

<p>कोल इण्डिया लिमिटेड कंपनी सचिवालय 3 तल्ला, कोर-2, प्रेमिसेस-04-एमआर, प्लॉट-ए एफ-III, एक्शन एरिया-1A, न्यूटाउन, रजरहट, कोलकाता-700156, फोन 033-23246526, ईमेल: comsec2.cil@coalindia.in वेबसाइट: <a href="http://www.coalindia.in">www.coalindia.in</a> सी आई एन - L23109WB1973GOI028844</p>	 <p>एक महारत्न कंपनी A Maharatna Company</p>	<p><b>Coal India Limited Company Secretariat</b> Regd. Office: 3rd floor, Core-2 Premises no-04-MAR, Plot no-AF-III, Action Area-1A, Newtown, Rajarhat, Kolkata- 700156 PHONE: 033-2324-6526, E-MAIL: comsec2.cil@coalindia.in WEBSITE: <a href="http://www.coalindia.in">www.coalindia.in</a> CIN- L23109WB1973GOI028844</p>
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Ref.No. CIL:XI(D):4157/4156:2023:

Dated: 21.09.2023

To,  
Listing Department,  
Bombay Stock Exchange Limited,  
14<sup>th</sup> Floor, P.J. Towers, Dalal Street,  
Mumbai – 400001  
Scrip Code 533278

To,  
Listing Department,  
National Stock Exchange of India Limited,  
Exchange Plaza, Bandra Kurla Complex,  
Bandra (E), Mumbai – 400051.  
Ref: ISIN – INE522F01014

**Sub: Business Responsibility and Sustainability Report**

Dear Sir/Madam,

We refer to your email dated 21.09.2023 on the subject Submission of Business Responsibility and Sustainability Reporting (BRSR) for the Financial Year ended March 31, 2023. In this respect, we hereby inform you that we have already submitted our Integrated Annual Report including BRSR as per Regulation 34(1) of the SEBI (LoDR) Regulations 2015. As per the BSE portal requirement we have also mentioned the relevant page number of the BRSR. XBRL of BRSR has already been filed on BSE portal. Further, as advised through the email we are once again submitting the BRSR in PDF mode.

This is for your information and records please.

Yours faithfully,

BIJAY PRAKASH  
DUBEY  
Date: 2023.09.21  
15:31:21 +05'30'

(B P Dubey/बी पी दूबे)

Company Secretary/कंपनी सचिव  
& Compliance Officer/कम्प्लायंस ऑफिसर

**Encl: As above**

# BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

## SECTION A: GENERAL DISCLOSURES

### I. Details of listed entity

1.	Corporate Identity Number (CIN) of the Company	L23109WB1973GOI028844
2.	Name of the Company	COAL INDIA LIMITED
3.	Year of incorporation	1973
4.	Registered office address	Coal Bhawan, Premises 04-MAR, Action Area 1A, Newtown Rajarhat Kolkata-700156
5.	Corporate address	Coal Bhawan, Premises 04-MAR, Action Area 1A, Newtown Rajarhat Kolkata-700156
6.	E-mail id	cgmenv.cil@coalindia.in
7.	Telephone	033-23245555
8.	Website	www.coalindia.in
9.	Financial year reported	FY2022-23
10.	Name of the Stock Exchanges where shares are listed	Bombay Stock Exchange and National Stock Exchange
11.	Paid-up Capital ( In rupees)	6162.72 crore
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Shri C Jaydev, GM (Environment) cgmenv.cil@coalindia.in 033-23245555
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Consolidated basis

### II. Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
	Production & Sale of Coal and Coal Products	Production & Sale of Coal and Coal Products	100

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
	Coal and Coal Products	0510	100

### III. Operations

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

Location	Number of plants*	Number of offices**	Total
National	322	11	333
International	0	1	1

\*\*Office of subsidiaries and holding companies are included.

\*Number of mines

#### 17. Markets served by the Company

##### a. Number of locations

Locations	Number
National (No. of States)	Pan India
International (No. of Countries)	1

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

0.0045%

**c. Types of customers**

CIL's customers can be broadly categorized into two types:

**Power Sector Customers:** These customers include power generating companies, state electricity boards, and captive power plants. They are the largest consumers of coal produced by CIL. These customers use coal as a fuel to generate electricity.

**Non-Power Sector Customers:** These customers include industries such as cement, steel, aluminium, and other manufacturing units. They use coal as a fuel for their operations or as a raw material.

**IV. Employees**

**18. Details as at the end of Financial Year, i.e. March 31, 2023:**

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	16,305	15,083	93	1,222	7
2.	**Other than Permanent (E)					
3.	<b>Total employees (D+E)</b>	<b>16,305</b>	<b>15,083</b>	<b>93</b>	<b>1,222</b>	<b>7</b>
<b>WORKERS</b>						
4.	Permanent (F)	2,22,905	2,04,333	92	18,572	8
5.	*Other than Permanent (G)	1,02,719	1,00,175	98	2,544	2
6.	<b>Total workers (F+G)</b>	<b>3,25,624</b>	<b>3,04,508</b>	<b>94</b>	<b>21,116</b>	<b>6</b>

\*CIL does not directly employ contract labourers

\*\*Other than permanent worker is referred as contractor workers. Hence pt. 2 will remain blank.

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	178	149	84	29	16
2.	Other than Permanent (E)					
3.	<b>Total differently abled employees (D+E)</b>	<b>178</b>	<b>149</b>	<b>84</b>	<b>29</b>	<b>16</b>
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	605	557	92	48	8
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	<b>Total differently abled workers (F+G)</b>	<b>605</b>	<b>557</b>	<b>92</b>	<b>48</b>	<b>8</b>

\*\*Other than permanent worker is referred as contractor workers. Hence pt. 2 will remain blank

**19. Participation/Inclusion/Representation of women**

Sl. No.	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	84	6	7
Key Management Personnel	33	1	3

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

	FY 2023			FY2022			FY2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	95%	5%	100%	95%	5%	100%	95%	5%	100%
Permanent Workers	95%	5%	100%	96%	4%	100%		*	

\*Total turnover in FY2021 was 17532. Separate non-exe male female data is not available for this year.

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

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

Sl. No.	Name of the holding/ subsidiary/ associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/ Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	Coal India Limited	Holding Company		
2.	Eastern Coalfields Limited (ECL)	Subsidiary	100	yes
3.	Bharat Coking Coal Limited (BCCL)	Subsidiary	100	yes
4.	Central Coalfields Limited (CCL)	Subsidiary	100	yes
5.	Western Coalfields Limited (WCL)	Subsidiary	100	yes
6.	South Eastern Coalfields Limited (SECL)	Subsidiary	100	yes
7.	Northern Coalfields Limited (NCL)	Subsidiary	100	yes
8.	Mahanadi Coalfields Limited (MCL)	Subsidiary	100	yes
9.	Central Mine Planning & Design Institute Limited (CMPDIL)	Subsidiary	100	yes
10.	CIL Navikarniya Urja Limited	Subsidiary	100	yes
11.	CIL Solar PV Limited	Subsidiary	100	yes
12.	Coal India Africana Limitada (CIAL)	Subsidiary	100	yes
13.	International Coal Ventures Pvt. Ltd.	Joint Venture	0.19	yes
14.	Hindustan Urvarak & Rasayan Limited	Joint Venture	33.33	yes
15.	Talcher Fertilizers Ltd.	Joint Venture	33.33	yes
16.	CIL NTPC Urja Pvt. Ltd.	Joint Venture	50	yes
17.	Coal Lignite Urja Vikas Private Limited	Joint Venture	50	yes

## VI. CSR Details

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

(ii) Turnover (₹ In crore) 187455.57

(iii) Net worth (₹ In crore) 57224.76

## VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2023			FY2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	0	0	-	2	0	-
Investors (other than shareholders)	Yes <a href="https://www.coalindia.in/departments/company-secretary/">https://www.coalindia.in/departments/company-secretary/</a>	0	0	-	0	0	-
Shareholders	<a href="https://www.coalindia.in/departments/company-secretary/rta-details/">rta-details/</a>	20	0	-	26	0	-



Stakeholder group from whom compliant is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2023			FY2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes <a href="https://d3u7ubx0okog7j.cloudfront.net/documents/whistle-blower-policy_TYEsLJw.pdf">https://d3u7ubx0okog7j.cloudfront.net/documents/whistle-blower-policy_TYEsLJw.pdf</a>	224	5	-	332	13	-
Customers	Yes <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	48	0	-	50	0	-
Value Chain Partners	Yes <a href="https://pgportal.gov.in/">https://pgportal.gov.in/</a>	17	0	-	19	1	-
Other (please specify)		91	3	-	94	4	-

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water Management (Consumption and Discharge)	Risk	Ensuring the availability of safe drinking water is imperative, and the conservation of water resources is of utmost importance.	CIL is to maximize the utilization of treated Mine Water for industrial and community purposes. CIL has adopted advanced pisciculture techniques to convert local ponds and closed surface mines into pisciculture centres that act as income generators for the local populace.	Negative
2.	Energy Efficiency / Energy Management	Opportunity	Coal mining operations are inherently energy-intensive, requiring significant fuel and electricity consumption, the Company actively seeks opportunities to enhance energy efficiency. This commitment not only drives cost reduction efforts but also positions the Company on a path towards embracing green energy alternatives that are more environmentally friendly. By exploring and implementing measures to improve energy efficiency, the Company aims to optimize its operations while promoting sustainable practices within the industry.	-	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Renewable Energy and clean energy	Risk	Given its abundance, accessibility, and affordability, coal remains a favoured energy source in India. However, the future of coal as an energy resource presents challenges. In alignment with India's commitment to achieving net-zero emissions as stated at COP27, the country faces the task of transitioning its energy sector to more sustainable alternatives. While recognizing the significance of coal in the current energy landscape, there is a growing recognition of the need to address environmental concerns and explore cleaner energy options to meet long-term sustainability goals.	-	Negative
4.	Waste Management	Opportunity	Effective waste management is essential for environmental protection and CIL is committed to reducing and effectively managing hazardous and non-hazardous waste.	-	Positive
5.	GHG Emissions / Climate Change	Risk	Impact of climate change has increased in frequency and severity over the years and has become an emerging global risk.	The Company focuses on the importance of GHG reduction and effective utilization of energy by selecting appropriate environmentally friendly technologies.	Negative
6.	Air Emissions	Risk	Emissions of SO <sub>x</sub> , NO <sub>x</sub> , SPM and particulate matter have become severe health issues across India.	The Company monitors SO <sub>x</sub> , NO <sub>x</sub> and most predominantly the SPM emissions. The Company has systems in place to control the air pollutants emitted into the atmosphere and comply with the applicable laws and regulations.	Negative



Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Biodiversity and land management	Risk	Important to preserve our biodiversity	The Company is committed to minimizing the impacts on flora and fauna and has integrated biodiversity management and ecological restoration into the action plans.	Negative
8.	Reducing environmental impacts during transportation, packaging and dispatch	Risk	Use of roadways in transporting coal impacts the environment	CIL has substantially increased its rail portfolio as a preferred mode of transport. The majority of our coal is transported through non-road mode. CIL has also implemented FMC projects.	Negative
9.	Employee Inclusion and Diversity	Opportunity	The Company believes that a diverse workplace is essential for its growth since it acknowledges individual strength and skills they bring to the workplace.	-	Positive
10.	Employee Development & well-being/ Training & Education	Opportunity	The Company understands that employees equipped with industry knowledge and skills are required for the jobs are critical for the long-term sustenance of the organisation. Hence, the Company makes significant efforts to build employee skills that lead to professional and personal growth.	-	Positive
11.	Occupational Health & Safety	Opportunity	Providing a safe workplace to the employees is a vital responsibility. The Company constantly strive to provide and maintain safe premises, machineries, systems and processes at our operating locations and thus making it a attractive working environment.	-	Positive

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
12.	Labour Conditions / Human Rights Assessment	Opportunity	CIL is committed to the global principles and charters on human rights and acknowledge the importance of a discrimination-free workplace. CIL provides the right to freedom to all employees and no child labour or forced / compulsory labour is tolerated. This adds value to the organisation.	-	Positive
13.	Community Engagement	Opportunity	The local community's well-being is vital to the Company and it ensures that their concerns, views and expectations are integrated into the decision-making process. The social investments of the Company align with the outcome of effective engagements and a thorough understanding of their most pressing needs	-	Positive
14.	Socio-Economics Compliance (Providing equal and fair wages)	Opportunity	Socio-economic compliance leads to increased brand value.	-	Positive
15.	Regulatory Compliance / Anti-Corruption	Risk	Non-compliance can impact the organisation	The Company does not tolerate bribery and corruption. It has established a 'Whistle Blower Policy' to build and strengthen a culture of transparency and trust in the organisation and provide employees with a framework/procedure for responsible and secure reporting of corrupt activities.	Negative
16.	Business Risk Management	Risk	Risks to business can adversely impact the organisation.	The Company has established a robust risk management system consisting of a mechanism for defining, prioritizing and formulating contingency strategies for risks.	Negative





Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
17.	Grievance Redressal Management System	Opportunity	Value creation for stakeholders and understand the varying perspectives of each stakeholder group and ensure an open channel of communication among all stakeholders through multiple avenues.	The Company participates in Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), which is a web-based solution run by the Department of Administrative Reforms & Public Grievances, Government of India, to resolve Public Grievances. All the grievances from employees, customers & other stakeholders are resolved using CPGRAMS.	Negative

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Weblink of the policies, if available	<a href="https://www.coalindia.in/policies/">https://www.coalindia.in/policies/</a>								
2.	Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to the Company's value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	ISO 9001:2015 Quality Management System ISO 14001: Environment Management System, OHSAS 18001/ISO 45001: Occupational Health and Safety Management Systems ISO 50001:2018 Energy Management System ISO 37001:2016 Anti Bribery Management System								
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	1. Plantation over 6800 Ha land area in 5 years' time period (2021-22 to 2025-26) 2. CIL has targeted to supply 3450 Lakh m <sup>3</sup> Mine water in 2025-26 for community use and irrigation purposes. 3. Develop 39 Eco Parks in 5 years' time period (2021-22 to 2025-26) Development of 3000 MW Solar Power Project within FY26								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	1. CIL has achieved plantation over 1613 Ha in 2022-23 against the target of 1510 Ha 2. More than 2,691 Lakh units mine water has been shared for community use in FY 2022-23. 3. Three eco parks have been developed in 2022-23								
<b>Governance, leadership and oversight</b>										
7.	Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements. Coal India Ltd. is deeply committed to supporting India's Intended Nationally Determined Contributions (INDCs). In line with this ambitious goal, the company is actively engaged in pursuing Solar Projects with a capacity of 3 GW, demonstrating its strong commitment to harnessing renewable energy sources. Recognizing the pressing need to minimize its carbon footprint, Coal India has prioritized environmentally friendly transportation initiatives, particularly through first-mile connectivity projects. By implementing these initiatives, the company aims to enhance the efficiency and sustainability of its operations while reducing its overall environmental impact. The pursuit of solar projects and the adoption of environmentally friendly transportation solutions reflect significant strides in Coal India's journey towards sustainability. By embracing renewable energy sources and implementing innovative transport initiatives, the company is aligning itself with India's climate goals and contributing to the nation's broader sustainability objectives. Overall, Coal India's focus on renewable energy and environment-friendly transportation initiatives reinstate its commitment to sustainability and its significant role in contributing to India's climate goals.									
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Shri P M Prasad, Chairman CIL								
9.	Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Directors and senior management of CIL monitor various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis. The following committees are in place in CIL: (i) the Corporate Social Responsibility Committee (ii) Risk Management Committee								

## 10. Details of review of NGRBCs by the Company:

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

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

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principle material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

## Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE



### Principle 1

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

#### Essential Indicators

##### 1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	Familiarization programmes	100
Key Managerial Personnel	34	Environmental, Social and Governance	-
Employees other than Board of Directors and KMPs	1339	Technical/ Managerial/ Behavioural/ Functional competencies as per the need of the employees	142.90*
Workers	1780	As per MVT Rules 1966 & Special Skill development Training	32.43

\*An employee undergoes multiple training program in a FY

##### 2. Details of fines /penalties/punishment/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:

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

	Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹) Brief of the Case Has an appeal	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	NSE& BSE	19517200	Penalty under Regulation 17(1),17(2A),18(1),19(1), 19(2), 20(2/2A) and 21(2) of SEBI LODR Regulations 2015	Yes
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

	Non-Monetary			
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil



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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Penalty under Regulation 17(1),17(2A),18(1),19(1), 19(2), 20(2/2A) and 21(2) of SEBI LODR Regulations 2015- Non appointment of Independent Directors and non-composition of various statutory committees as specified in SEBI LoDR 2015.	Company has requested its Administrative Ministry i.e Ministry of Coal(MoC) , Govt of India for appointment of requisite number of Independent Directors. Company has informed its Board and MoC about the details of fines levied by Stock Exchange at regular intervals.

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

Yes, the Company has implemented various policies and mechanisms, including a Code of Conduct, Vigilance (Anti-corruption) measures, a Whistle Blower Policy, and CDA Rules for Executives. These mechanisms serve to promote ethical and transparent decision-making, actions, and conduct within the company. By upholding these standards, the Company reinforces its dedication to conducting business in a responsible manner, thereby fostering long-term sustainability. The policies are available on company's website at <https://www.coalindia.in/policies/>.

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

	FY 2022-23	FY 2021-22
Directors	Nil	Nil
KMPs	3	9
Employees	9	4
Workers	Nil	Nil

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

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

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

Not applicable

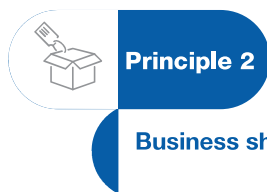
## Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
46	Awarness about terms and conditions of contract,Awarness aboput tenderning procedure, eligibility criteria, salient features of GeM portal, category management, revenue policy and migration of mining tenders to Gem portal, Workshop on preacutions while filing online bids for different CMC contractors, workshop on performance of HoE &Transportation contractors & resolutions of issues.	100

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

Yes, conduct for the Board of Directors (BOD) and senior management is a set of guidelines and principles that outline the expected behavior and ethical standards for individuals in leadership positions within a Company. This code serves as a framework for decision-making, professional conduct, and accountability, helping to promote transparency, integrity, and responsible governance. Link-[https://d33u7ubx0okog7j.cloudfront.net/documents/Code\\_of\\_Conduct\\_for\\_Board\\_Members\\_and\\_Senio\\_Management\\_Personnel\\_23022015\\_ZX00oJI.PDF](https://d33u7ubx0okog7j.cloudfront.net/documents/Code_of_Conduct_for_Board_Members_and_Senio_Management_Personnel_23022015_ZX00oJI.PDF).



## Principle 2

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

### Essential Indicators

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

	FY2023	FY2022	Details of improvements in environmental and social impacts
R&D	73.45%	78.65%	<p>Outcomes of some R&amp;D projects completed during 2021-22 and 2022-23 relating to environment and ecology are given below:</p> <ol style="list-style-type: none"> <li>1. Optimization of ventilation requirement for all underground mines, where mass production technologies are either deployed or to be deployed in the future. It will help to improve working condition in underground mine and ultimately improve productivity and safety.</li> <li>2. Methodology developed for surface level estimation of particulate matter based on CAAQMS data. Developed model can be fine-tuned by utilizing more number of CAAQMS valid datasets following the methodology developed in the present study.</li> <li>3. A general guideline has been developed relating to maximum height, slope of dragline and shovel dumper dump on the range of various geo-engineering parameters for an open cast mines having Drag line and Shovel dumper in operation. The optimum internal dump profile comprising of shovel-dumper and dragline dump considering both safety and land economics has been predicted, which gives factor of safety equal to or more than stipulated factor of safety of 1.1 to 1.15.</li> <li>4. R&amp;D project to evaluate the orchid diversity of North Eastern Coalfield areas under Digboi Forest Division of Assam, identify their host ranges and mass multiplication for their conservation.</li> </ol> <p>To improve environment and ecology due to consideration of safety and conservation of resources, following new research projects have been taken up during last 2021-22 and 2022-23:</p> <ol style="list-style-type: none"> <li>1. Scaling up the conversion of CO<sub>2</sub> to methanol and other value-added chemicals with 500 Kg CO<sub>2</sub>/day capacity.</li> <li>2. Indigenous Development of Monolithic Perovskite Module Manufacturing.</li> <li>3. Development of guidelines for delineation of water stressed area and designing of environmentally friendly water storage structure for meeting the water needs in mining areas.</li> <li>4. Development of tandem approach for Paste Fill Technology and extraction methodology by continuous miner (CM) deployment for Shyampur B Colliery of Mugma Area, ECL.</li> </ol>
Capex	16.71 %	13.85 %	



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

b. If yes, what percentage of inputs were sourced sustainably?

Yes. The Company has undertaken the adoption of a comprehensive set of Board-approved Environment and Sustainability Policies, with their implementation being carried out throughout the organisation to execute its ESG strategy. These policies serve as guiding principles to align CIL's goals with sustainability performance, identify significant sustainability concerns, and enhance monitoring and mitigation measures throughout the value chain.

