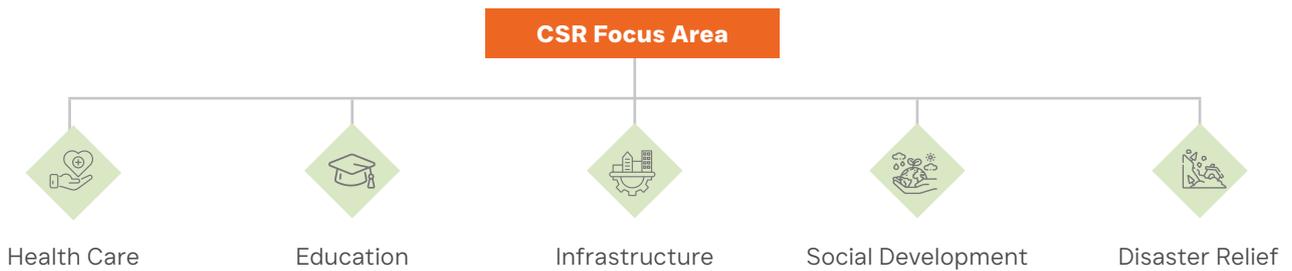
Additionally, we enlist reputable third-party experts to conduct impact evaluations, assessing project performance against KPIs and objectives informed by valuable stakeholder feedback.



Our Focus Areas

Our focus areas encompass healthcare, education promotion, infrastructure development, social improvement initiatives, and disaster relief efforts. We collaborate closely with community stakeholders to co-develop our corporate social responsibility initiatives, aiming to meet their needs while minimising any negative

impacts of our operations on their lives and livelihoods. Our dedication lies in enhancing the quality of life for disadvantaged and marginalised populations, striving to create significant positive impacts. Our CSR efforts prioritise the following areas of need:



Health Care

Our CSR healthcare initiatives prioritise access to quality, affordable healthcare for all. We operate hospitals delivering mother and child healthcare programmes and run immunisation programmes focusing on polio eradication. Additionally, we address malnutrition, support Anganwadi centres, and promote adolescent health. Our efforts extend to care for the visually impaired and differently abled individuals. Furthermore, we raise awareness for preventive healthcare, tackle non-communicable diseases, and ensure access to safe drinking water, sanitation, and hygiene.



Key Projects Pursued during FY 2023-24 Aligned with SDG 3



Implemented two Lifeline Express (LLE) projects in partnership with Impact India Foundation, located in Jharkhand and Madhya Pradesh.

3,325 aids and appliances provided such as spectacles, hearing aids, etc.
1,416 surgeries carried out including dental, ENT, orthopaedic, and plastic surgeries.
19,516 medical cars extended to villagers benefited **11,027** individuals.

Cervical cancer initiative in partnership with the Cancer Patients Aid Association

Offered free HR-HPV vaccination to **7,500** school girls to help eradicate cervical cancer.

Donated medical equipment to Shree Vishudhanand Hospital and Research Institute, and Sankara Nethralaya, Kolkata.

Supplied the GE Brivo 385-16 Slice CT Scanner Machine with accessories.
 Supplied the D-310 ERG Gold Profile System.

Administered medical treatment in collaboration with G. D. Birla Medical Research & Education Foundation.

Medical treatment provided free of charge.

Cataract Operations

Performed surgeries on **75** patients from Sundarbans, West Bengal.

Health Camps in Singrauli & Angul Villages

Provided a mobile health unit.
 Administered treatment to over **31,342** patients, primarily focusing on women and children.

PPR Vaccination Campaign in partnership with Veterinary department

Launched a comprehensive PPR vaccination campaign aimed at combating the virus in goats.
 Trained local Gau-Sewaks in vaccine administration, resulting in an impressive **80%** vaccination coverage.
 As a result, we safeguarded livestock health, bolstered local livelihoods, ensured food security, and facilitated trade opportunities.

Project **Impact**



Mobile Medical Van (Smile Foundation)

A 14-year-old diagnosed with anemia during routine screenings. Through targeted interventions including counseling and dietary adjustments, her hemoglobin levels improved from 11.1 gm/dl to 12.3 gm/dl within a month.

