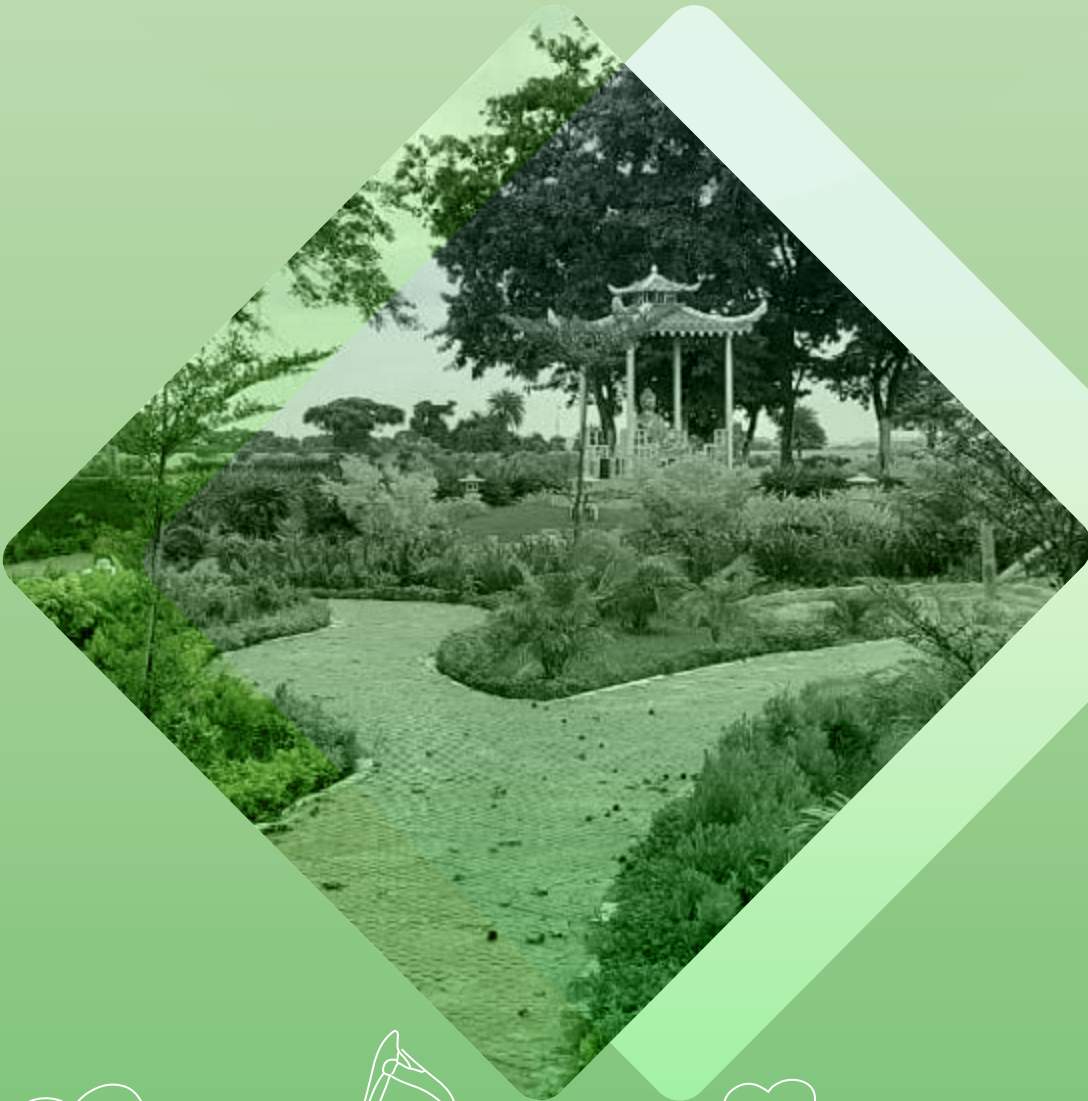


Business Responsibility and Sustainability Report FY 2024-25



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. Email Address	cgmenv.cil@coalindia.in
7. Telephone	033-23245555
8. Website	http://www.coalindia.in/
9. Financial Year Reported	2024-25
10. Name of the Stock Exchanges where shares are listed	Bombay Stock Exchange and National Stock Exchange
11. Paid-up Capital	₹ 6162.73 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 Jayadev ED (Environment) E-mail ID: edenv.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 - CIL and its 11 subsidiaries (JV and associates not considered)
14. Name of assurance provider	M/s Joint Values ESG Services Pvt. Ltd.
15. Type of assurance obtained	Reasonable Assurance

II. Products/Services

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

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

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

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

III. Operations

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

Location	Number of plants*	Number of offices**	Total
National	310	12	322
International	0	1	1

*Office of subsidiaries and holding companies are included.

19. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	8
International (No. of Countries)	1

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

Nil

- c. Types of customers

Power/Regulated Sector Customers: This category includes power generation companies owned by the Central and State Governments, as well as private power producers. These entities represent the largest consumers of coal supplied by Coal India Limited (CIL), utilizing it primarily as a fuel for electricity generation. Additionally, sectors such as Fertilizers, Railways, and Defence are also classified under the regulated sector due to their coal requirements.

Non-Regulated Sector Customers: This segment comprises industries such as cement, steel, aluminium, and various other manufacturing units, including captive power plants. These customers use coal either as a fuel source for their operations or as a raw material in their production processes.

IV. Employees

20. Details as at the end of Financial Year

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

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	15,138	13,921	92%	1,217	8%
2.	Other than Permanent (E)	0	0	0	0	
3.	Total employees (D+E)	15,138	13,921	92%	1,217	8%
WORKERS						
4.	Permanent (F)	2,05,134	1,86,342	91%	18,792	9%
5.	Other than Permanent (G)**	1,14,085	1,10,563	97%	3,522	3%
6.	Total workers (F+G)	3,19,219	2,96,905	93%	22,314	7%

- b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	203	168	83%	35	17%
2.	Other than Permanent (E)	0	0	0	0	
3.	Total employees (D + E)	203	168	83%	35	17%
WORKERS						
4.	Permanent (F)	557	512	92%	45	8%
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	557	512	92%	45	8%

21. Participation/Inclusion/Representation of Women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	85	6	7.05%
Key Management Personnel	30	1	3.33%

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

	FY'2024-25			FY'2023-24			FY'2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	8.46%	5.45%	13.92%	8%	5.7%	7.8%	10.59%	5.00%	10.00%
Permanent Workers	6.97%	4.13%	11.11%	6.5	4%	6.3%	7.18%	3.70%	6.80%

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

23. 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	Eastern Coalfields Limited	Subsidiary	100%	No
2	Bharat Coking Coalfields Limited	Subsidiary	100%	No
3	Central Coalfields Limited	Subsidiary	100%	No
4	Northern Coalfields Limited	Subsidiary	100%	No
5	Western Coalfields Limited	Subsidiary	100%	No
6	South Eastern Coalfields Limited	Subsidiary	100%	No
7	Mahanadi Coalfields Limited	Subsidiary	100%	No
8	Central Planning & Design Institute Limited	Subsidiary	100%	No
9	Coal India Africana Limitada	Subsidiary	100%	No
10	CIL Navikarniya Urja Limited	Subsidiary	100%	No
11	CIL Solar PV Limited	Subsidiary	100%	No
12	Bharat Coal Gasification & Chemicals Limited	Subsidiary	51%	No
13	CIL NTPC Urja Private Limited	Joint Venture	50%	No
14	Talcher Fertilizers Limited	Joint Venture	31.85%	No
15	Hindustan Urvarak & Rasayan Limited	Joint Venture	29.67%	No
16	Coal Lignite Urja Private Limited	Joint Venture	50%	No
17	International Coal Venture Private Limited	Joint Venture	0.19%	No
18	Coal Gas India Limited	Subsidiary	51%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹ Crore): 1,43,368.92
- (iii) Net worth (in ₹ Crore): 99, 104.92