Moreover, the Company recognises that coal mining is a highly energy-intensive process that requires substantial fuel and power consumption. The majority of fuel usage is attributed to heavy earth moving machines (HEMMs), transportation, ventilation, and pumping activities, while a smaller portion is allocated to DG sets. In order to reduce its carbon footprint within its operational area, CIL is actively prioritizing energy efficiency measures and actively pursuing various carbon-offsetting initiatives.

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

**Hazardous waste and other waste:** The Company acknowledges the significance of efficient waste management in protecting the environment. It ensures that

its hazardous waste is transported to authorised vendors, who dispose of the waste using appropriate methods that comply with the applicable laws and regulations. The company also submits the required documentation to the State Pollution Control Board (SPCB) as mandated. By adhering diligently to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2015, the Company showcases its dedication to responsible waste management practices.

Additionally, the Company has developed guidelines to effectively handle the fly ash produced in its captive thermal power plants. The guidelines for managing fly ash can be accessed through this link:

[https://d3u7ubx0okog7j.cloudfront.net/documents/CIL\\_Fly\\_ash\\_guidelines\\_2019.pdf](https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Fly_ash_guidelines_2019.pdf).

**E-waste:** The Company recognises the significance of e-waste disposal and has implemented a dedicated e-Waste Policy to ensure efficient and environmentally friendly management of e-waste. The Company's e-Waste Disposal Policy can be accessed at the following link: [https://d3u7ubx0okog7j.cloudfront.net/documents/CIL\\_Corporate\\_E-Waste\\_Policy\\_tFQLJHH.pdf](https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Corporate_E-Waste_Policy_tFQLJHH.pdf)

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

Not Applicable

## Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
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Not Applicable

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

Name of Product / Service	Description of the risk / concern	Action Taken
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Not Applicable

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

Indicate input material	Recycled or re-used input material to total material	
	FY2023	FY2022
	NA	

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

	FY2023			FY2022		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	-	a*	-	-	-	a*
E-waste	272 PC	108	-	-	-	-
Hazardous waste	-	Burnt Oil- 1204 ton	-	-	-	448.55 litres of waste oil
Other waste			1644.292 m3 overburden	22,287 m3 sand generated	55,719 m3 Overburden	1362 m3 overburden

a\*Kept in bins and sent to municipality for disposal

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
	NA



**Principle 3**

Business should respect and promote the wellbeing of all employees, including those in their value chains

**Essential indicators:**

**1. a. Details of measures for the wellbeing of employees:**

Category	Total (A)	% of employees covered by									
		*Health insurance		*Accident insurance		*Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent employees</b>											
Male	15083	15083	100	15083	100	NA	NA	15083	100	15083	100
Female	1222	1222	100	1222	100	1222	100	NA	NA	1222	100
<b>Total</b>	<b>16305</b>	<b>16305</b>	<b>100</b>	<b>16305</b>	<b>100</b>	<b>1222</b>	<b>7</b>	<b>15083</b>	<b>93</b>	<b>16305</b>	<b>100</b>
<b>Other than Permanent employees</b>											
Male											
Female											
<b>Total</b>											

\*1. All permanent employees of CIL are availing treatment free of cost in the company's hospital and empanelled hospitals of CIL & its subsidiaries. Retired employees are covered under specified schemes where they can avail treatment upto 25 lakhs. This is in lieu of health insurance.

2. Company provides additional ₹ 90,000 as ex-gratia and compensation of ₹ 15 lakhs in case of fatal mine accident to the next of kin of the deceased employee in addition to the components mentioned in Employee Compensation Act. Further, Compassionate Employment / Monthly monetary compensation in case of death of an employee is provided by CIL.





b. Details of measures for the wellbeing of workers:

Category	Total (A)	% of workers covered by									
		*Health insurance		*Accident insurance		*Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	2,04,333	2,04,333	100	2,04,333	100	NA	NA	NA	NA	2,04,333	100
Female	18,572	18,572	100	18,572	100	18,572	100	NA	NA	18,572	100
<b>Total</b>	<b>2,22,905</b>	<b>2,22,905</b>	<b>100</b>	<b>2,22,905</b>	<b>100</b>	<b>18,572</b>	<b>8</b>	<b>NA</b>	<b>NA</b>	<b>2,22,905</b>	<b>100</b>
<b>*Other than Permanent Workers.</b>											
Male	1,00,175	1,00,175	100	1,00,175	100	NA	NA	NA	NA	NA	NA
Female	2,544	2,544	100	2,544	100	2,544	100	NA	NA	2,544	100
<b>Total</b>	<b>1,02,719</b>	<b>1,02,719</b>	<b>100</b>	<b>1,02,719</b>	<b>100</b>	<b>2,544</b>	<b>2</b>	<b>NA</b>	<b>NA</b>	<b>2,544</b>	<b>2</b>

\*All permanent workers of CIL are availing treatment free of cost in the company's hospital & empanelled hospitals of CIL & its Subsidiaries. Retired workers are covered under specified schemes where they can avail treatment upto 8 lakhs. This is in lieu of health insurance. 2. Company provides additional ₹ 90,000 as Ex-gratia and compensation of ₹ 15 lakhs in case of fatal mine accident to the next of kin of the deceased worker in addition to the components mentioned in Employee Compensation Act. Further, Compassionate Employment / Monthly monetary compensation in case of death of an employee. An amount of ₹ 15 lakh (enhanced from ₹ 5 lakh) is paid to the next of kin of an employee in case of fatal mine accident.

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

Benefits	FY2023			FY2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI		NA			NA	
Others- please specify		NA			NA	

Besides group gratuity scheme is in vogue wherein gratuity calculation upto superannuation is made in case of death of an employee/worker.

3. Accessibility of workplaces

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

Yes, the Company is committed to creating an inclusive and supportive work environment by designing and maintaining workplaces that prioritize accessibility and accommodation for individuals with disabilities. This dedication is demonstrated through the incorporation of necessary facilities, such as accessible washrooms and ramps, in all company offices.

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

CIL is committed to promote diversity and inclusiveness in workplace where everyone is respected and their distinctive perspectives, skill and experience is appreciated and adequately rewarded. CIL avoids discrimination and harassment against any employee based on race, colour, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression.

Moreover, the Company has an equal opportunity policy that can be accessible on company's website. The weblink for the policy: [https://d3u7ubx0okog7j.cloudfront.net/documents/CIL\\_Equal\\_Opportunity\\_Policy\\_AN8EiDe.pdf](https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Equal_Opportunity_Policy_AN8EiDe.pdf)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate (in %)	Retention Rate (in %)	Return to work rate	Retention Rate
Male	100	100	NA	NA
Female	100	100	NA	NA
Total	100	100	NA	NA

There is no provision of paternal leave for workers.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	Yes, the Company captures and addresses all grievances from employees, customers, and other stakeholders through CPGRAMS portal and Samadhan cell. Grievances registered in the portal are redressed as per the stipulated time-frame.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Category	FY2023			FY2022		
	Total employees/ workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
<b>Total Permanent Employees</b>	16305	16305	100	15694	15694	100
- Male	15083	15083	100	14536	14536	100
- Female	1222	1222	100	1158	1158	100
<b>Total Permanent Workers</b>	222905	222905	100	232856	232856	100
- Male	204333	204333	100	214396	214396	100
- Female	18572	18572	100	18460	18460	100

8. Details of training given to employees and workers:

Category	FY2023					FY2022				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	15083	4045	26.82	12411	82.28	14536	2277	15.66	9176	63.13
Female	1222	633	51.80	1801	147.38**	1158	279	24.09	1428	123.32**
<b>Total</b>	<b>16305</b>	<b>4678</b>	<b>28.69</b>	<b>13320</b>	<b>81.69</b>	15694	<b>2556</b>	<b>16.29</b>	<b>10604</b>	67.57
<b>Workers*</b>										
Male	204333	15079	7.38	42775	20.93	214396	14280	6.66	32899	15.34
Female	18572	1443	7.77	3082	16.59	18460	708	3.84	825	4.47
<b>Total</b>	<b>222905</b>	<b>16522</b>	<b>7.41</b>	<b>45857</b>	<b>20.57</b>	<b>232856</b>	<b>14988</b>	<b>6.44</b>	<b>33724</b>	<b>14.48</b>

\* Workers implies Permanent workers

\*\*An employee undergoes multiple training program in a FY



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

Category	FY2023			FY2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
<b>Employees</b>						
Male	There is a structured performance appraisal system in existence for employees. Promotions are also given on time based on Cadre Schemes of respective disciplines. Promotion upto E-6 is based on seniority cum merit and from E-7 and above is merit cum seniority.					
Female						
<b>Total</b>						
<b>Workers</b>						
Male	There is a structured performance appraisal system in existence for employees. Promotions are also given on time based on Cadre Schemes					
Female						
<b>Total</b>						

## 10. Health and safety management system:

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

Yes, the Company places a high priority on the health and safety of its employees. It actively promotes adherence to safety rules and practices while encouraging employees to promptly report any potential hazards. The overarching goal is to foster a productive work environment while minimising the risk of accidents, injuries, and health-related issues. To achieve this, the Company has developed a comprehensive safety policy and established internal safety organizations within all its subsidiaries. These organisations, led by the Safety Head, regularly review workplace safety policies and practices, diligently track and monitor incidents (including near-misses), and implement corrective and preventive actions to ensure health and safety standards are met. The company also maintains a dedicated Rescue teams at strategic locations, available round-the-clock to address emergencies promptly. These teams convene on a regular basis to assess safety conditions and address any concerns that may arise. The Company has implemented institutional mechanisms to identify health and safety incidents, undertake necessary actions, and provide awareness training. Through these concerted efforts, the Company remains steadfast in its commitment to maintaining a safe work environment and continually improving health and safety practices.

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

The Company has developed a clearly defined safety policy. Regular reviews of workplace safety policies and practices are conducted by the Safety Head. Each operational unit is responsible for monitoring major

and minor incidents, including near-misses, and taking corrective and preventive actions regarding health and safety. To enhance employees' awareness of safety and their ability to respond to emergencies, initial and periodic fire prevention and management training and drills are conducted within operational areas. The Company maintains a well-established Rescue Teams at strategic locations across various subsidiaries, providing 24x7 emergency response services.

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

Yes, the Company has established Safety Committees in each mine, which consist of representatives from both management and workers. These committees play a crucial role in mitigating the risk of workplace injuries and illnesses. Regular meetings are conducted by the Safety Committee to assess the safety status and working conditions. Additionally, the Company has developed institutional mechanisms to identify incidents related to health and safety, implement necessary corrective and preventive actions, and provide comprehensive health and safety awareness training.