Other key impacts:

- **495** OPSs conducted for more than **14,995** beneficiaries, including **5,863** males, **4,966** females, and **4,166** children.
- **2,335** point-of-care tests organized.
- **325** specialized consultations facilitated,
- **1,117** individuals engaged through **28** IEC sessions to enhance health awareness.

Education

Recognizing education as essential for individual and community advancement, our CSR initiatives aim to ignite a lifelong passion for learning in underserved rural areas, facilitating ongoing learning through non-formal programmes and supporting formal schools with STEM programs. Our commitment to education extends beyond traditional settings.

Additionally, through collaboration with the Lila Poonawalla Foundation, we empower the future by offering scholarships and skills training to underprivileged female engineering students.



Key Projects Pursued during FY 2023-24 Aligned with SDG 4



Education promotion in partnership with Birla Institute of Technology & Science
Offered Scholarship for further studies.
Provided Tata Cityride School bus to Ramakrishna Mission
A free school bus provided to transport students from nearby slums for education and industrial tours, benefiting government-sponsored polytechnic students under Ashrama's care.
Education promotion through Help Us Help Them
<p>Provided funds for:</p> <p>Construction of a free residential learning center to accommodate 1,000 rural girls near Joka, Kolkata</p> <p>Purchase of an electrical systems.</p> <p>Purchase of firefighting and fire alarm safety systems.</p>
Project Oorja
<p>Mental health and well-being of school children through Mpower - Mental health awareness initiative in MCGM schools.</p> <p>We reached 354 schools, benefiting approximately 6,622 students.</p>
Education project
429 students leveraged e-education project implemented in Rajasthan in partnership with Ashrya .
School Competition
<p>Conducted competition across events including rangoli, chair race, bori race, lemon race, and drawing competitions, across six schools in Bandha and Tendua villages.</p> <p>We engaged with 245 enthusiastic participants.</p>

Project

Impact

Infrastructure

"Building successful roads paves the way for timely healthcare access and facilitates education delivery"

Infrastructure development we feel is essential for the sustainable progress in rural communities. Improved infrastructure not only reduces poverty and unemployment but also enhances healthcare, education, and access to essential services, promoting connectivity among communities across regions.

This dedicated effort contributes to the long-term well-being of communities and is aligned with the nation's sustainable development goals. We empower communities through initiatives such as building schools and roads. Our strategic infrastructure projects near operational sites markedly enhance residents' quality of life by providing crucial amenities.

Key Projects Pursued during FY 2023-24 Aligned with SDG 9



Construction of Road in Basantpur

Built 2,450 meters of road, including a retaining wall, for the residents of Nedhigotha Village in Basantpur.

■ Project

■ Impact





Social Development

Our aim is to cultivate a future anchored in robust ethics, gender equality, and a flourishing economic landscape for everyone. We are dedicated to preserving heritage while empowering our residents.

This includes safeguarding traditions and promoting economic independence, alongside tackling urgent issues like drug abuse, unemployment, and skills gaps. We champion positive societal transformation through initiatives such as empowering women through Sericulture for livelihood, engaged with villagers for community development, raising awareness about social challenges, and implementing addiction recovery programmes.



Key Projects Pursued during FY 2023-24

Community Development in partnership with Concern India Foundation

Engaged in village community development and benefited **2,020** rural residents.

Community Development in partnership with United Way India

Pallahara Block of Angul District catering to **4** Gram Panchayats of **40** villages will be targeted for integrated village Community Development.

Established and Operationalized Azolla Pits

14 farmers successfully excavated substantial 10*3*2 feet Azolla pits.

The weight of livestock increased by 2.81 kg with Azolla feed provided.

■ Project

■ Impact



Empowering Women through Silk Reeling

The programs conducted in association with the Department of Sericulture CG & MP, which has provided crucial technical support and five reeling machines to facilitate the silk reeling process, aims to empower women by engaging them in livelihood activities through silk reeling, thereby enhancing their economic independence and improving their overall quality of life.

Impact: 20 women have been motivated to join the Silk Reeling Project. They have achieved an average production of 65 grams of fine thread per day using 150 cocoons.



Way Forward

As we design our course for the future, we aim to transform into a forward-thinking organisation that values its heritage while pursuing a sustainable future. Our strategy is to emphasize fostering an environmental stewardship culture while also celebrating technical breakthroughs that increase efficiency and lessen our environmental footprint. This change entails enhancing our corporate approach and redesigning our operations to boost sustainability. We intend to boost transparency in our procedures for reporting over the year that follow. As part of our forward-thinking strategy, we will examine our materiality in order to acquire a more thorough comprehension of the organization and societal repercussions of our daily operations. We acknowledge the climate hazards linked to our industry and are committed to addressing them.