VII. Transparency and Disclosure Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/ No) (If yes, then provide web link for grievance redressal policy)	FY'2024-25			FY'2023-24		
		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 https://pgportal.gov.in/	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://www.coalindia.in/	0	0	-	0	0	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide web link for grievance redressal policy)	FY'2024-25		Remarks	FY'2023-24		Remarks
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	
Shareholders	https://www.coalindia.in/departments/company-secretary/rta-details/	32	1	As on 31st March' 2025, one complaint was pending which was resolved on 4th April' 2025	0	0	-
Employees and workers	https://d3u7ubx0okog7j.cloudfront.net/documents/whistle-blower-policy_TYEsLJw.pdf	167	13		160	2	-
Customers	https://pgportal.gov.in/	11	0		13	0	-
Value Chain Partners	https://pgportal.gov.in/	2	0		9	0	-
Others		39	0		38	3	-

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

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Air Emissions	Risk	The rising emissions of sulfur oxides (SO _x), nitrogen oxides (NO _x), suspended particulate matter (SPM), and other pollutants have emerged as critical health concerns across India, affecting air quality and public well-being.	To address this challenge, the company emphasizes the need to reduce greenhouse gas (GHG) emissions and optimize energy use. This commitment is reflected in its strategic adoption of environmentally friendly technologies aimed at sustainability and efficiency.	Negative
2.	Community Engagement	Opportunity	The Company prioritizes the well-being of the local community, ensuring their concerns, perspectives, and expectations are considered in the decision-making process. Its social meaningful engagements and a deep understanding of the community's most urgent needs, ensuring impactful and relevant initiatives, guide investments.	NA	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.	Biodiversity and land management	Risk	It is important to preserve our biodiversity	The Company is dedicated to reducing its impact on local ecosystems, incorporating biodiversity management and ecological restoration into its strategic action plans to protect flora and fauna.	Negative
4.	Grievance Redressal Management System	Opportunity	The Company is committed to creating value for stakeholders by recognizing their diverse perspectives and fostering transparent communication through various channels.	The company actively engages in the Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), a web-based platform operated by the Department of Administrative Reforms & Public Grievances, Government of India. Through CPGRAMS, grievances from employees, customers, and other stakeholders are systematically addressed and resolved.	Negative
5.	Employee Development & well-being/ Training & Education	Opportunity	The Company recognizes that a skilled and knowledgeable workforce is essential for its long-term success. Therefore, it actively invests in employee development, fostering both professional and personal growth through continuous learning initiatives.	NA	Positive
6.	Labour Conditions / Human Rights Assessment	Opportunity	CIL upholds global human rights principles and is dedicated to maintaining a workplace free from discrimination. It ensures all employees enjoy the right to freedom while strictly prohibiting child labor, forced, or compulsory labor, reinforcing its commitment to ethical practices and organizational value.	NA	Positive
7.	Waste Management	Opportunity	CIL recognizes the importance of effective waste management in safeguarding the environment. It is dedicated to minimizing and responsibly handling both hazardous and non-hazardous waste to ensure sustainable practices.	NA	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)
8.	Water Management (Consumption and Discharge)	Risk	Ensuring access to safe drinking water is crucial, and conserving water resources remains a top priority.	CIL focuses on optimizing the use of treated mine water for both industrial and community applications. Additionally, it has implemented advanced pisciculture techniques to transform local ponds and decommissioned surface mines into thriving fish farming centers, generating income opportunities for the local community.	Negative
9.	Socio-Economics Compliance (Providing equal and fair wages)	Opportunity	Socio-economic compliance leads to increased brand value.	NA	Positive
10.	Employee Inclusion and Diversity	Opportunity	The Company values workplace diversity as a key driver of growth, recognizing the unique strengths and skills that each individual contributes to the organization.	NA	Positive
11.	Regulatory Compliance / Anti-Corruption	Risk	Non-compliance can impact the organisation	The Company maintains a zero-tolerance policy towards bribery and corruption. To foster transparency and trust, it has implemented a 'Whistle Blower Policy,' providing employees with a secure and structured mechanism to report unethical practices responsibly.	Negative
12.	GHG Emissions / Climate Change	Risk	The effects of climate change have grown more frequent and severe over time, posing an increasingly significant global risk.	The Company prioritizes greenhouse gas (GHG) reduction and efficient energy utilization by adopting environmentally friendly technologies that support sustainability and innovation.	Negative
13.	Reducing environmental impacts during transportation, packaging and dispatch Risk	Risk	The environmental impact of coal transportation via roadways is a concern.	CIL has significantly expanded its rail transport portfolio as the preferred mode of coal transportation. A majority of its coal is now moved through non-road methods, supported by the implementation of FMC projects.	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)
14.	Occupational Health & Safety	Opportunity	Ensuring a safe workplace for employees is a fundamental responsibility. The Company is committed to maintaining secure premises, machinery, systems, and processes across its operations, creating an appealing and protected work environment.	NA	Positive
15.	Business Risk Management	Risk	Business risks can pose significant challenges to an organization.	The Company has developed a strong risk management system that identifies, prioritizes, and implements contingency strategies to ensure stability and resilience.	Negative Business Risk Management
16.	Energy Efficiency / Energy Management	Opportunity	Coal mining is an energy-intensive process that demands substantial fuel and electricity consumption. To address this, the Company is dedicated to improving energy efficiency, reducing costs, and transitioning towards environmentally friendly green energy alternatives. By implementing strategic measures, it seeks to optimize operations while fostering sustainability within the industry.	NA	Positive
17.	Renewable Energy and clean energy	Risk	Coal continues to be a key energy source in India due to its abundance, accessibility, and cost-effectiveness. However, its future faces challenges as the country works towards its Net Zero emission goals outlined at COP27. As India transitions to more sustainable energy alternatives, there is a growing emphasis on balancing coal's role in the current energy landscape while addressing environmental concerns and exploring cleaner options for long-term sustainability.	The Company is actively monitoring policy developments and market trends related to renewable energy. It is exploring diversification strategies, including investments in cleaner technologies and partnerships for renewable energy projects, to gradually align with national sustainability goals and reduce long-term dependency on coal.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes		P1	P2	P3	P4	P5	P6	P7	P8	P9
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	P-3 CIL Equal Opportunity Policy P-7 Memorandum and Articles of Association of Coal India Limited (updated as on 30th August 2022 as per Companies Act'2013) P-1 Code of Conduct for Board Members and Senior Management P-4 Risk Management Policy P-7 Memorandum and Articles of Association (Updated as on 30th August'2022 as per Companies Act'2013) P-1 Policy on materiality of related party transactions and on dealing with related party transactions P-8 CSR Policy of Coal India Limited (w.e.f. 08.04.2021) P-6 Sustainable Development Policy of CIL 2013 P-2 E-Waste policy of CIL-2019 P-2 CIL Fly ash guidelines 2020 P-6 CIL Corporate Environmental Policy 2018 Management Policy of CIL HQ Kolkata P-6 Guidelines for Environmental Personnel in Mines P-9 IT Policy for CIL and Subsidiaries P-1 Revised Related Party Transaction Policy P-1 Policy on Preservation of documents including Archival Policy under SEBI(LODR) Regulations 2015-Hindi P-1 CIL Policy for Registrars and Share Transfer Agent (RTA) P-5 Coal India - Whistle Blower Policy								
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.	Standards					Units certified			
		ISO 9001:2015 Quality Management System					CIL HQ, ECL, NCL, MCL, CCL (27 units) and WCL (90 units), CMPDI HQ and its seven Regional Institutes			
		ISO 14001: Environment Management System					CIL HQ, ECL, NCL, MCL, CCL (27 units) and WCL (90 units)			
		OHSAS 18001/ ISO 45001: Occupational Health and Safety Management System					MCL and WCL			
		ISO 50001:2018 Energy Management System					CIL HQ			
		ISO 37001:2016 Anti Bribery Management System					CMPDI Ranchi			