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

Yes. Coal India Limited, and its subsidiaries offer medical facilities to employees and their families through various medical establishments. Medical facilities of OPD and indoor treatment in Company's hospitals/ dispensaries are also extended to the workers engaged by contractors. Moreover, the Company places special emphasis on Occupational Health and conducts HIV/AIDS awareness programmes for the well-being of its employees and their families.

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

Safety Incident /Number	Category	FY2023	FY2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.27	0.44
	Workers	0.2	0.30
Total recordable work-related injuries	Employees	67	152
	Workers	10	20
No. of fatalities	Employees	11	14
	Workers	10	10
High consequence work-related injury or ill-health (excluding fatalities)	Employees	52	47
	Workers	8	10

**Note:** Recordable work-related injuries are taken as minor and reportable injuries; High consequence work-related injuries are taken as serious injuries.

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

The Company prioritises safety and recognises the value of every life, taking proactive measures to ensure a safe working environment. Each incident undergoes thorough investigation to identify safety breaches and disseminate valuable lessons learned. Numerous initiatives are consistently implemented at all levels, aiming to transform the concept of 'Zero Harm Potential' (ZHP) into a reality. Regular sensitisation sessions are conducted for all employees, including members of safety committees and contractual workers, to reinforce safety protocols and raise awareness.

CIL conducted thorough safety audits of its mines using multidisciplinary Inter Area Safety Audit teams. In addition, a reassessment of audits conducted by auditors was carried out through Check Audits for 10% of CIL mines by an Inter Subsidiary team. CIL reviewed and complied with control measures in SMPs and PHMPs to ensure effective safety management.

SOPs in all mining operations were diligently followed, promoting standardised and safe practices. The Company also conducted scientific studies on OB dumps, benches, and SCAMP in underground mines to gain valuable insights and enhance safety measures.

Toolbox safety talks and pre-shift safety briefings were conducted to assess safety hazards effectively before initiating operations. CIL introduced Personal Safety Counselling and an Employee Assistant Programme to raise safety awareness and sensitise employees to potential risks. Special safety drives were organised to

improve safety practices and enhance safety awareness among employees.

Further, regular coordination meetings with Inspecting and Safety Officers (ISOs) were held to assess the safety status of mines and ensure effective safety management. The Company also introduced mist-type fixed and trucks mounted water cannons in open-cast mines to control dust and address fire hazards effectively.

Short video clips and animation films were created to educate employees on various mine safety procedures, operational dos and don'ts, and lessons learned from past mine accidents. CIL implemented the concept of Suraksha Mitra Mandali/Circle to foster a safety culture among employees and encourage their active participation in promoting safety.

Precautionary measures were taken to minimise risks during monsoons. Micro and macro-level action plans were developed and implemented to ensure mine safety during the monsoon season. CIL conducted initial and refresher training programmes, on-the-job training, and simulator training for HEMM operators to enhance their skills and knowledge on mine safety.

In addition, CIL developed comprehensive procedures for immediate notification, safe withdrawal of individuals from danger, rescue operations, provision of first aid and medical treatment, and training on critical operations and mine emergencies. Also, regular mock rehearsals were conducted to evaluate the effectiveness of the Emergency Response and Evacuation Plan. Emergency escape routes were demarcated in underground mines, and a flow chart was prepared for efficient communication during crisis

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

Category	FY2023			FY2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

Note: Based on Centralized Public Grievance Redress and Monitoring System (CPGRAMS)

#### 14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Safety Audit completed in 298 mines of CIL by Multi-disciplinary Inter-Area Teams. During the said audit safety status of mines were assessed as per designed format.
Working Conditions	

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

Yes, the Company has undertaken corrective actions as per observations and recommendations of Mine Safety Audit conducted during 2022-23.

### Leadership Indicators

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

Employees - Yes

Workers - Yes

The Company offers compassionate employment and provides monthly monetary compensation in the unfortunate event of an employee's death. Additionally, a compensation of ₹15 lakhs is granted to the next of kin of the deceased employee in case of a fatal mine accident. This compensation is also disbursed in accordance with the Employee's Compensation Act, 1923.

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

As a responsible employer, all the Acts and provisions of the land, are followed to ensure the same.

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

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY2023	FY2022	FY2023	FY2022
Employees	11	14	11	14
Workers	10	10	10	10

**Note:** Job provided to the next of kin of deceased Dept. employees, Contract workers are not eligible. However, compensation is paid as per statute and additional special monetary relief of ₹ 15 Lakhs is also being provided in each case of fatality in the mine.

#### 4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, the Company provides a range of employee benefit schemes, including the Coal Mines Pension Scheme (CMPS), which extends coverage to all employees. Upon reaching the superannuation stage, employees are eligible to receive a monthly pension of up to 25% of their total emoluments.

Moreover, the Company has implemented the Defined Contribution Superannuation Pension Scheme (DCSPS) for executives, including those at the Board level and below, in accordance with DPE guidelines. This scheme aims to provide post-retirement superannuation benefits in the form of an annuity, which is facilitated through an Annuity Service Provider.

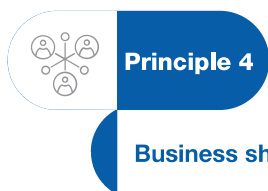
## 5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Contractor's HOE patches maintain Safety practices as per requirement of applicable statutes and provisions made under contract.
Working Conditions	

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

The Company continuously implements a range of initiatives at all levels to turn the vision of "Zero Harm Potential (ZHP)" into a reality. At the sites, the Company has implemented several measures to promote safety. These measures include the development of a code of practice for HEMM Operators, Maintenance Crew, and others, the use of eco-friendly surface miners for blast-free mining to minimize associated risks, the installation of an Automatic Fire Detection & Suppression System (AFDSS), and the deployment of indigenous solar-powered real-time dump monitoring devices and slope stability radars to provide early warning for slope movement in mines and OB dumps. Furthermore, the Company has implemented a GPS-based Operator Independent Truck Dispatch System (OITDS) in large OCPs to track the movement of HEMMs inside open-cast mines.

In addition to these key initiatives, the Company takes various measures to prevent accidents, work-related illnesses, and occupational diseases. The safety program encompasses accident investigation, emergency response, ergonomics, hazard identification and risk assessment, wellness initiatives, and regular workplace inspections. Throughout the reporting period, the operational locations underwent both external and internal safety audits to ensure compliance. The Company has allocated sufficient funds to prioritize safety and ensure that it is not compromised due to a lack of resources.



### Principle 4

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

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

CIL demonstrates a proactive approach in engaging with its stakeholders and valuing their perspectives, which in turn plays a crucial role in maintaining a competitive edge in the global market. Stakeholders are identified using the key principles of inclusiveness, materiality, and responsiveness, with the overarching goal of fostering collaboration and achieving mutually beneficial outcomes. By embracing the principle of inclusiveness, CIL ensures that a diverse range of stakeholders is considered and involved in its decision-making processes. This includes but is not limited to employees, customers, shareholders, suppliers, local communities, and regulatory bodies. Recognizing that each stakeholder group holds unique insights and interests, CIL actively seeks their input and actively listens to their concerns and expectations.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Earning calls, Meetings, Investor, Conferences, AGM, Website, Emails, SMS, Newspapers,	Continuous process	Regulatory compliances
Customers	No	Regional Coal Consumers Council meetings with customers, Meeting between customers and the marketing team, Online filing and redressal of complaints	Continuous process	Customer satisfaction and timely redressal of grievances



Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Land Losers	No	Public hearing as a part of statutory compliance,	As and when required	Rehabilitation and resettlement (R&R)/ Environmental clearance, Forest land clearance
Employees	No	Corporate-level industrial relation meetings with union leaders, Trainings and seminars, Safety Fortnight, Vigilance Awareness Week	Continuous Process	Job satisfaction , wages and welfare , Learning and development , Health and wellness
Suppliers & Contractors	No	Interactive Meetings and Sessions during tenders, Vendor meetings	As and when required	Notice inviting tenders
Knowledge partners and R&D associates	No	Trainings	Continuous Process	Research and development of new technology
Government/ Statutory and Regulatory Bodies	No	Performance report, Board meetings Compliance Report, Inspection	Annually and Quarterly	Regulatory compliance
Media	No	Press releases and interviews	As and when required	Achievement of Company, performance, progress
Local Villagers/ Community	No	Sustainable development initiatives, CSR activities	Continuous process	Livelihood options and job opportunities
NGOs	No	Direct engagement, public forums like panel discussions etc	As and when required	Impact of mining activities on local community CSR activities

## Leadership Indicators

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

Continuous engagement and dialogues with the stakeholders enables the Company to understand the needs and views of the stakeholders. To facilitate this the Company, by using the principles of inclusiveness, materiality, and responsiveness identifies and categorizes stakeholders into four groups. Moreover, the Company interacts with each stakeholder group and strives to understand their concerns and key expectations.

The Company engages with stakeholders regularly through various mediums to understand their concerns and expectations. This can include surveys, focus groups,

meetings, workshops, and other communication channels and also conducts a materiality assessment exercise to identify sustainability challenges and opportunities relevant to both the business and stakeholders. This assessment helps prioritize material topics. Internal stakeholders from various departments within the Company, such as legal, procurement, sustainability, marketing, corporate governance, and Human Resource departments, provide their inputs on the identified material topics. The inputs collected from internal stakeholders are used to prioritise the material topics into categories such as major, significant, and moderate based on their criticality. The sustainability team and senior management review and finalise the material topics based on their relevance and importance to stakeholders and the organisation's success and lastly the Company provides feedback from stakeholder consultations to the Board. This feedback includes the identified material topics, stakeholders' concerns and expectations, and the organisation's vision, strategy, action plans, goals, and performance for each material topic.

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

Yes. Stakeholder consultation is used to support the identification and management of environmental and social topics. The Company actively engages with stakeholders to understand their needs, concerns, and expectations. This input from stakeholders is then integrated into the Company's business decisions and strategies. Through regular interactions with stakeholders, the Company strives to understand their concerns and expectations related to environmental and social topics. These inputs are considered during the materiality assessment process, which helps identify sustainability challenges and opportunities relevant to both the business and stakeholders.

During the reporting period, the Company conducted a comprehensive materiality assessment based on

industry guidelines and inputs from internal stakeholders across various departments. The inputs received from stakeholders, including legal, procurement, sustainability, marketing, corporate governance, and Human Resource departments, were collated and prioritised based on the criticality of the identified topics.

The sustainability team and senior management then reviews and finalises the material topics. This demonstrates how stakeholder inputs are incorporated into the Company's policies, activities, and reporting, ensuring that their perspectives are considered in decision-making processes.