Governance and risk management are a critical key to navigate future challenges. Our strategy includes incorporating climate-related risks into our enterprise risk

management system, ensuring proactive identification and mitigation of potential issues. Our governance framework will be reviewed regularly to strengthen and support our sustainability goals through adherence to regulatory requirements and best practices. The success of our organization hinges on its people. Attracting, nurturing, and retaining top talent is ideal for driving performance and innovation. We will emphasize on comprehensive professional development and talent management to build a motivated and skilled workforce that can meet our high benchmarks and contribute to our objectives.

Lastly, we recognize the importance of flexibility in a sector that is evolving quickly. We shall periodically evaluate our proposals in order to be versatile to shifting circumstances and emerging patterns. Due to our agility, we will be able adjust our strategy when necessary in order to preserve our status as responsible and productive leaders in the industry as it changes.



Assurance Statement

Independent Assurance Statement

The Directors and Management,
Essel Mining & Industries Limited
Industry House, 18th Floor, 10,
Camac Street, Kolkata 700 017, India.

Introduction and Engagement

Essel Mining & Industries Limited (hereafter EMIL) commissioned TUV India Private Limited (TUVI) to conduct the independent external assurance of non-financial ESG performance indicators disclosed in EMIL's Sustainability Report (hereinafter the 'Report') for the period April 1 2023 to March 31 2024. This engagement was comprised a "limited assurance" of EMIL's sustainability information for the applied reporting period. The Verification was conducted using remote assessments in month of July and August 2024 from 17th July till 14th August 2024 and onsite assessment on 17th July 2024 at the EMIL's installations at Vapi as listed under "Scope and Boundary" below. The Report is based on the principles of GRI 2021 Standards (hereafter 'GRI'). This assurance engagement was conducted in accordance with ISAE 3000 (revised).

Management's Responsibility

EMIL developed the Report's content by monitoring the performance data. EMIL management is responsible for identifying material topics and carrying out the collection, analysis, and disclosure of the information presented in the Report (web-based and print), including website maintenance and integrity, and for ensuring its quality and accuracy in reference with the applied criteria stated in the GRI Standards in such a way that it is free of intended or unintended material misstatements.

Scope, Boundary and Limitations of Assurance

The scope of work includes limited assurance of the following non-financial performance / KPI disclosures as disclosed in the Report. In particular, the assurance engagement included the following:

- I. Review of the disclosures submitted by EMIL;
- II. Review of the quality of information;
- III. Review of evidence (on a sample basis) for identified non-financial indicators

TUVI has verified the below-mentioned disclosures given in the Report:

Topic	Indicator	GRI Disclosure
Governance	Governance structure	102-8, GRI-2
	Management approach	103-1,103-2, 103-3
Water	Water withdrawal	303-1
	Water discharge	303-2
	Water recycled and reused	303-3
	Water discharge	303-4
	Water consumption	303-5
Effluent & waste	Water discharge by quality and destination	306-1
	Waste by type and disposal method	306-2
	Waste generated	306-3
	Waste diverted from disposal	306-4
	Waste directed to disposal	306-5
Emissions	Direct (Scope 1) GHG emissions	305-1
	Energy indirect (Scope 2) GHG emissions	305-2
	GHG emission intensity ratio	305-4
	Reduction of GHG emissions	305-5