Policy and management processes		P1	P2	P3	P4	P5	P6	P7	P8	P9
5.	Specific commitments, goals and targets set by the Company with defined timelines, if any.	5 Years Action Plan (2024-25 to 2029-30) <ul style="list-style-type: none"> Establishment of 13 OB to M-Sand Plants Grassing on 900 Ha of land Development of 15.85 lakh nursery saplings Total plantation on 13,225.07 Ha land Afforestation on 1,779 Ha of non-forest land (Accredited Compensatory Afforestation) 2948.11 LKL/year treated mine water supply for community use 920 villages and ~13.13 lakh people to benefit from mine water supply annually Development of 48 Eco Parks / Mine tourism sites / recreational parks Rejuvenation of 441 traditional water bodies Renewable energy generation project not yet initiated (Target: 5602.617 MW) 								
6.	Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	<ul style="list-style-type: none"> 4 OB to M-Sand Plants commissioned out of target 13 206 Ha of grassing completed 40.38 lakh saplings developed in nursery 1,712 Ha of plantation completed (against 13,225.07 Ha target) 4,100 Ha of non-forest land afforested (exceeding target) 2,513.66 LKL/year treated mine water supplied (out of 2948.11 LKL/year target) 880 villages and 11.79 lakh people benefited from mine water supply 33 Eco Parks developed (out of 48 planned) 526 rainwater harvesting structures created (exceeding target of 441) 								
Governance, leadership and oversight										
7.	Statement by Director, responsible for the Business Responsibility Report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Kindly refer the page no 42-47 in Annual Report.								
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.	<p>The Directors and senior management of CIL monitor various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis.</p> <p>The following committees are in place in CIL:</p> <p>(i) The Corporate Social Responsibility Committee</p> <p>(ii) Risk Management Committee</p>								

Policy and management processes	P1	P2	P3	P4	P5	P6	P7	P8	P9
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10. Details of review of NGRBCs by the Company:

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

	P1	P2	P3	P4	P5	P6	P7	P8	P9
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:

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

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

Principle 1:

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

Essential Indicator:

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	30	Orientation Programme for capacity building of FDs, Flagship certificate program for independent director, Master Class for Directors, Manthan 3.0, Leadership styles-its roles and responsibilities, Mine Closure, Mine Expansion, Sustainable Mining,	47.39%

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
Key Managerial Personnel	46	International standards & regulations, IICA Director's Certificate Master Class, IICA MAster Class on ESG Leadership, Enhancing communication Skills for CPSEs, Energy transition & green future	59.22%
Employees other than Board of Directors and KMPs	1409	Enhancing Communication Skills for CPSEs, Effective functioning of Board of CPSEs & DPE, National Conference of ICSI, Leadership styles, Corporate Reporting, Financial Dimension, Arbitration, ESG, Annual Secretarial, Compliance Report, Capacity Building Program for Company Secy. for CPSEs, CS Practices & standardisation, Amendments and inclusions	60.60%
Workers	1767	Technical/ Managerial/ Behavioural/ Functional competencies as per the need of the employees	20.28%
		As per MVT Rules 1966 & Special Skill development Training	

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	P-1	NSE & BSE	3,02,29,240*	Penalty under regulation 17(1) ,17(2A) 18(1), 19(1), 19(2), 20(2/2A) and 21(2) of SEBI LoDR2015	Yes
Settlement					
Compounding fee			Nil		

*Total penalty levied till March' 2025.

Penalty waived by BSE is Rs 26,07,800 /- including GST for various quarter till 18.07.2025. Penalty waived by NSE is Rs 33,79,520/- till 18.07.2025 for various quarter. Hence net penalty amounts to Rs 2,42,41,920 as on 18.07.2025.

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment				
Punishment			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
<p>Penalty under various regulations of SEBI LoDR 2015:- 17(1)- Non-compliance with the requirements pertaining to the composition of the Board including failure to appoint woman director, 17(2)- Non-compliance with the requirements pertaining to the number of Board meetings 18(1)- Non-compliance with the constitution of audit committee 19(1)/19(2)- Non-compliance with the constitution of nomination and remuneration committee 20 (2/2A)- Non compliance with the constitution of stakeholder relationship committee 21(2) - Regulation 21(2) Non-compliance with the constitution of risk management committee</p> <p>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.</p>	NSE and BSE

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 established a comprehensive set of policies and mechanisms to uphold ethical and transparent operations. These include a Code of Conduct, Anti-corruption measures, Whistle Blower Policy, Complaint Handling Policy, Corruption Risk Mitigation, Ethical Governance Action Plan, Value Card for Coal India, Core Values for CIL, Anti-fraud Policy, and CDA Rules for Executives.

These frameworks are designed to encourage ethical decision-making and responsible conduct within the organization. By adhering to these standards, the Company reinforces its commitment to integrity, transparency, and sustainable business practices, ensuring long-term success. Detailed information on these policies is available on the Company's website at [[Coal India 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'2024-25	FY'2023-24
Directors	Nil	Nil
KMPs	2	2
Employees	8	6
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY'2024-25		FY'2023-24	
	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

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

	FY'2024-25 (Current Financial Year)	FY'2023-24 (Previous Financial Year)
Number of days of accounts payables	82.72	78.57

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Concentration of Sales*	a. Sales to dealer / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealer / distributors	NA	NA
Share of RPTs	i) Purchases (Purchases with related parties as % of Total Purchases)	0	0
	ii) Sales (Sales to related parties as % of Total Sales)	0	0
	iii) Loans & advances given to related parties as % of Total loans & advances	0	0
	iv) Investments in related parties as % of Total Investments made	100%	100%

*Coal India Limited (CIL) allocates coal linkages directly to end-users in both the power and non-power sectors to meet their long-term coal requirements. Consequently, there is no involvement of intermediaries or dealers in this process. However, under the e-auction mechanism, any Indian buyer—including traders—is eligible to participate and procure coal. Therefore, CIL does not operate through a dealer or distribution network for the sale of coal.

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
28 Vendor Development Programmes were conducted by MM Division of CIL and its Subsidiaries	Awareness among MSE vendors regarding provisions of Public Procurement Policy for Micro and Small Enterprises and also benefits under Trade Receivables Discounting System (TReDS) platform.	-
12 Technical Seminars were conducted by MM Division of CIL and its Subsidiaries	Guidelines issued by GoI with respect to Procurement, Purchase Manual guidelines, latest features and developments on GeM portal.	-

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.