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

The Company identifies vulnerable and marginalized groups and strives to bring about meaningful social, moral, and environmental change. In the regions surrounding its facilities and business operations, the Company supports the development of vulnerable and marginalised people. Each year, the Company and conducts evaluations to determine the requirements of the communities.



**Principle 5**

Business should respect and promote human rights

**Essential Indicators**

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

Category	FY2023			FY2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	16305	784	4.81	15694	745	4.75
Other than Permanent**	Other than Permanent worker is referred as contractor workers.					
<b>Total Employees</b>	<b>16305</b>	<b>784</b>	<b>4.81</b>	<b>15694</b>	<b>745</b>	<b>4.75</b>
<b>Workers</b>						
Permanent	222905	924	0.41	232856	665	0.29
*Other than Permanent	102719	0	0	91175	8	0.00
<b>Total Workers</b>	<b>325624</b>	<b>924</b>	<b>0.28</b>	<b>324031</b>	<b>673</b>	<b>0.21</b>

\*CIL does not directly employ contract labourers

\*\*In the process of capturing data for other subsidiaries





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

Category	FY2023					FY2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	16,305	-	-	16305	100	15694	-	-	15694	100
Male	15,083	-	-	15083	100	14536	-	-	14536	100
Female	1,222	-	-	1222	100	1158	-	-	1158	100
<b>Other than Permanent</b>	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>	222905	-	-	222905	100	232856	-	-	232856	100
Male	204333	-	-	204333	100	214396	-	-	214396	100
Female	18572	-	-	18572	100	18460	-	-	18460	100
<b>Other than Permanent</b>	102719	42688	42	60031	58	91175	-	-	-	-
Male	100175	41000	41	59175	59	-	-	-	-	-
Female	2544	1688	66	856	34	-	-	-	-	-

- Executives (employees)- The pay scales as recommended by the DPE are paid with the approval of CIL Board and issuance of Presidential Directive by the concerned Ministry.
- Non-Executive(workers)- The employees are paid wages in terms of the bipartite agreement between the Management and the workmen representative as negotiated in the Joint Bipartite Committee for Coal Industry (JBCCI) and the agreement thereafter termed as National Coal Wage Agreement (NCWA)/ Wage agreement for CIL & SCCL.

## 3. Details of remuneration/salary/wages, in the following format:

Gender	Permanent Employees		Permanent Workers	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	5	6090290.56	0	0
Key Managerial Personnel (KMP)	7	6,000,525.99	0	0
Employees other than BoD and KMP	340	2,580,537.49	83	2247053.01
Workers	798	1546732.74	128	1373234.42

1 Only CIL Standalone has been considered.

2 Non- executive employees have been under woker category

3 Annual gross salary have been taken in calculation of median remuneration

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

Yes, the Company ensures the functioning of committees such as the Steering Committee, JCC, Welfare Committee at its subsidiaries to effectively address various issues, including those related to human rights. These committees' function as bipartite forums consisting of representatives of Management and Trade Unions affiliated to Central Trade Unions operating in the Coal Industry.

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

The Company demonstrates its full commitment to upholding human rights throughout its operations, emphasizing its responsible approach to engaging with stakeholders. In order to ensure compliance with applicable labor statutes, the Company enters into comprehensive formal agreements with all its suppliers, contractors, and vendors providing services. These agreements contain specific provisions and conditions that mandate adherence to various labour regulations concerning their respective employees and workers. Moreover, grievances of all employees are redressed through CPGRAMS / PG Portal, which is an online platform for grievance redressal. By implementing these measures, the Company actively promotes ethical labour practices and underscores its dedication to protecting and respecting Human Rights throughout its supply chain.

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

Category	FY2023			FY2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	1	0	Penalty has been imposed on the guilty	0	0	-
Discrimination at workplace	3180	0	All grievances received through CPGRAMS are redressed in the shortest possible time and there is no segregation made in the subject of grievance.	3172	0	All grievances received through CPGRAMS are redressed in the shortest possible time and there is no segregation made in the subject of grievance.
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other Human rights related issues						

**7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company has implemented various policies and mechanisms, including a Code of Conduct and a Whistleblower Policy, to ensure that its decisions, actions, and conduct maintain its ethical standards. Moreover, the Company has implemented the integrated Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), a web-based solution administered by the Department of Administrative Reforms & Public Grievances, Government of India. This system enables the resolution of public grievances by capturing and addressing complaints from employees, customers, and other stakeholders through the CPGRAMS portal.

The Company maintains strict confidentiality regarding the identity of the complainant and handles all harassment cases with utmost privacy. If an individual is found guilty, the company takes strict actions to address the issue. Furthermore, the Company has established an Audit Committee, which reviews the functioning of the Whistle-blower mechanism at periodic intervals.

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

Yes

**9. Assessment for the year:**

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

**Note: The Internal & external Auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.**

Note: As a responsible employer, following all the applicable acts and provisions of the land, it is ensured that no such actions are made which violates the Act.

**10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

NA



## Leadership Indicators

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

The Company has not modified any process.

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

The Company has not conducted any human rights due-diligence.

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

Yes, the Company ensures that all its workplaces (offices) are designed and maintained to be disability-friendly environments. It ensures the installation of ramps for easy mobility, and other necessary accommodations.

### 4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company has not undertaken the any assessment during the year.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

Note : As all the value chain partners of entity have to comply with all the provisions of the law of the land, it is ensured that such violations do not take place.

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

NA



## Principle 6

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

## Essential Indicators

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

Parameter	FY 2022-23	FY 2021-22
Total electricity consumption (A) (JOULE) - 1 KWH $\approx$ 3.6 X 10 <sup>6</sup> J	165844908 X 10 <sup>8</sup>	166372782.624 X 10 <sup>8</sup>
Total fuel consumption (B) (J) 1 Lt. $\approx$ 38 X 10 <sup>6</sup> J	166096608.82 X 10 <sup>8</sup>	168494560.06 X 10 <sup>8</sup>
Energy consumption through other sources (Solar) (C) (JOULE)	246107.412 X 10 <sup>8</sup>	141635.808 X 10 <sup>8</sup>
Total energy consumption (A+B+C)	332187624.2 X 10 <sup>8</sup>	335008978.5 X 10 <sup>8</sup>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	17720.87243 (332187624.2 X 10 <sup>8</sup> /18745.557 X 10 <sup>8</sup> )	21952.93145 (335008978.5 X 10 <sup>8</sup> /15260.330 X 10 <sup>8</sup> )
Energy intensity (optional) – the relevant metric may be selected by the Company		

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

Yes. Investment Grade Energy Audit (IGEA) study of 25 Nos. buildings of CIL Subsidiaries has been carried out through **Bureau of Energy Efficiency**.

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

Not applicable. The Company doesn't fall under PAT scheme

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

Parameter	FY2023	FY2022
<b>Water withdrawal by source (in Lakh kilolitres)</b>		
(i) *Surface water	318.45	332.07
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others (Mine water and Collected Rain water)	6102.16	6066.52
<b>*Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>6420.61</b>	<b>6398.59</b>
Total volume of water consumption (in kilolitres)	5841.37	5750.74
Water intensity per rupee of turnover (Water consumed / turnover)	0.031	0.037
Water intensity (optional) – the relevant metric may be selected by the entity		

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

Yes. NOC is issued by Central Ground Water Authority (CGWA)

\*Partial Disclosure.

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

The Company recognizes the significance of water as a valuable resource and is committed to adopting a zero liquid discharge approach. To achieve this goal, the Company has already implemented numerous initiatives aimed at optimizing water consumption and minimizing wastewater generation through various recycling and reuse programs. As part of its efforts, the Company has planned the construction of a sewage treatment plant (STP) during the fiscal year 2022-23. Additionally, the Company has already established an Effluent Treatment Plant (ETP) and a Rainwater Harvesting system to further enhance water management practices.

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

Parameter	Unit	FY2023	FY2022
NOx	Microgram/m <sup>3</sup>	21.8	22.2
SOx	Microgram/m <sup>3</sup>	21.5	18.60
Particulate matter (PM)	Microgram/m <sup>3</sup>	125.8	115.8
Persistent organic pollutants (POP)	NA	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	NA	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	NA	Not Applicable	Not Applicable
Others – please specify	NA	Not Applicable	Not Applicable

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

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

Parameter	Unit	FY2023	FY2022
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	24006330.00	21257230.00
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	7495920.00	6637520.00
<b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b>	Metric tonnes of CO <sub>2</sub> equivalent/ ₹	<b>168.05</b>	<b>182.70</b>
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity		-	-

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

Yes. All evaluation is carried out by CMPDI.



The above assessment is based on CMPDI's report on 'Carbon Footprint Analysis of CIL and Roadmap for Carbon Neutrality 2020-21'.

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

The company acknowledges that coal mining is an energy-intensive process involving the use of fuel and electricity, which contributes to greenhouse gas (GHG) emissions. Understanding the environmental impact of GHGs, the Company is committed to providing affordable energy with a minimal carbon footprint. To achieve this, the Company aims to reduce energy consumption and implement modern technologies that effectively mitigate GHG emissions. Through the adoption of multiple initiatives, the Company, along with its subsidiaries, has undertaken various projects focused on carbon reduction. Notably, the Company has implemented a decentralized Solar Program, comprising both rooftop and ground-mounted solar installations, at its sites to further support its efforts in reducing GHG emissions.

**Renewable Energy initiatives:** Coal India Ltd (CIL) is strategically positioned to embrace clean energy sources in order to meet its electrical energy requirements. In the fiscal year 2022-23, the company achieved significant progress in solar energy generation, with a total of approximately 68.36 lakh units produced through its renewable energy (RE) units, marking a remarkable 70% increase compared to the previous year.

As part of its commitment to sustainability, CIL has formulated a comprehensive plan to transform into a net-zero energy company. This includes the establishment of 3000 MW Solar Power Projects to offset its current reliance on fossil fuel-based power. To drive this initiative, CIL has established a subsidiary company called 'CIL Navikarniya Urja Limited (CNUL)' to explore new business opportunities in the field of renewable energy.

CIL has devised a three-pronged strategy to accomplish its 3000 MW solar power target:

- Development of solar projects on available land parcels and rooftops across its subsidiary companies, wherever feasible.
- Implementation of solar projects in states with high solar potential, such as Rajasthan and Gujarat.
- Participation in solar tenders organized by SECI (Solar Energy Corporation of India), DISCOMs (Distribution Companies), Power exchanges, and other relevant entities.

In line with this strategy, CIL has signed a Memorandum of Understanding (MOU) with Rajasthan Rajya Vidyut Utpadan Nigam Ltd (RVUNL) on October 13th, 2022, for the establishment of a 1190 MW solar power plant at RVUNL's 2000 MW solar park. Additionally, project DPRs (Detailed Project Reports) for a total of 115 MW capacity are currently under approval stage, with respective allocations of 55 MW from WCL (Western Coalfields Limited), 40 MW from SECL (South Eastern Coalfields Limited), and 50 MW from MCL (Mahanadi Coalfields Limited).