Energy	Energy consumption within the organization	302-1,302-3,302-4	
	Energy intensity		
Occupational and Safety	Health	Occupational health and safety management system	403-1
		types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	403-2
		Workers with high incidence or high risk of diseases related to their occupation	403-3
		Work-related injuries	403-9
		Worker participation, consultation and communication on occupational health and safety	403-4
		Worker training on occupational health and safety	403-5
		Promotion of worker health	403-6
		Prevention and mitigation of occupational health and safety impacts linked by business relationships	403-7
		Work-related ill health	
		Workers covered by an occupational And safety management system	403-10 403-8
		Average hours of training per year per employee	404-1
		Programs for upgrading employee skills and transition assistance programs	404-2
		Percentage of employees receiving regular performance and career development reviews	404-3
Employment		Total number and rate of new employee hires and employee turnover during the reporting period, by age group, gender and region.	401-1
		Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2
		Parental leave	401-3
Local communities	Operations with local community engagement, impact assessments, and development programs	413-1	
Materials		Materials used by weight or volume	301-1
		Recycled input materials used	301-1
		Reclaimed products and their packaging materials	301-3
Supplier Environmental Assessment	New suppliers that were screened using environmental criteria	308-1	
Supplier Environmental Assessment	Negative environmental impacts in the supply chain and actions taken	308-2	
Biodiversity		Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1
		Significant impacts of activities, products and services on biodiversity	304-2
		Habitats protected or restored	304-3
Diversity and equal opportunity		Diversity of governance bodies and employees	405-1
		Ratio of basic salary and remuneration of women to men	405-2

The reporting boundaries for the above topics includes

1. Bhubaneswari Coal Mining Ltd Deulabeda Talcher, Angul, Odisha 759100
2. Rajmahal Coal Mining Ltd, C-19/50, Urja Nagar, Godda ,At & PO Mahagama Jharkhand 814154
3. Noble Ferro Alloys Unit, Plot No 165 & 166, GIDC, Dist. Valsad, Vapi Gujarat 396 195
4. Amelia Coal Mining Pvt Ltd, Mining Division AT/P.O Barbil Dist. Keonjhar, Odisha 758 035
5. Iron Ore – Beneficiation & Palletisation Village Basantpur, Tehsil – Barbil,,P.O.– Debuna, Dist. – Keonjhar, 758034, Odisha.
6. Wind Power Division.
7. Solar Power Division (Renewables).

The assurance activities were carried out together with a desk review as per reporting boundary.

Limitations

TUVI did not perform any assurance procedures on the prospective information, such as targets, expectations, and ambitions, disclosed in the Report. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement.

Our Responsibility

TUVI's responsibility in relation to this engagement was to perform a limited level of assurance and to express a conclusion on the basis on the work performed. This engagement did not include an assessment of the sufficiency of the principles of GRI Standards: Core option, and ISAE 3000 (revised), other than those mentioned in the scope of the ESG data assurance. TUVI's responsibility regarding this verification is in accordance with the agreed scope of work which includes non-financial Quantitative and qualitative information disclosed by EMIL. This assurance engagement assumes that the data and information provided to us by EMIL are reliable, complete and true.

Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing on verification efforts with respect to disclosures. TUVI has verified the disclosures and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

- i. TUVI examined and reviewed the documents, data, and other information made available by EMIL for non-financial disclosures;
- ii. TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of EMIL;
- iii. TUVI reviewed the level of adherence to principles of GRI standards: Core option.
- iv. TUVI examined and reviewed the documents, data (on sample basis) and other information made available by EMIL for the reported disclosures including the Management Approach and performance disclosure;

Opportunities for Improvement

The following are the opportunities for improvement reported to EMIL. However, they are generally consistent with EMIL management's objectives and programs. EMIL already identified below topics and Assurance team endorse the same to achieve the Sustainable Goals of organization.

- I. Monitoring of Non-Hazardous Waste : Plastic and Paper Waste not accounted. "No Single Use Plastic Certification" can be performed.
- II. EMIL may perform periodic ESG audit of value chain.
- III. EMIL may opt for ISO 26000 principles and its implementation.
- IV. EMIL may evaluate the water footprint and water positive index.
- V. EMIL may develop the roadmap for Net Zero.

Conclusions

In our opinion, based on the scope of this assurance engagement, the disclosures on sustainability performance reported in the Report along with the referenced information provides a fair representation of the material topics, related strategies, and performance disclosures and meets the general content and quality requirements of the GRI Standards: Core option.

Disclosures: TUVI is of the opinion that the reported disclosures generally meet the GRI Standards reporting requirements in reference with the "Core" option. EMIL refers to general disclosure to report contextual information about EMIL, while the Management Approach is discussed to report the management approach for each material topic.

Universal Standard: EMIL followed GRI 101: Reporting Principles for defining report content and quality, GRI 102: General Disclosures were followed when reporting information about an Organization's profile, strategy, ethics and integrity, governance, stakeholder engagement practices, and reporting process. Furthermore, GRI 103 was selected for Management's Approach on reporting information about how an organization manages a material topic. TUVI is of the opinion that the reported specific disclosures for each material topic generally meet the GRI Standards reporting requirements in accordance with the "Core" option.