The Company has established a comprehensive code of conduct for its Board of Directors (BOD) and senior management, outlining ethical standards and expected behaviors for leadership roles. This framework serves as a guiding structure for decision-making, professional conduct, and accountability.

By promoting transparency, integrity, and responsible governance, the code reinforces the organization's commitment to maintaining high ethical and professional standards. It plays a crucial role in fostering trust and ensuring leadership practices align with long-term sustainability and operational excellence. More details can be accessed through the provided link.

https://d3u7ubx0okog7j.cloudfront.net/documents/Code_of_Conduct_for_Board_Members_and_Senior_Management_Personnel_23022015_ZX00oJl.PDF



Principle 2:

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

Essential Indicator:

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.**

Segment	FY'2024-25	FY'2023-24	Details of improvements in environmental and social impacts
R & D	38.02%	50.10%	<p>The Company has undertaken several initiatives to enhance its environmental and social footprint:</p> <p>Social Impact</p> <ul style="list-style-type: none"> Developed guidelines for identifying water-stressed areas and designing eco-friendly water storage structures to support water needs in mining regions. <p>Environmental Improvements</p> <ul style="list-style-type: none"> Launched a pilot project on Underground Coal Gasification (UCG) to assess its viability under Indian geo-mining conditions. Advanced indigenous technology through the development of monolithic perovskite module manufacturing via printing. Conducted comprehensive environmental and ecological studies across subsidiary companies. Established CLEANZ - Centre of Excellence on Clean Energy at IIT Hyderabad to promote sustainable energy research. Invested in solar power infrastructure, including rooftop and ground-mounted plants, to reduce carbon footprint. <p>Infrastructure Enhancements</p> <ul style="list-style-type: none"> Improved coal transportation and evacuation infrastructure through: Construction of CHP (Coal Handling Plants) Installation of silos, bunkers, surge bins, and crushers Deployment of conveyor systems from pithead to siding Development of rail sidings for efficient logistics
Capex	15.26%	14.16%	

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 adopted a set of Board-approved Environment and Sustainability Policies, ensuring their organization-wide implementation as part of its ESG strategy. These policies serve as guiding principles to align sustainability goals, address key environmental concerns, and strengthen monitoring and mitigation efforts across the value chain.

Recognizing that coal mining is an energy-intensive process demanding significant fuel and power consumption—primarily for heavy earth-moving machines (HEMMs), transportation, ventilation, and pumping—the Company is committed to reducing its carbon footprint. It actively prioritizes energy efficiency measures and pursues various carbon-offsetting initiatives to enhance environmental sustainability.

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.

(a) Plastics (including packaging)	The Company ensures that plastic waste generated from its operations is disposed of through authorized vendors in compliance with existing regulations.
(b) E-waste	Regarding e-waste, the Company recognizes its environmental significance and has implemented a dedicated e-Waste Policy. This policy reinforces the Company's commitment to efficient and responsible e-waste management, ensuring adherence to regulatory standards while advancing sustainability goals. It reflects the Company's proactive stance on environmental stewardship and corporate social responsibility. More details on the e-Waste Disposal Policy can be accessed here. https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Corporate_E- Waste_Policy_tFQLJHH.pdf
(c) Hazardous waste	<p>The Company recognizes the vital role of efficient waste management in protecting the environment. It ensures authorized vendors, following all relevant legal requirements, handle that hazardous waste responsibly. Additionally, the Company diligently submits necessary documentation to the State Pollution Control Board (SPCB) to maintain regulatory compliance. By strictly adhering to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2015, it reinforces its commitment to sustainable waste management practices.</p> <p>Furthermore, the Company has developed guidelines for managing fly ash generated in its captive thermal power plants. These guidelines, accessible here, demonstrate its proactive approach to environmental stewardship and sustainable operations. This initiative aligns with broader corporate social responsibility goals, ensuring responsible waste handling.</p> https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Fly_ash_guidelines_2019.pdf
(d) other waste.	Other waste generated by the Company is managed in compliance with applicable regulations, maintaining strict adherence to environmental standards.

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.
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
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 #	
	FY'2024-25	FY'2023-24
	NA	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:

	FY'2024-25			FY'2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	Coal India Limited operates primarily in the extraction and supply of coal, which is a bulk commodity sold without conventional consumer packaging. The company's core business model involves direct supply of coal to power plants, steel plants, and other industrial consumers through railways and conveyor systems, eliminating the need for product packaging that would require end-of-life reclamation. As coal is consumed entirely in the production process at customer facilities, there are no residual product materials or packaging components that return to the company for reuse, recycling, or disposal. Therefore, this disclosure requirement pertaining to product and packaging reclamation is not applicable to the company's operational framework and business model.					
E-waste						
Hazardous waste						
Other waste						

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 Indicator:

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

	% of employees covered by										
Category	Total (A)	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)
				Permanent employees							
Male	13,921	13,921	100%	13,921	100%	0	-	13,921	100%	13,921	100%
Female	1,217	1,217	100%	1,217	100%	1,217	100%	0	-	1,217	100%
Total	15,138	15,138	100%	15,138	100%	1,217	100%	13,921	100%	15,138	100%
				Other than Permanent employees							
Male											
Female											
Total											

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

Category	% of workers covered by										
	Total (A)	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)
	Permanent Workers										
Male	1,86,342	1,86,342	100%	1,86,342	100%	0	0	1,86,342	100%	1,86,342	100%
Female	18,792	18,792	100%	18,792	100%	18,792	100%	0	0	18,792	100%
Total	2,05,134	2,05,134	100%	2,05,134	100%	18,792	100%	1,86,342	100%	2,05,134	100%

Other than Permanent Workers											
Male	1,10,563	1,10,563	100%	1,10,563	100%	0	0	0	0	1,10,563	100%
Female	3,522	3,522	100%	3,522	100%	3,522	100%	0	0	3,522	100%
Total	1,14,085	1,14,085	100%	1,14,085	100%	3,522	100%	0	0	1,14,085	100%

*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 is provided in case of death of an employee.

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

	FY'2024-25	FY'2023-24
Cost incurred on wellbeing measures as a % of total revenue of the company	1.84%	1.61%

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

Benefits	FY'2024-25			FY'2023-24		
	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	

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.

The Company is dedicated to fostering an inclusive and supportive work environment. It ensures accessibility and accommodation for individuals with disabilities by incorporating essential facilities, such as ramps and accessible washrooms, across all company premises. This initiative reflects the organization's commitment to creating a workplace that is welcoming and comfortable for everyone, regardless of physical abilities.

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.

Yes, CIL is deeply committed to fostering a workplace that embraces diversity and inclusivity. It values the unique perspectives, skills, and experiences of every individual, ensuring they are respected and rewarded accordingly.

The Company enforces a strict policy against discrimination and harassment, safeguarding employees regardless of race, colour, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity, or expression. This commitment reinforces CIL's dedication to maintaining a fair, respectful, and equitable work environment.