Furthermore, CIL is actively implementing approximately 20 MW rooftop solar power projects at various stages across its subsidiaries. The company is also identifying additional rooftops to meet the residential and commercial power demands of its subsidiaries, thereby reducing overall power costs.

To cater to its captive requirements, CIL's subsidiaries have already identified land parcels for the installation of approximately 725 MW of solar projects, complying with state regulations on open access and grid connectivity. In FY 22-23 WCL has reduced 940 Tonnes of CO2 emissions, by using renewable sources (Solar energy).

**FMC-** FMC projects involve the installation of piped conveyor belts to move coal from pitheads to loading points, where a rapid loading system is employed to load coal into railway rakes. By eliminating the need for road movement of coal and integrating rapid loading systems, several benefits are achieved. These include:

1. Reduction of transportation cost from coal face to Railway Sidings.
2. Reduction of diesel consumption and cost for Pay-loader operation.
3. Reduction of diesel consumption and cost for Truck operation.
4. Reduced road maintenance cost for reduced truck transportation trips and coal spillage.

**Energy Conservation Measures:** Further, a comprehensive energy conservation initiative has resulted in the replacement/installation of 1679 energy-efficient ACs, 18,626 energy-efficient super fans, deployment of 71 E-vehicles, replacement of 169 old motors with energy-efficient motors, installation of 1016 auto timers, and procurement/installation of 54,690 KVAR of capacitor banks.

**Carbon sink through Plantation:** The Company also planted 31.01 Lakh saplings over 1613 Ha land area with a carbon sink potential of 80,908 tonne CO2 equivalent annually.

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

Parameter	FY2023	FY2022
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	-
*E-waste (B)	380 no. PCs 0.156MT	121 no. of Rescue apparatus 0.230MT
*Bio-medical waste (C)	8.918MT	4.592MT
Construction and demolition waste (D)	Nil	Nil
*Battery waste (E)	2093 KG	955 KG
Radioactive waste (F)	NA	NA
*Other Hazardous Waste. Please specify, if any. (G) (Burnt oil /waste oil)	1036MT	949MT
*Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	362 no. waste tyres 1644.292 million m <sup>3</sup> overburden	1362.06 million m <sup>3</sup> Overburden
<b>Total (A+B + C + D + E + F + G + H)</b>		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) *Recycled	360 no. batteries	292 batteries
(ii) Re-used (over burden)	1644.292 million m <sup>3</sup>	1362.06 million m <sup>3</sup>
(iii) *Other recovery operations (used oil recovered)	190.12MT	448.55MT
<b>Total</b>		
<b>For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	*Common biomedical waste treatment facility	Common waste treatment facility
(ii) Landfilling	Common waste treatment facility	Common waste treatment facility
(iii) Other disposal operations	Used Oil are auctioned to authorised resellers Scraps are auctioned through tenders. Lead acid Batteries are taken back by the manufacturer after its expiry.	Used Oil are auctioned to authorised resellers Scraps are auctioned through tenders. Lead acid Batteries are taken back by the manufacturer after its expiry.
<b>Total</b>		

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

Yes, Assessment has been done at subsidiary level and by 3rd party agency who collected the waste from the subsidiary companies.

\*Partial disclosure

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

The Company acknowledges the significance of waste management and remains committed to finding innovative approaches to reduce and reuse waste responsibly. One notable waste stream generated from the Company's operations includes overburden, followed by mine water, process waste, used oil, and sludge. The Company

has devised various methods to extract sand from the overburden, effectively utilizing this resource. Moreover, the Company has implemented strategies to reuse mine water, which is traditionally considered waste, for industrial and domestic purposes, benefiting both internal consumption and nearby communities for drinking and irrigation needs.

In terms of non-hazardous waste, the Company handles materials like High-Density Polyethylene (HDPE) drums, metal scrap, plastic barrels, and other process wastes. Throughout the reporting period, all hazardous and non-hazardous waste has been appropriately disposed of



through authorized vendors, adhering to the regulations outlined in the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2015. Hazardous waste is transported to authorized vendors, where it is disposed of using suitable methods in accordance with the law, while the requisite documents are submitted to the State Pollution Control Board (SPCB) as mandated by the regulatory guidelines.

Furthermore, recognizing the importance of responsible e-waste disposal, the Company has formulated a dedicated e-Waste Policy in 2019, outlining efficient and eco-friendly methods for disposing of electronic waste. The complete e-Waste Disposal Policy can be accessed through the following link: [https://d3u7ubx0okog7j.cloudfront.net/documents/CIL\\_Corporate\\_E- Waste\\_Policy\\_tFQLJHH.pdf](https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Corporate_E- Waste_Policy_tFQLJHH.pdf)

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

Sl. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
1	Murpar UG	Mining Operations	Yes (Murpar UG is under Ecologically Sensitive Zone (ESZ) of Tadoba Tiger reserve, Padmapur OC and Durgapur OC are adjacent to ESZ of Tadoba Tiger reserve.
2	Padmapur OC	Mining Operations	Yes
3	Durgapur OC	Mining Operations	Yes

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

Sl. No.	Name and brief details of project (name of mine)	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain	Relevant Web link
1	Mohanpur OC	EIA Notification, 2006	10-05-2022	Yes	Yes	<a href="https://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=40328&amp;proposal_no=IA/WB/CMIN/10820/2007&amp;typep=EC">https://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=40328&amp;proposal_no=IA/WB/CMIN/10820/2007&amp;typep=EC</a>
2	Cluster 10 (Amendment)	EIA Notification, 2006	30-05-2022	Yes	Yes	<a href="https://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=320&amp;proposal_no=IA/WB/CMIN/7663/2011&amp;typep=EC">https://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=320&amp;proposal_no=IA/WB/CMIN/7663/2011&amp;typep=EC</a>
3	Bhurkunda OC	EIA Notification, 2006	13-07-2022	Yes	Yes	<a href="https://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=41471&amp;proposal_no=IA/JH/CMIN/74128/2018&amp;typep=EC">https://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=41471&amp;proposal_no=IA/JH/CMIN/74128/2018&amp;typep=EC</a>
4	Kathara OC	EIA Notification, 2006	18-10-2022	Yes	Yes	<a href="https://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=41682&amp;proposal_no=IA/JH/CMIN/179534/2020&amp;typep=EC">https://environmentclearance.nic.in/onlineSearchnewrk.aspx?autoid=41682&amp;proposal_no=IA/JH/CMIN/179534/2020&amp;typep=EC</a>
5	Selected Dhori Lower OC	EIA Notification, 2006	08-02-2023	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2394549">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2394549</a>
6	Kabribad OC	EIA Notification, 2006	08-02-2023	Yes	Yes	<a href="https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&amp;status=EC_new&amp;statername=Jharkhand&amp;pno=SIA/JH/CMIN/76338/2018&amp;pid=202741">https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&amp;status=EC_new&amp;statername=Jharkhand&amp;pno=SIA/JH/CMIN/76338/2018&amp;pid=202741</a>

Sl. No.	Name and brief details of project (name of mine)	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain	Relevant Web link
7	North Urimari OC	EIA Notification, 2006	13-02-2023	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/report/ec-part-c?id=2332083&amp;projectId=2293713&amp;af=2293938">https://parivesh.nic.in/newupgrade/#/report/ec-part-c?id=2332083&amp;projectId=2293713&amp;af=2293938</a>
8	Giddi A OC	EIA Notification, 2006	24-03-2023	Yes	Yes	<a href="https://environmentclearance.nic.in/onlinesearchnewrk.aspx?autoid=41301&amp;proposal_no=IA/JH/CMIN/74323/2018&amp;typep=EC">https://environmentclearance.nic.in/onlinesearchnewrk.aspx?autoid=41301&amp;proposal_no=IA/JH/CMIN/74323/2018&amp;typep=EC</a>
9	Nigahi OC	EIA Notification, 2006	26-07-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2359585">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2359585</a>
10	Krishnashila OC	EIA Notification, 2006	26-07-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2694337">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2694337</a>
11	Amlohri OC	EIA Notification, 2006	26-07-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2702024">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2702024</a>
12	Khadia OC	EIA Notification, 2006	27-07-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2396954">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2396954</a>
13	Bina OC	EIA Notification, 2006	29-07-2022	Yes	Yes	<a href="https://environmentclearance.nic.in/auth/ECGeneral_Report.aspx?pid=40441">https://environmentclearance.nic.in/auth/ECGeneral_Report.aspx?pid=40441</a>
14	Jayant OC	EIA Notification, 2006	20.02.2023	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2334102">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2334102</a>
15	Siarmal OC	EIA Notification, 2006	05-05-2022	Yes	Yes	<a href="https://environmentclearance.nic.in/onlinesearchnewrk.aspx?autoid=13885&amp;proposal_no=IA/OR/CMIN/24164/2014&amp;typep=EC">https://environmentclearance.nic.in/onlinesearchnewrk.aspx?autoid=13885&amp;proposal_no=IA/OR/CMIN/24164/2014&amp;typep=EC</a>
16	Kulda OC	EIA Notification, 2006	24-05-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2800917">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2800917</a>
17	Lakhanpur OC	EIA Notification, 2006	30-05-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/1784858">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/1784858</a>
18	Bhubaneswari OC	EIA Notification, 2006	26-07-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2761380">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2761380</a>
19	Garjanbahal OC	EIA Notification, 2006	09-03-2023	Yes	Yes	<a href="https://environmentclearance.nic.in/onlinesearchnewrk.aspx?autoid=42077&amp;proposal_no=IA/OR/CMIN/272126/2022&amp;typep=EC">https://environmentclearance.nic.in/onlinesearchnewrk.aspx?autoid=42077&amp;proposal_no=IA/OR/CMIN/272126/2022&amp;typep=EC</a>
20	Manikpur OC	EIA Notification, 2006	26-05-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/3461320">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/3461320</a>