Topic Specific Standard: 400 series (Social topics); These Topic-specific Standards were used to report information on the organization's impacts related to environmental and social topics. TUVI is of the opinion that the reported material topics and Topic-specific Standards that EMIL used to prepare its Report are appropriately identified and addressed.

Limited Assurance Conclusion: Based on the procedures we have performed, nothing has come to our attention that causes us to believe that the information subject to the limited assurance engagement was not prepared in all material respects. TUVI found the sustainability information to be reliable in all material respects, with regards to the reporting criteria ("Core") of the GRI Standards.

This assurance statement has been prepared in accordance with the terms of our engagement. In accordance to the ISAE 3000 (revised) requirements

Quality control:

The Assurance Team complies with the Code of Ethics for Professional Accountants issued by the IESBA, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

In the context of Assurance, the following contemporary principles has been observed:

Evaluation of the adherence to other contemporary Principles

Inclusivity: Stakeholder identification and engagement is carried out by EMIL on a periodic basis to bring out key stakeholder concerns as material topics of significant stakeholders. In our view, the Report meets the requirements.

Materiality: The materiality assessment process has been carried out based on the requirements of the GRI Standards, considering topics that are internal and external to the EMIL range of businesses. The Report fairly brings out the aspects and topics and their respective boundaries of the diverse operations of EMIL. In our view, the Report meets the requirements.

Responsiveness: TUVI believes that the responses to the material aspects are fairly articulated in the report, i.e., disclosures on EMIL policies and management systems, including governance. In our view, the Report meets the requirements.

Impact: EMIL communicates its sustainability performance through regular, transparent internal and external reporting throughout the year, aligned with GRI, and its policy framework encompassing the Environmental, Social, Ethical and other policies. EMIL reports on sustainability performance to the Top Management, who oversees and monitors the implementation and performance of objectives, as well as progress against goals and targets for addressing sustainability-related issues.

TUVI expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement. The intended users of this assurance statement are the Management of EMIL. The Management of the EMIL is responsible for the information provided in the Report as well as the process of collecting, analyzing, and reporting the information presented in web-based and printed Reports, including website maintenance and its integrity. TUVI's responsibility regarding this verification is in accordance with the agreed scope of work which includes non-financial quantitative and qualitative information (Sustainability Performance) disclosed by EMIL in the Report. This assurance engagement is based on the assumption that the data and the information provided to TUVI by EMIL are complete and true.

TUV's Competence and Independence

TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. It is confirmed that the Assurance Team is selected to avoid situations of self-interest, self-review, advocacy and familiarity. The Assessment Team was safeguarded from any type of intimidation.

specialists. TUVI states its independence and impartiality and confirms that there is "No Conflict of Interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with EMIL on any engagement that could compromise the independence or impartiality of our findings, conclusions, and recommendations. TUVI was not involved in the preparation of any content or data included in the Report, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited



Manojkumar Borekar
Project Manager and Reviewer
Head – Sustainability Assurance Service



Date: 26-08-2024
Place: Mumbai, India
Project Reference No: 8122596126
www.tuv-nord.com/in

Restatement

EMIL is providing a restatement of our previously reported figures for FY 2020-21, FY 2021-22 and FY 2022-23 of total energy consumed due to changes that have resulted from recalculations of direct energy. This step is essential to ensure that the revised data is

accurately reflected and aligns with our commitment to precision and transparency. The adjustments made were necessary to correct any discrepancies, and we believe this will provide a more accurate representation.