CIL has established an equal opportunity policy, which can be accessed on the Company's website through the following link: [\[CIL Equal Opportunity Policy\]](#)

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

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 is committed to addressing concerns raised by employees, customers, and stakeholders through the CPGRAMS portal and the Samadhan cell. Grievances submitted via these platforms are promptly reviewed and resolved within a specified timeframe, reinforcing the Company's dedication to open communication and stakeholder satisfaction.
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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

Benefits	FY'2024-25			FY'2023-24		
	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)
Total Permanent Employees	15,138	15,138	100%	15,777	15,777	100%
- Male	13,921	13,921	100%	14,566	14,566	100%
- Female	1,217	1,217	100%	1,211	1,211	100%
Total Permanent Workers	2,05,134	2,05,134	100%	2,13,084	2,13,084	100%
- Male	1,86,342	1,86,342	100%	1,94,874	1,94,874	100%
- Female	18,792	18,792	100%	18,210	18,210	100%

8. Details of training given to employees and workers:

Category	FY'2024-25					FY'2023-24				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	13,921	8,547	61.40%	20,257	145.51%	14,566	8,062	53.35%	20,274	139.19%
Female	1,217	594	48.81%	1,563	128.43%	1,211	232	19.16%	1,017	83.98%
Total	15,138	9,141	60.38%	21,820	144.14%	15,777	8,294	52.57%	21,291	134.95%
Workers										
Male	1,86,342	12,684	6.81%	14,642	7.86%	1,94,874	22,557	11.58%	35,780	18.36%
Female	18,792	818	4.35%	1,201	6.39%	18,210	897	4.93%	2,289	12.57%
Total	2,05,134	13,502	6.58%	15,843	7.72%	2,13,084	23,454	11.01%	38,069	17.87%

Note: An employee undergoes multiple training program in a both consecutive years.

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

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	13,921	13,921	100%	14,566	14,566	100%
Female	1,217	1,217	100%	1,211	1,211	100%
Total	15,138	15,138	100%	15,777	15,777	100%

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workers						
Male	1,86,342	1,86,342	100%	1,94,874	1,94,874	100%
Female	18,792	18,792	100%	18,210	18,210	100%
Total	2,05,134	2,05,134	100%	2,13,084	2,13,084	100%

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 the highest priority on ensuring the health and safety of its employees. It actively promotes strict adherence to safety statutes and best operational practices, while encouraging employees to promptly report potential hazards. The primary objective is to maintain a productive and safe work environment by minimizing the risk of accidents, injuries, and health-related issues.

The Company has formulated a comprehensive Occupational Health and Safety Policy and established Internal Safety Organizations (ISO) across all its subsidiaries. These bodies, headed by senior executives, are responsible for regularly reviewing safety policies and practices, monitoring and analysing incidents; including near misses and implementing appropriate corrective and preventive measures.

The Company also maintains dedicated Rescue Teams at strategic locations, available 24/7 to respond swiftly to emergencies. These teams meet periodically to assess prevailing safety conditions and address emerging concerns. Additionally, institutional mechanisms have been put in place to identify and investigate health and safety incidents, initiate necessary interventions, and conduct ongoing awareness and training programs. Through these coordinated efforts, the Company remains firmly committed to fostering a culture of safety and continuously enhancing its health and safety performance.

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 Occupational Health and Safety policy. The hazard identification and risk assessment (HIRA) based Safety Management Plan (SMP) has been prepared in all mines of CIL and its subsidiaries.

Regular reviews of workplace safety policies and practices are conducted by the various statutory committees and concerned authorities at various levels. 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, mock 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 under the chairmanship of the Mine Manager and Safety Officer acts as the Secretary of the Committee. The Safety Committee plays 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/ workers 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 the 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	FY'2024-25	FY'2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.22	0.23
	Workers	0.17	0.24
Total recordable work-related injuries	Employees	43	45
	Workers	1	7
No. of fatalities	Employees	15	14
	Workers	15	14
High consequence work-related injury or ill-health (excluding fatalities)	Employees	27	32
	Workers	7	13

Note: Contractual workers are taken as workers; 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.

Apart from compliance with the statutory provisions under the Mines Act, 1952, the Mines Rules- 1955, the Coal Mine Regulations- 2017 and Byelaws & Standing Order framed there under, the following measure are taken to ensure safety and healthy working place.

1. Introduction of Root Cause Analysis (RCA) based Accident Investigations mechanism.
2. Formulation and implementation of Hazard Identification and Risk Assessment (HIRA) based Safety Management Plans (SMPs)
3. Formulation and implementation of the Standard Operating Procedures (SOPs) and Code of Practices (COPs).
4. Conducting Mine Safety Audit as per MOC guidelines.
5. Safety Awareness Programs: Video clips and animation films focusing on safety.

6. Formulation and implementation of Scientific Study-based Strata Control and Monitoring Plans (SCAMPs) in UG mines.
7. Open Cast Mine Safety Measures:
 - a. Blast-free mining is ensured through eco-friendly Surface Miners.
 - b. Formulation and implementation of Mine-specific Transport Rules
 - c. Simulator-based training for HEMM operators.
 - d. Competency Assessment for HEMM Operators through Competency Board.
 - e. Dumpers and other HEMM with advanced safety features.
8. Development of National Coal Mine Safety Reporting Portal (NCMR) and Centralized Safety Information System (CSIS) for consolidated data collection and analysis.
9. Electrical Safety: To enhance safety during repairing and maintenance LOTO-based shut-down procedures have been adopted.
10. Advanced dust control mechanisms are provided in mines.
11. Regular PME of the employees is conducted as per statute.

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

	FY'2024-25			FY'2023-24		
	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	NIL	NIL	-	NIL	NIL	-
Health & Safety						

Note: Based on complaints lodged on working conditions and health & safety issues in CIL, Samadhan Cell, CIL (HQ), Kolkata

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices Working Conditions	Safety audits were conducted in 286 producing mines of CIL and its subsidiaries as per the guidelines of the Ministry of Coal (MoC), evaluating the overall safety status and statutory compliance of each mine.

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, recommendations suggested based on Mine Safety Audit conducted during FY- 2024-25 are being complied by the respective Mine.

Leadership Indicators

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

The Company extends compassionate employment and provides monthly financial support in the unfortunate event of an employee's passing. In cases of fatal mine accidents, a compensation amount of 15 lakhs is granted to the next of kin of the deceased employee. This compensation is also provided in accordance with the Employee's Compensation Act, 1923, ensuring financial assistance and support during difficult times.

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	
	FY'2024-25	FY'2023-24	FY'2024-25	FY'2023-24
Employees	15	14	15	14
Workers	15	14	#	#

Note: Contractual workers are recognized as workers; the departmental employment is offered only to the next of kin of deceased departmental employees. But, dependents of contractual workers are not eligible for departmental jobs. In case of a fatality in the mine arising out of and in the course of employment, compensation is provided as per the Employees' Compensation Act, 1923, along with an additional special monetary relief of 15 lakhs as a rehabilitation measure.

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 is committed to supporting employees not only during their tenure but also as they transition into retirement or post-employment phases. In addition to financial security schemes such as the Coal Mines Pension Scheme (CMPS) and the Defined Contribution Superannuation Pension Scheme (DCSPS), the Company is actively working towards enhancing transition assistance programs.

These initiatives include:

- Pre-retirement counseling sessions aimed at helping employees plan for life after retirement, both financially and personally.
- Skill development and re-skilling programs for employees approaching retirement, enabling them to explore second career opportunities or entrepreneurial ventures.

- Awareness workshops on financial planning, health and wellness, and social engagement post-retirement.
- Support for voluntary transition planning, including guidance on government schemes and external employment opportunities where applicable.