Sl. No.	Name and brief details of project (name of mine)	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain	Relevant Web link
21	Chhal OC	EIA Notification, 2006	02-08-2022	Yes	Yes	<a href="https://environmentclearance.nic.in/onlineSearchNewrk.aspx?autoid=40505&amp;proposal_no=IA/CG/CMIN/11029/2007&amp;typep=EC">https://environmentclearance.nic.in/onlineSearchNewrk.aspx?autoid=40505&amp;proposal_no=IA/CG/CMIN/11029/2007&amp;typep=EC</a>
22	Dipka OC	EIA Notification, 2006	06-09-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/3430191">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/3430191</a>
23	Gevra OC	EIA Notification, 2006	06-09-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/3347079">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/3347079</a>
24	Khairaha UG	EIA Notification, 2006	13-12-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/1389039">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/1389039</a>
25	Saraipalli OC	EIA Notification, 2006	23-03-2023	Yes	Yes	<a href="https://164.100.213.216/E-Sign/Esign/ECLSEIAA_215550_5458Y7_SIA_CG_CMIN_415356_2023.pdf">https://164.100.213.216/E-Sign/Esign/ECLSEIAA_215550_5458Y7_SIA_CG_CMIN_415356_2023.pdf</a>
26	Singhori OC	EIA Notification, 2006	23-05-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2044376">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2044376</a>
27	Dinesh OC	EIA Notification, 2006	26-05-2022	Yes	Yes	<a href="https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2254345">https://parivesh.nic.in/newupgrade/#/department/ec-proposal-detail/2254345</a>
28	Gauri Pauni OC	EIA Notification, 2006	27-12-2022	Yes	Yes	<a href="https://environmentclearance.nic.in/onlineSearchNewrk.aspx?autoid=42400&amp;proposal_no=IA/MH/CMIN/284193/2021&amp;typep=EC">https://environmentclearance.nic.in/onlineSearchNewrk.aspx?autoid=42400&amp;proposal_no=IA/MH/CMIN/284193/2021&amp;typep=EC</a>

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

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

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

## Leadership Indicators

### 1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY2023	FY2022
<b>From renewable sources</b>		
Total electricity consumption (A) (KWH)	6836317	3934328
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>6836317</b>	<b>3934328</b>
<b>From non-renewable sources</b>		
Total electricity consumption (A) (KWH)	4606803000	4621466184
Total fuel consumption (B) (Lt.)	437096339	443406737
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>-</b>	<b>-</b>

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

Yes. Investment Grade Energy Audit (IGEA) study of 25 Nos. buildings of CIL Subsidiaries has been carried out through **Bureau of Energy Efficiency**.

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

Parameter	FY2023	FY2022
<b>Water discharge by destination and level of treatment (in Lakh kilolitres)</b>		
i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment (Tertiary level)	3,715.60	3,697.33
(v) Others (own use)		
- No treatment	-	-
- With treatment – please specify level of treatment (secondary level)	3,283.06	3,220.28
<b>Total water discharged (in Lakh kilolitres)</b>	<b>6,998.66</b>	<b>6,917.61</b>

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

No, However, Internal assessment has been done at subsidiary level.



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

No water stress are in CIL. Hence the table is not applicable.

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

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

Parameter	FY2023	FY2022
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	NA	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<b>Total volume of water withdrawal (in kilolitres)</b>	NA	
<b>Total volume of water consumption (in kilolitres)</b>		
<b>Water intensity per rupee of turnover</b> (Water consumed / turnover)		
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
i) Into Surface water	NA	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>		

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

Yes. It was carried out by CMPDI.

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

Parameter	Unit	FY2023	FY2022
<b>*Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	807750.00	715250.00
<b>Total Scope 3 emissions [per rupee of turnover]</b>	Metric tonnes of CO <sub>2</sub> equivalent	<b>807750.00</b>	<b>715250.00</b>
<b>Total Scope 3 emission intensity</b> (optional) – the relevant metric may be selected by the entity	Kgs of CO <sub>2</sub> equivalent/ ₹ 1000 of turnover	0.63	0.71

\*Partial disclosure

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

Yes. It was carried out by CMPDI.

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

Due to the mining operation in close proximity to ecologically sensitive areas, there is a potential increase in pollution levels, including air, water, and noise. In order to prevent and address these concerns, the following prevention and remedial activities have been proposed:

- i. Fencing the entire mining area with solar/electric pulse monitored fences, reaching a minimum height of 10 feet.
- ii. Minimizing vehicular transportation and implementing a closed conveyor system for transportation purposes.
- iii. Implementing controlled blasting techniques to mitigate the impact of mining activities.
- iv. Installing wind barriers to reduce the dispersion of pollutants.
- v. Establishing a thick green belt, with a width of 30-40 meters, to effectively mitigate and control dust pollution.
- vi. Implementing a 3-tier avenue plantation program to enhance the overall green cover.
- vii. Conducting a baseline biodiversity survey of plants and animals to assess the initial ecological conditions.
- viii. Restricting the movement of transport vehicles during the nighttime specifically within forested or corridor areas of the TATR (Tadoba-Andhari Tiger Reserve).

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

Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Creation of eco parks.	Three Eco parks have been developed to reclaimed mining area. Initiatives have been taken to connect the eco-parks and eco-tourism sites with the tourism circuit of the state.	Centre of recreation for public, and overall development of the surrounding area. More than 4.02 Lakh footfalls have been recorded in 30 Eco Parks developed by CIL.
2	Gainful utilization of OB dump	Four Sand segregation plants at Gondegaon OC, Bhanegaon OC of WCL Amlori in NCL and Kajora and area of ECL have been developed.	Availability of Cheaper sand to the surrounding areas but the overall impact on the environmental pollution due to sand mining was reduced. Also, these sand segregation plants will improve the riverine ecosystem, flow, groundwater recharge potential and water quality in their courses
3	FMC	CIL has taken steps to upgrade the mechanized coal transportation and loading system under 'First Mile Connectivity' projects. Above the existing 13 FMC projects of 151 MTY capacity, CIL has already commissioned 7 FMC Projects of 92 MTPA capacity. 61 First Mile Connectivity (FMC) projects of 763.5 MTPA are being implemented in three phases to consolidate CIL's effort towards upgradation and expansion of coal evacuation infrastructure. CIL plans to operationalize all the projects of Phase-I, Phase-II and Phase-III by FY 28-29 thereby having a cumulative mechanized Rapid Loading capacity of 914.5 MTPA.	<ol style="list-style-type: none"> <li>i. Avoidance of road transport and consequent air pollution</li> <li>ii. Improve quality of dispatched Coal</li> </ol>



Sl. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
	Effective use of Mine water utilisation	Supplier 2691.57 Lakh KL of mine water for Community	CIL's effort to make water available to communities around its mining areas benefited more than 11.1 Lakh people in 2022-23. 7271.32 Acre land area was irrigated in 2022-23.
4	Energy efficiency	Installed 1,57,216 LED lights, 1679 Energy efficient air conditioners, 18,626 Energy efficient super fans, 71 E-vehicles have been deployed and 169 Old motors replaced with energy efficient motors. Also, CIL has installed 1016 Auto timers and 54,690 KVAR of capacitor banks have been procured & installed	52.10 million units Electrical energy saved  42,725 tonnes of CO2 emission reduced per annum
5	Implementation of modern mining technology or coal production like Surface miner, Highwall Mining, Continuous miner, longwall mining	Blast free Coal production	Around 54% of CIL's coal production (378 MT) was achieved in FY2022-23 by surface miners. 12.4 MT coal produced from UG mines through blast free methods
6	Deployment of Fog Canons for dust suppression	269 no. of fog canons are in use in CIL mines for dust suppression	Less water consumption than conventional method of effective dust suppression

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

The Company has established a dedicated Risk Management Committee to oversee and ensure the presence of suitable methodologies, processes, and systems for monitoring and evaluating risks associated with the company's business operations. Additionally, the Company has formulated a comprehensive risk management policy. This policy includes a framework for identifying internal and external risks specific to the company, measures for mitigating risks through the implementation of appropriate systems and processes for internal control, and the development of a business continuity plan. The weblink for the risk management policy : [https://d3u7ubx0okog7j.cloudfront.net/documents/Risk\\_Management\\_Policy\\_Idunvff.pdf](https://d3u7ubx0okog7j.cloudfront.net/documents/Risk_Management_Policy_Idunvff.pdf)

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

Coal produced by CIL is predominantly used by TPPs for thermal power generation. Thermal power generation is associated with air pollution and fly ash generation. The TPPs have installed ESP and FGD units for reducing air pollution. The fly ash generated are supplied to cement plants, brick industries and also for filling of voids & road construction, etc.

**9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

The accompany take all the necessary steps to Evaluate its value chain partners



## Principle 7

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

### Essential indicators

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

6

- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

Sl. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1.	The Bengal Chamber of Commerce	National
2.	Indian Chamber of Commerce	National
3.	SCOPE	National
4.	FICCI	National
5.	ASSOCHAM	National
6.	MGMI INDIA	National

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

Name of the authority	Brief of the case	Corrective action taken

\* Details are given in Annexure 22 of the Directors' Report

## Leadership Indicators

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

Sl. No.	Public Policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/ No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly/ Others- please specify)	Web Link, if available

Engaging with various trade unions and chambers of commerce is crucial for effective public policy advocacy. Such engagement allows for the exchange of ideas, perspectives, and expertise, enabling the development of well-informed policies that cater to the needs of both the industry and the workforce. Collaboration with these stakeholders plays a vital role in promoting fair labor practices, fostering economic growth, and achieving a harmonious business environment.

**Principle 8**

**Businesses should promote inclusive growth and equitable development**

**Essential Indicators**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Different development works in Purulia, West Bengal	Not Applicable (NA)	NA	Yes	Will be communicated once report is finalized	Will be uploaded once report is finalized
Providing neurosurgery related equipment at Institute of Neurosciences Kolkata (INK)	NA	NA	Yes	Will be communicated once report is finalized	Will be uploaded once report is finalized
Financial assistance for procurement of 2 water ambulances in Majuli, Assam	NA	NA	Yes	Will be communicated once report is finalized	Will be uploaded once report is finalized
Imparting skill development training to 2000 youth in plastic engineering trades	NA	NA	Yes	Will be communicated once report is finalized	Will be uploaded once report is finalized
Construction of lab, library, classrooms and hostel facility at Nivedita Shiksha Sadan Balika Inter College, Varanasi	NA	NA	Yes	Will be communicated once report is finalized	Will be uploaded once report is finalized
Converting 100 nos. of beds into ICU beds at Karnataka Institute of Medical Sciences (KIMS), Hubli, Karnataka	NA	NA	Yes	Will be communicated once report is finalized	Will be uploaded once report is finalized

Note : Impact Assessment study has been done in accordance with Companies (CSR Policy) Rules 2014, under Companies Act 2013. The details are for CIL (standalone). Subsidiaries report their Impact assessment details in their respective annual reports/websites.