Section	Year	Previously disclosed numbers	Restated numbers	Page nos
Total energy consumed	FY 2020-21	2,467,673	2,508,765	44
	FY 2021-22	2,441,334	2,595,484	
	FY 2022-23	983,433	2,174,061	
Direct energy	FY 2020-21	2,405,626	2,446,949	44
	FY 2021-22	2,374,674	2,532,060	
	FY 2022-23	794,536	1,985,871	
Energy Intensity	FY 2021-22	0.069	0.071	45
	FY 2022-23	0.028	0.063	
Scope 1 emissions	FY 2021-22	178,578	194,504	48
	FY 2022-23	154,339	154,339	
Scope 2 emissions	FY 2021-22	13,911	16,273	
Scope 3 Emissions	FY 2022-23	71,606,150	122,824	

Please note: The restated numbers have not been assured by the Assurance partners of EMIL

Acronyms and Abbreviations

Acronyms	Full Forms
AWOO	A World of Opportunities
ABG	Aditya Birla Group
ACML	Amelia Coal Mining Limited
BBSO	Behavior-Based Safety Observations
BCML	Bhubaneswari Coal Mining Limited
BSI	British Standards Institution
BRSR	Business Responsibility & Sustainability Report
CDP	Carbon Disclosure Project
CG	Chhattisgarh
CFO	Chief Financial Officer
CHRO	Chief Human Resources Officer
COO	Chief Operating Officer
CCTV	Closed Circuit Television
CHP	Coal Handling Plant
CII	Confederation of Indian Industry
CSM	Continuous Surface Miner
CRO	Corporate Risk Officer
CSR	Corporate Social Responsibility
DG	Diesel Generator
DEI	Diversity, Equity, and Inclusion
DMS	Document Archival & Management System
DJSI	Dow Jones Sustainability Indices
EBIDTA	Earnings Before Interest, Taxes, Depreciation, and Amortization
ETP	Effluent Treatment Plant
EMMRL	EMIL Mines & Minerals Resources Limited
EVP	Employee Value Proposition
ELP	Engineering Leadership Program
ERM	Enterprise Risk Management
EHS	Environment Health and Safety
ESG	Environment, Social, Governance
EC	Environmental Clearance

Acronyms	Full Forms
EMIL	Essel Minings and Industries Limited
E-Win	Essel Women in Network
FICCI	Federation of Indian Chambers of Commerce & Industry
FIMI	Federation of Indian Mineral Industries
FY	Fiscal Year
FC	Forest Clearance
GJ	Giga Joule
GHG	Greenhouse Gas
GMLP	Group Management Leadership Program
HIRA	Hazard Identification and Risk Assessment
HO	Head Office
HSD	High-Speed Diesel
HC	Human Capital
HR	Human Resources
HRDD	Human Rights Due Diligence
IT	Information Technology
IMS	Integrated Management System
IR	Integrated Report
IC	Intellectual Capital
ICMM	International Council of Mining & Metals
ISO	International Organization for Standardization
IOBP	Iron Ore Benefication & Pelletization
JST	Jayshree Textiles
KMP	Key Managerial Personnel
KPI	Key Performance Indicator
KL	Kilolitre
LTA	Leave Travel Allowance
LLE	Lifeline Express
LED	Light Emitting Diode
LNG	Liquified Natural Gas
LTIFR	Lost Time Injury Frequency Rate
MP	Madhya Pradesh
MD	Managing Director
MC	Manufacturing Capital
MSc	Master of Science
MLT	Medical Laboratory Technology
MW	Mega Watt
MT	Metric Tonne
MTPA	Metric Tons Per Annum

Acronyms	Full Forms
MDO	Mine Developer and Operator
MEE	Multi Effect Evaporator
MCGM	Municipal Corporation of Greater Mumbai
MDP	My Development Plan
NC	Natural Capital
NOx	Nitrogen Oxides
NFA	Noble Ferro Alloys
NRC	Nomination and Remuneration Committee
NGOs	Non-Governmental Organizations
OHS	Occupational Health & Safety
PM	Particulate Matter
PMAI	Pellet Manufacturers Association of India
PPE	Personal Protective Equipment
POSH	Prevention of Sexual Harassment
PMPL	Pro Minerals Private Limited
PSM	Process Safety Management
QLEA	Qualitative Exposure Assessments
QEA	Quantitative Exposure Assessments
RCML	Rajmahal Coal Mining Limited
R&R	Rehabilitation and Resettlement
RFQ	Requests for Quotes
R&D	Research and Development
RMC	Risk Management Committee
RCA	Root Cause Analysis
SWP	Safe Work Procedures
SI	Safety Interactions
SBTi	Science Based Target Initiative
SAQ	Self-Assessment Questionnaires
STP	Sewage Treatment Plant
SLS	Silo Loading System
SRC	Social and Relationship Capital
SOPs	Standard Operating Procedures
SBU	Strategic Business Unit
SCML	Subhadra Coal Mining Limited
SOx	Sulphur Oxides
SASB	Sustainability Accounting Standards Board
TCFD	Task Force on Climate-Related Financial Disclosures
GRI	The Global Reporting Initiative
tCO2e	tonnes of Carbon Dioxide equivalent