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

Essential Indicator:

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

CIL adopts a progressive approach to stakeholder engagement, valuing their insights as essential for sustaining its competitive position in the global market. By upholding principles of inclusiveness, materiality, and responsiveness, CIL actively engages a diverse array of stakeholders—including employees, customers, shareholders, suppliers, local communities, and regulatory authorities—in its decision-making processes. This collaborative approach is designed to foster mutually beneficial outcomes and strengthen relationships across its operational ecosystem.

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

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
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
Land Losers	No	Public hearing as a part of statutory compliance	As and when required	Rehabilitation and resettlement (R&R)/ Environmental clearance, Forest land clearanc
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 and 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.

The Company continuously engages with stakeholders to gain a comprehensive understanding of their needs and perspectives. This engagement is guided by the principles of inclusiveness, materiality, and responsiveness, ensuring stakeholders are categorized into four distinct groups.

To address key expectations and concerns, the Company maintains regular interactions through surveys, focus groups, meetings, workshops, and other communication

channels. A materiality assessment is conducted to identify sustainability challenges and opportunities that are significant for both the business and its stakeholders. This assessment helps prioritize material topics effectively.

Internal stakeholders from departments such as legal, procurement, sustainability, marketing, corporate governance, and human resources provide valuable insights on identified material topics. These insights are then classified into major, significant, and moderate categories based on their criticality.

The sustainability team and senior management review and finalize material topics by assessing their relevance and importance to stakeholders and the overall success of the organization.

Finally, the Company presents the Board with feedback gathered from stakeholder consultations. This feedback includes identified material topics, stakeholder concerns and expectations, as well as the organization's vision, strategy, action plans, goals, and performance for each material topic, ensuring a structured and inclusive approach to stakeholder engagement.

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.

The Company actively engages with stakeholders to support the identification and management of environmental and social topics. By fostering regular interactions, it ensures that stakeholders' needs, concerns, and expectations are integrated into business decisions and strategies.

Stakeholder inputs are carefully considered during the materiality assessment process, helping to identify sustainability challenges and opportunities that are relevant to both the business and its stakeholders. During the reporting period, the Company conducted a thorough materiality assessment based on industry guidelines and feedback from internal stakeholders across multiple

departments, including legal, procurement, sustainability, marketing, corporate governance, and human resources. These insights were categorized and prioritized according to the significance of each identified topic.

The sustainability team and senior management review and finalize material topics, ensuring alignment with stakeholder expectations and organizational objectives. This approach demonstrates the Company's commitment to incorporating stakeholder perspectives into policies, activities, and reporting, reinforcing transparency and informed decision-making.

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

The Company is dedicated to identifying and supporting vulnerable and marginalized groups, striving to drive meaningful social, ethical, and environmental transformations. In regions where its facilities and operations are located, it actively contributes to the upliftment of these communities.

Each year, the Company conducts thorough evaluations to assess the specific needs of these groups, enabling it to design targeted support initiatives that effectively address local challenges. This steadfast commitment to social responsibility reflects the Company's dedication to fostering positive change and promoting inclusive growth.



Principle 5:

Business should respect and promote human rights

Essential Indicator:

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

Category	FY'2024-25			FY'2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	15,138	1,045	6.90%	15,777	3,011	19.08%
Other than Permanent	Other than Permanent worker is referred as contractor workers.					
Total Employees	15,138	1,045	6.90%	15,777	3,011	19.08%
Workers						
Permanent	2,05,134	676	0.33%	2,13,084	709	0.33%
Other than Permanent	1,14,085	1,991	1.75%	1,10,971	2,169	1.95%
Total Workers	3.19.219	2.667	0.84%	3.24.055	2.807	0.89%

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

Category	FY'2024-25					FY'2023-24				
	Total (A)	Equal to		More than Minimum		Total (D)	Equal to		More than	
		Minimum Wage		Wage			Minimum Wage		Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	13,873	0	0	13,873	100	14,566	0	0	14,566	100
Female	1,216	0	0	1,216	100	1,211	0	0	1,211	100
Other than Permanent										
Male	Not Applicable									
Female	Not Applicable									
Workers										
Permanent										
Male	1,86,342	0	0	1,86,342	100	1,94,874	0	0	1,94,874	100
Female	18,792	0	0	18,792	100	18,210	0	0	18,210	100
Other than Permanent										
Male	1,10,563	0	0	1,10,563	100	1,08,229	0	0	1,08,229	100
Female	3,522	0	0	3,522	100	2,742	0	0	2,742	100

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

a. The details are provided below:

Gender	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	64	33,55,64,367.75	0	0
Key Managerial Personnel	65	34,06,60,810.8	0	0
	(BOD+COM SEC CIL)			
Employees other than BoD and KMP	14,623	46,22,18,77,115.03	1,201	3,07,15,80,751
Workers	19,4572	3,21,91,38,31,488.63	18,554	23,23,42,93,592

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

	FY 2024-25	PY 2023-24
Gross wages paid to females as % of total wages	6.62%	12.47%

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)

The Company ensures the effective functioning of committees such as the Steering Committee, JCC, and Welfare Committee within its subsidiaries. These committees address various issues, including those related to human rights.

Operating as two-way forums, these committees comprise representatives from both management and trade unions, which are affiliated with the Central Trade Unions in the coal industry. This structure fosters open dialogue and collaboration, enabling proactive problem solving within the organization.

By maintaining these committees, the Company reinforces its commitment to respecting human rights and fostering strong industrial relations, ensuring a fair and inclusive workplace for all.

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

The Company remains steadfast in its commitment to upholding human rights across all its operations. It ensures responsible interactions with stakeholders and enforces compliance with labour laws through detailed agreements with service providers, including suppliers, contractors, and vendors.

These agreements incorporate specific provisions that mandate adherence to labour regulations for all employees and workers involved. Additionally, the Company actively resolves employee grievances via CPGRAMS / PG Portal, an online platform dedicated to complaint resolution, reinforcing its commitment to fairness and accountability.

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

The details are provided below:

	FY'2024-25			FY'2023-24		
	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	0	0	-	0	0	-
Discrimination at workplace	482	18	The Company ensures that all grievances received through CPGRAMS are addressed actively, with no segregation based on the subject of the grievance. This approach ensures swift redressal of all concerns, maintaining a fair and efficient grievance handling process	418	6	The Company ensures that all grievances received through CPGRAMS are addressed actively, with no segregation based on the subject of the grievance. This approach ensures swift redressal of all concerns, maintaining a fair and efficient grievance handling process
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human rights related issues						

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

	FY 2024-25	PY 2023-24
i) Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
ii) Complaints on POSH as a % of female employees / workers	0	0
iii) Complaints on POSH upheld	0	0

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

The Company has established a robust framework of policies and mechanisms to uphold its ethical standards, including a Code of Conduct and a Whistle-blower Policy. Additionally, it has adopted the Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), a web-based platform managed by the Department of Administrative Reforms & Public Grievances, Government of India. This system facilitates the resolution of public grievances by capturing and addressing complaints from employees, customers, and other stakeholders via the CPGRAMS portal.

To ensure confidentiality, the Company strictly protects the identity of complainants and handles harassment cases with the utmost privacy. If an individual is found guilty, stringent measures are taken to address the issue. Moreover, an Audit Committee has been established to periodically review the functioning of the Whistle-blower mechanism, reinforcing the Company's commitment to transparency and ethical governance.