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

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
	Katras, AKWMC, Tetulmuri Patch	Jharkhand	Dhanbad	1	100	466526
	Barora, Left out Patch - B	Jharkhand	Dhanbad	31	100	12759600
	Durgapur Deep Extn. OC	Maharashtra	Chandrapur	140	1	56470000
	Amal. Gondegaon Ghatrohana OC	Maharashtra	Nagpur	71	1	7870000

Sl. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
	Kolarpimpri Extn. OC	Maharashtra	Yavatmal	11	1	5380000
	Gevra OCP	Chhattisgarh	Korba	26	100	7600000
	Jampali OCP	Chhattisgarh	Raigarh	12	100	3800000
	Amadand OCP	Madhya Pradesh	Anuppur	176	100	65000000
	Vindhya UG	Madhya Pradesh	Umaria	29	100	9900000
	Jagannathpur OCP	Chhattisgarh	Surajpur	18	100	5400000
	Kurja UG	Madhya Pradesh	Anuppur	2	100	600000
	Rajmahal Exp. OCP	Jharkhand	Godda	5892	100	408876000
	Hura-C	Jharkhand	Godda	925	100	28628200
	KhottadiH OCP	West Bengal	Paschim Bardhaman	809	100	11184000
	Sonepur Bazari Project	West Bengal	Paschim Bardhaman	4427	100	15235000
	Bonjemehari (Expansion)	West Bengal	Paschim Bardhaman	137	100	No payment has been made during the FY 2022-23.
	Mohanpur 2.5 MTY	West Bengal	Paschim Bardhaman	257	100	31702380
	Itapara	West Bengal	Paschim Bardhaman	312	100	No payment has been made during the FY 2022-23.
	Gourangdih (Expansion)	West Bengal	Paschim Bardhaman	460	100	No payment has been made during the FY 2022-23.
	Gourangdih-Begunia	West Bengal	Paschim Bardhaman	280	100	88826368
	Chitra East OCP	Jharkhand	Deoghar	632	100	2400000
	Block-B Project	Madhya Pradesh	Singrauli	10	1	2900000
	Dudhichua Project	Madhya Pradesh	Singrauli	61	1	50030000
	Jayant Project	Madhya Pradesh	Singrauli	360	1	288350000
	Amrapali OCP	Jharkhand	Chatra	2	100	780216
	Parej OCP	Jharkhand	Hazaribagh	47	100	14344212
	Magadh OCP	Jharkhand	Chatra & Latehar	109	100	29728840
	Purnadih OCP	Jharkhand	Chatra	156	100	31520000
	KDH OCP	Jharkhand	Ranchi	3	100	900000
	Ashok OCP	Jharkhand	Chatra	5	100	1500000
	Balaram OCP	Odisha	Angul	40	1	78260000
	Hingula OCP	Odisha	Angul	45	1	57520000
	Lingaraj OCP	Odisha	Angul	2	1	60000
	Bharatpur OCP	Odisha	Angul	8	1	37020000
	Jagannath OCP	Odisha	Angul	2	1	3340000
	Ananta OCP	Odisha	Angul	55	1	86050000
	Bhubaneswari OCP	Odisha	Angul	1	1	0
	Kaniha OCP	Odisha	Angul	174	1	415570000
	Ib-Valley Area	Odisha	Jharsuguda	21	1	88520000
	Lakhanpur Area	Odisha	Jharsuguda	115	1	71440000
	Basundhara Area	Odisha	Sundergarh	6	1	24490000
	Mahalaxmi Area	Odisha	Sundergarh	25	1	132450000





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

The Company has implemented the integrated Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), a web-based solution administered by the Department of Administrative Reforms & Public Grievances, Government of India. This system enables the resolution of public grievances raised by employees, customers, and other stakeholders through the CPGRAMS portal. Grievances are diligently captured and addressed to ensure timely resolution.

Furthermore, the Company encourages community members to seek assistance or make inquiries by reaching out to the designated Head of Department (CSR) within the organization.

Regarding employment and compensation related to acquired land, the Company has established an ongoing

process for grievance redressal. Various mechanisms have been put in place at different levels, including the Samadhan Cell and CPGRAMS, to address grievances. At the district level, Grievance Redressal Mechanism (GRM) Cells are formed under the leadership of the District Collector. Additionally, Grievance Redressal Committees have been established at the project level to address received grievances.

Individual representations are given careful consideration and examined by the relevant officers in the respective areas and departments. This diligent approach ensures that viable resolutions are reached. In the case of Odisha, the Company follows the guidelines of the Odisha Rehabilitation and Resettlement (R&R) Policy of 2006, which includes the constitution of Rehabilitation and Peripheral Development Advisory Committees (RPDACs) and sub-committees chaired by the District Collectors..

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

	FY2023	FY 2022
Directly sourced from MSMEs/small producers	16.69	13.71
Sourced directly from within the district and neighbouring districts*	-	-

\*Sourced directly from within the district and neighbouring districts - CIL and its subsidiaries are in the process of capturing this data. CIL has obtained relaxation for 25% (Twenty five percent) procurement targets from the Review Committee of Ministry of MSME for items beyond the scope / capacity of MSEs. CIL has to achieve a target of minimum 35% procurement from MSEs for all non-exempted items from FY 2022-23 onwards. Accordingly the % of procurement from MSEs for non-exempted items is 71.09% for FY 2023.

## Leadership Indicators

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

NIL

Details of negative social impact identified	Corrective action taken

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

Sl. No.	State	Aspirational District	Amount spent (In ₹)
1.	Chattisgarh & Jharkhand	Narayanpur (Chattisgarh) East Singhbhum, West Singhbhum & Simdega (Jharkhand)	1559398.00
2.	Jharkhand	Khunti & Simdega	422856.00
3.	Jharkhand	Chatra & Latehar	4201855.00
4.	Jharkhand	Ranchi	10717400.00

\*This information pertains to CIL (standalone). In addition, subsidiaries except WCL and CMPDI also spent their CSR funds in aspirational districts allotted to them.

### 3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)

#### (b) From which marginalized /vulnerable groups do you procure?

GoI has PPP - MSE 2012 Policy which stipulates 25% purchases from MSEs out of which 4% and 3% from SC/ST owned and women entrepreneurs respectively. These may be Marginalized/Vulnerable groups.

**(c) What percentage of total procurement (by value) does it constitute?**

Description	FY 2023 (In Rs. Cr.)	FY 2022 (In Rs. Cr.)
Consolidated procurement Value of CIL & its subsidiaries	10,676.93	9400.68
Value of procurement from MSEs owned by SC/ST	8.04	8.17
% procurement from MSEs owned by SC/ST in the total procurement value.	0.075%	0.09%
Value of procurement from MSEs owned by women entrepreneurs	80.63	35.22
% procurement from MSEs owned by women entrepreneurs in total procurement value	0.75%	0.37%

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

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

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

Name of authority	Brief of the Case	Corrective action taken
NA		
NA		

**6. Details of beneficiaries of CSR Projects:**

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1.	Skill Development Training to 120 youth (female) on General Duty Attendant (Nursing) - Advanced course (BCCL)	120	100
2.	Construction of water tank at the campus of Leprosy Centre at Govindpur Dhanbad (BCCL)	1000	100
3.	Infrastructural works at Lalmani Vriddh Seva Ashraam, Dhanbad (BCCL)	36	100
4.	Sports academy - Khelgaon at Ranchi, Jharkhand (CCL)	437	96
5.	Providing nutritional basket and support for well being of TB patients in Latehar and Chatra districts (CCL)	1400	100
6.	Two years diploma in Ophthalmic Assistant course (CMPDI)	20	100
7.	Livelihood enhancement of Differently Abled Persons by providing aids and appliances (CMPDI)	450	100
8.	Small holder poultry project for tribal women (NCL)	750	100
9.	Construction and operation of Divyang School cum hostel in Singrauli (NCL)	100	100
10.	Adoption of DDRC (District Divyang Rehabilitation Centre), Singrauli for providing aids & appliances to Divyangs of Singrauli & Sonebhadra District (NCL)	2000	100
11.	Financial assistance to SHGs of villagers scattered in Buffer area of Pench Tiger Reserve, Maharashtra for providing rice, flour and pulse mills which can cater the needs of local surrounding as well as create additional revenue of local livelihood (WCL)	1300	100
12.	Thalassemia Bal Sewa Yojana (CIL)	600	100

Note : In CSR projects, priority is given to vulnerable and marginalized groups such as Project Affected Persons, SC/ST, Women, Senior Citizens, Differently Abled persons, Children, Economically Weaker Sections etc. Hence, majority of beneficiaries in all these projects are people who are vulnerable/marginalized socially or economically.



## Principle 9

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

### Essential indicators

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

The Company places significant importance on quality management and the prompt resolution of consumer complaints to ensure consumer satisfaction. To achieve this, the company has implemented online filing and redressal mechanisms for consumer complaints within CIL. By providing an online platform, the Company enables consumers to conveniently submit their complaints and concerns, ensuring a streamlined and efficient process. The customers can report complaints through offline mode as well. This approach allows for faster communication and resolution, reducing response time and enhancing customer experience.

#### 2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable as coal is the primary product
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY2023			FY2022		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-		-		-
Advertising	-	-		-		-
Cyber- security	1	0		1	0	-
Delivery of essential services	-	-		-		-
Delivery of essential services	-	-		-		-
Restrictive Trade Practices	36	0	-	28	0	-
Unfair Trade Practices	-	-		-		-
Other (product related)	-	-		-		-

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

	Number	Reasons for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

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

The Company has formed a dedicated risk management committee responsible for identifying internal and external risks, including those associated with cyber security and data privacy. The committee consistently evaluates these risks and engages in deliberations to develop suitable mitigation strategies.

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

NA

## Leadership Indicators

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

Information on products and services of the Company can be accessed on the Company's website at <https://www.coalindia.in/>

The Company's presence can be found on several social media platforms

Twitter	<a href="https://twitter.com/CoalIndiaHQ">https://twitter.com/CoalIndiaHQ</a>
Instagram	<a href="https://www.instagram.com/coalindia.in/">https://www.instagram.com/coalindia.in/</a>
Facebook	<a href="https://www.facebook.com/coalindiaHQ">https://www.facebook.com/coalindiaHQ</a>
Linkedin	<a href="https://www.linkedin.com/company/coalindialtd/">https://www.linkedin.com/company/coalindialtd/</a>

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

The Company organises regular meetings to educate consumers about the safe and responsible usage of its products and services. These meetings serve as platforms to provide valuable information and guidance to consumers, ensuring they understand how to use the company's offerings in a manner that prioritizes safety and responsibility. By conducting these educational sessions, the company aims to foster a culture of informed consumer behavior and promote the optimal utilization of its products and services.

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

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

The specifications of coal is mentioned in the invoice provided to the customer at the time of despatch.

Yes

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

##### a. Number of instances of data breaches, along with impact

Nil

##### b. Percentage of data breaches involving personally identifiable information of customers

Nil