Acronyms	Full Forms
TRIFR	Total Recordable Injury Frequency Rate
UROs	Unit Risk Officers
UN SDGs	United Nations Sustainable Development Goals
USD	United States Dollar
VSC	Value Standard Committee
V2O5	Vanadium Pentoxide
VMS	Vendor Management System
WRF	Weather Research and Forecasting
WRI	World Resources Institute
XLRI	Xavier School of Management
ZLD	Zero Liquid Discharge
UA	Unanticipated Events
UC	Unplanned Changes

SDG Index

SDG	SDG Description	Initiatives	Page No.
	No Poverty	<ul style="list-style-type: none"> Empowering communities 	88
	Good Health and Well-being	<ul style="list-style-type: none"> Occupational Health & Safety (OHS) Empowering Communities 	72 88
	Quality Education	<ul style="list-style-type: none"> Our Workforce – Learning & Development Empowering Communities 	60-66 88
	Gender Equality	<ul style="list-style-type: none"> Governance at EMIL Our Workforce – Diversity & Inclusion Empowering Communities 	28 60-63 88
	Clean Water and Sanitation	<ul style="list-style-type: none"> Environment Stewardship – Water Stewardship 	41 52
	Affordable and Clean Energy	<ul style="list-style-type: none"> Environment Stewardship – Energy & Emissions Management 	41 43-48
	Decent Work and Economic Growth	<ul style="list-style-type: none"> Our Workforce Empowering Communities 	60 88
	Industry, Innovation and Infrastructure	<ul style="list-style-type: none"> Governance at EMIL Environment Stewardship Our Workforce Empowering Communities 	28 41 60 88
	Reduced Inequalities	<ul style="list-style-type: none"> Governance at EMIL Our Workforce Empowering Communities 	28 60 88
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SDG	SDG Description	Initiatives	Page No.
	Responsible Consumption and Production	<ul style="list-style-type: none"> Environment Stewardship- Mineral Resource Management 	41 51
	Climate Action	<ul style="list-style-type: none"> Environment Stewardship 	41
	Life below Water	<ul style="list-style-type: none"> Environment Stewardship - Water Stewardship, Biodiversity 	41 52 59
	Life on Land	<ul style="list-style-type: none"> Environment Stewardship - Biodiversity Empowering Communities 	41 59 88
	Partnership for the goals	<ul style="list-style-type: none"> Empowering Communities 	88

GRI Index

GRI Standard	Disclosure	Description	Section	Sub-section	Page No
GRI 2: General Disclosures 2021	2-1	Organisational details	Organisational Overview	Organisational Overview	10
	2-2	Entities included in the organisation's sustainability reporting	About the report	About the report	1
	2-3	Reporting period, frequency and contact point		Scope and Reporting Period	1
	2-5	External assurance	Assurance Statement	Assurance Statement	101
	2-6	Activities, value chain and other business relationships	About the report	Products and Production	13
	2-7	Employees	Our Workforce	Workforce at EMIL	62
	2-9	Governance structure and composition	Governance at EMIL	Governance structure	30
	2-10	Nomination and selection of the highest governance body		Governance structure	30
	2-11	Chair of the highest governance body		At EMIL's Board	30
	2-12	Role of the highest governance body in overseeing the management of impacts		Sustainability Governance	39
	2-13	Delegation of responsibility for managing impacts		Sustainability Governance	39
	2-17	Collective knowledge of the highest governance body		At EMIL's Board	30
	2-18	Evaluation of the performance of the highest governance body		Evaluation	34
	2-22	Statement on sustainable development strategy	Establishing the Theme	From the Desk of the Vice President, Strategy, Business Development & Sustainability	07

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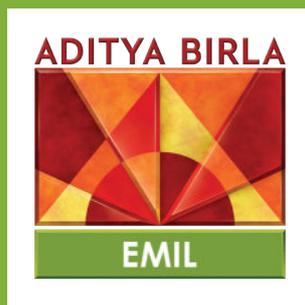
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A Force for Good

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