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

Yes

10. 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	As a responsible employer, following all the Acts and provisions of the land, it is ensured that no such actions are made which violates the Act.
Forced Labour/Involuntary Labour	
Sexual Harassment	
Discrimination at workplace	
Wages	
Other- please specify	

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

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?

The Company is committed to promote an inclusive environment in all its offices. It prioritizes the creation and maintenance of workplaces that are accessible to all, including those with disabilities. Key features such as ramps are installed to facilitate easy mobility. The company continually strives to make necessary accommodations, ensuring a disability-friendly workspace.

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	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.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others - please specify	

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

No



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

Essential Indicator:

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

Parameter	FY'2024-2025	FY'2023-24
From renewable sources		
Total electricity consumption (A)	4,34,621.71	72,789.10
Total fuel consumption (B)	0	0
Energy consumption sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	4,34,621.71	72,789.10
From non-renewable sources		
Total electricity consumption (D)	1,69,58,020.93	1,53,85,001.13
Total fuel consumption (E)	16,99,455.00	18,16,415.201
Energy consumption sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1,86,57,475.93	1,72,01,416.33
Total energy consumed (A+B+C+D+E+F)	1,90,92,097.64	1,72,74,205.44
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ / Rs in Crores)	133.167618	121.37
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ / USD in Crores)	2751.24299	2507.5042
Energy intensity in terms of physical Output (Million tonnes of coal) (GJ / Million tonnes of coal)	24,444.14	22,328.48
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

M/s Joint Values ESG Services Pvt. Ltd.

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

Not applicable. The Company does not fall under PAT scheme

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

Parameter	FY'2024-2025	FY'2023-24
Water withdrawal by source (in Lakh kiloliters)		
(i) Surface water	152.87	92.86
(ii) Groundwater	5,716.99	5,700.36
(iii) Third party water	22.34	21.5
(iv) Seawater / desalinated water	0	0
(v) Others	0	38.7257
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,892.20	5,853.443
Total volume of water consumption (in kilolitres)	2,915.47	2,833.05
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (Lakh KL / Rs in Crores)	0.020	0.041
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (Lakh KL / USD in Crores)	0.420	0.847

Parameter	FY'2024-2025	FY'2023-24
Water intensity in terms of physical output (Lakh KL / Million tonnes of Coal)	3.73	7.57

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.

M/s Joint Values ESG Services Pvt. Ltd.

4. Provide the following details related to water discharged:

Parameter	FY'2024-25	FY'2023-24
Water discharge by destination and level of treatment (in Lakh kilolitres)		
(i) To Surface water	463.07	428.966
- No treatment	0	0
- With treatment - please specify level of treatment	463.07	428.966
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
(iv) Sent to third-parties	2,513.66	2,591.42
- No treatment	0	0
- With treatment - please specify level of treatment	2,513.66	2,591.42
(v) Others	0	0
- No treatment	0	0
- With treatment - please specify level of treatment	0	0
Total water discharged (in Lakh kiloliters)	2,976.73	3,020.386

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.

M/s Joint Values ESG Services Pvt. Ltd.

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

The Company places a high value on water as a vital resource and remains committed to a zero liquid discharge policy. To achieve this goal, it has implemented multiple initiatives focused on optimizing water usage and minimizing wastewater generation through recycling and reuse programs.

As part of its ongoing efforts, the Company has outlined plans to construct a Sewage Treatment Plant (STP) while already establishing an Effluent Treatment Plant (ETP) and a Rainwater Harvesting system. These measures reinforce its commitment to sustainable water management and environmental stewardship.

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

Parameter	Unit	FY'2024-25	FY'2023-24
NO _x	Microgram/m ³	22.2	22
SO _x	Microgram/m ³	20.52	19
Particulate matter (PM)	Microgram/m ³	155	148
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Others - please specify Mercury, Cadmium, Chromium etc.	Microgram/m ³	55	NA

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

M/s Joint Values ESG Services Pvt. Ltd.

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

Parameter	Unit	FY2024-2025	FY'2023-24
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,66,76,819.21	2,64,24,706
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	83,19,234.08	82,41,497
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Rupees in crore	244.10	243.51
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ USD in Crores	5,043.06	5,030.9166
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/ Million tonnes	44,805.85	44,809.21
Total Scope 1 and Scope 2 emission 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.

M/s Joint Values ESG Services Pvt. Ltd.

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

Yes, Coal India Limited (CIL) has implemented comprehensive projects and initiatives to reduce greenhouse gas emissions through a multi-faceted approach spanning the past five years. The company has established emission mitigation strategies across seven key focus areas including greening mining areas, air pollution mitigation, energy efficiency, renewable energy adoption, circular economy initiatives, R&D efforts for carbon sequestration, and international collaborations. Notable projects include massive plantation drives creating carbon sink potential of 3.92 lakh tonnes per year, deployment of 35 First Mile Connectivity projects reducing CO₂-equivalent emissions by 1.186 million MT annually, transition to 3,000 MW solar capacity by FY 2027-28 with plans to achieve 9.5 GW by 2030, and implementation of advanced clean coal technologies through international partnerships. These initiatives collectively demonstrate CIL's commitment to environmental sustainability and greenhouse gas emission reduction across its operations.

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

Parameter	FY'2024-25 (Current Financial Year)	FY'2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	60.96	26.039
E-waste (B)	13.84	86.688
Bio-medical waste (C)	62.60	81.067
Construction and demolition waste (D)	0	Nil
Battery waste (E)	404.74	691.588
Radioactive waste (F)	0	NA
Other Hazardous waste. Please specify, if any. (G)	4,459.16	4,112.78
Other Non-hazardous waste generated (H). (Overburden)	5,43,01,53,704.32	5,12,47,04,929
Total (A+B + C + D + E + F + G+ H)	5,43,01,58,705.62	5,12,47,09,927
Parameter		
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	37,875.40	26,428.69

Parameter	FY'2024-25 (Current Financial Year)	FY'2023-24 (Previous Financial Year)
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	7,82,505.83	5,46,016.65
Waste intensity in terms of physical output	69,52,293.94	66,24,153.26
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	58,16,307	5,27,403
(ii) Re-used (Overburden)	5,42,43,37,292	5,12,41,68,797
(iii) Other recovery operations	4,506.32	3,951.45
Total	5,43,01,58,105	5,12,46,96,200
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	131.602
(ii) Landfilling	0	461.025
(iii) Other disposal operations	600.3	44.525
Total	600.3	637.152

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.

M/s Joint Values ESG Services Pvt. Ltd.

Note: Waste disposal is carried out by authorized vendors (other disposal operations)

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

The Company is committed to sustainable waste management, continuously innovating ways to reduce and reuse waste effectively. Overburden, a significant by-product of operations, is repurposed into a valuable resource through sand extraction. Additionally, mine water, typically considered waste, is redirected for industrial and domestic use, benefiting both the Company and surrounding communities. This initiative not only enhances operational efficiency but also supports community welfare by providing water for drinking and irrigation.

The Company's complete e-Waste Disposal Policy can be accessed [\[here\]](#)

Throughout the reporting period, all hazardous and non-hazardous waste has been responsibly disposed of through authorized vendors, strictly adhering to the regulations outlined in the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. These measures reinforce the Company's commitment to environmental sustainability and responsible waste management.

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

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

Note : Ecologically sensitive area requiring wildlife clearance have been considered.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Cluster VIII of mines, BCCL	EIA Notification 2006	02.05.2024	Yes	Yes	https://parivesh.nic.in/
Rohini Expansion OC, CCL	EIA Notification 2006	15.05.2024	Yes	Yes	
North Urimari OC, CCL	EIA Notification 2006	01.05.2024	Yes	Yes	
Chandragupt OC, CCL	EIA Notification 2006	02.01.2025	Yes	Yes	
Giridih OC, CCL	EIA Notification 2006	02.01.2025	Yes	Yes	
Nigahi OC, NCL	EIA Notification 2006	03.06.2024	Yes	Yes	
Amalgamated Yekona I & II OC, WCL	EIA Notification 2006	20.02.2025	Yes	Yes	
Saraipalli OC, SECL	EIA Notification 2006	26.09.2024	Yes	Yes	
Kusmunda OC, SECL	EIA Notification 2006	07.12.2024	Yes	Yes	
Jagannathpur OC, SECL	EIA Notification 2006	24.01.2025	Yes	Yes	
Balram OC, MCL	EIA Notification 2006	24.02.2025	Yes	Yes	
Ananta OC, MCL	EIA Notification 2006	15.03.2025	Yes	Yes	

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

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
1	Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act	Non - Submission of bank guarantees mentioned in granted Consent to Operate OF Bhanegaon OCM, Singhori OCM, Amalgamated Inder Kamptee Deep OCM & Silewara UG Mine of WCL	Interest charged by SPCB Rs. 21,41,228.00	-

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
2	Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act	Non-submission of bank guarantees mentioned in granted Consent to Operate of Kolgaon Expansion OCM of WCL	Interest charged by SPCB Rs. 1,76,877.00	-
3	Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act	Environmental Compensation imposed by SPCB for CTO condition in Gevra OC, SECL	Environmental compensation imposed by SPCB - Rs. 34,08,000.00	-
4	Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act	Environmental Compensation imposed by SPCB for CTO condition in Jampali OC, SECL	Environmental compensation imposed by SPCB - Rs. 12,20,000.00	-
5	NGT Order	Fine imposed by NGT regarding Pollution due to fire in reject coal yard in Bina OC, NCL	Fine imposed by NGT Rs. 1,80,000.00	-

Leadership Indicators

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

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

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

Parameter	FY'2024-2025 (Current Financial Year)	FY'2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) - the relevant metric may be selected by the entity		

Parameter	FY'2024-2025 (Current Financial Year)	FY'2023-24 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	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		
Total water discharged (in kilolitres)		

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

Parameter	Unit	FY'2024-2025	FY'2023-2024
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	8,93,653.70	8,82,554
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent	6.23	6.20
Total Scope 3 emission intensity (Per MTT Coal production)	Metric tonnes of CO ₂ equivalent	1,144.16	1,140.78

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

No

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

CIL is dedicated to environmental conservation, implementing strategic remedial measures based on impact assessments, environmental management plans, and wildlife conservation studies to support ecosystem sustainability.

The Company has taken significant steps, including developing thick green belts around mines and installing wind barriers to trap dust. It strictly ensures that transport vehicles do not operate at night in forested, corridor, or ESZ areas, further minimizing environmental disturbances. Additionally, CIL remains committed to preventing waste disposal in forested or natural areas, reinforcing its responsible environmental practices.

Through the Green Credit Program, CIL has revitalized degraded forests with extensive plantations guided by scientific insights from the Forest Research Institute. Using a three-tier plantation approach, its eco-restoration initiatives have successfully transformed disturbed lands into thriving ecosystems. This collaborative effort has fostered the development of vibrant green belts and biodiversity hotspots within the Company's operational areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Plantation Drives and Greening	Over the past five years, CIL has planted more than 131.04 lakh saplings across 5438 hectares within mine lease areas and 35.07 lakh saplings over 2386 hectares outside lease areas. In FY 2024-25 alone, 40.38 lakh saplings were planted over 1713 hectares.	The carbon sink potential created in last 5 years inside mine lease area is about 2.72 Lakh Tonne/year. FY 2024-25 plantations created annual carbon sink potential of approximately 86,000 tonnes per annum.
2	First Mile Connectivity (FMC) Projects	Mechanized coal evacuation through 35 operational FMC projects with total capacity of 351 million tonnes. Additional 57 FMC projects under construction/proposed, increasing total capacity to 988 MT.	Expected to reduce CO ₂ -equivalent emissions by 1.186 million MT per year, contributing to sustainable coal transportation system.
3	Solar Energy Projects	Comprehensive three-pronged strategy to achieve 3,000 MW solar capacity by FY 2027-28, including total 400 MW solar plant in Gujarat and 1,100 MW solar park in Rajasthan and 500 MW in UP, 20 MW in Gorakhpur and rest in Subsidiaries of CIL. CIL is planning to reach 9.5 GW renewable capacity by 2030.	Generated 120.73 million units of solar energy in FY 2024-25, marking 5 times increment from previous year. Significant reduction in carbon footprint through renewable energy adoption.
4	Energy Efficiency Upgrades	Replaced over 1.1 lakh conventional lights with LED lights, 953 conventional air conditioners with energy-efficient models, installed 11,922 super fans, and replaced old water pumps with 941 energy-efficient pumps.	Significant reduction in power consumption and carbon emissions. Improved operational efficiency across mining operations.
5	Dust Suppression Systems	Deployed 972 mobile water sprinkler tankers, 80 road-sweeping machines, 351 trolley-mounted and 133 mobile fog cannon sprinkling systems. Installed mist spraying systems and automatic sprinklers.	Enhanced air quality management and reduced particulate matter emissions. Improved environmental conditions in mining areas.
6	Real-Time Air Quality Monitoring	Implementation of 111 Continuous Ambient Air Quality Monitoring Systems (CAAQMS) integrated with CPCB and SPCB servers, and 97 PM10 analysers for continuous monitoring.	Real-time data tracking and effective air quality management. Continuous monitoring of particulate matter concentrations in ambient air.
7	Advanced Mining Technology	Deployment of additional surface miners and continuous miners for blasting-free coal extraction in opencast and underground mines.	Minimized dust and emissions through blasting-free technologies, enhancing environmental sustainability in mining operations.
8	Mine Reclamation and Monitoring	Reclamation of mined-out areas using satellite monitoring. 75 major projects reclaimed 199.17 km ² (58.32%) of excavated area, smaller projects reclaimed 24.45 km ² (65.44%).	Systematic restoration of mining areas with scientific monitoring. Vegetation cover mapping of 19 coalfields conducted every three years for ecological recovery tracking.
9	CO ₂ Conversion Technology	R&D initiative for scaling up technologies to convert CO ₂ into methanol and other valuable chemicals with capacity of 500 kg CO ₂ /day.	Transformation of greenhouse gases into useful products, promoting sustainable practices and circular economy principles.
10	Development of Eco-Parks	Created 33 eco-parks and mine tourism sites on reclaimed lands including Kalidaspur Biodiversity Park, Parasnath Udyaan, Bishrampur Tourism Site, and Neem Vatika Raiyatwari.	Biodiversity conservation while offering recreational opportunities, transforming reclaimed areas into sustainable green spaces.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
11	International Clean Coal Collaborations	Partnerships with US DOE, EU, GCCSI, World Bank, ADB, IEA, and WCA for clean coal technologies, carbon capture and storage solutions.	Access to advanced clean coal technologies and best practices for emissions reduction and environmental sustainability.

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

The Company adopts a proactive approach to risk management, ensuring resilience in its business operations. A dedicated Risk Management Committee has been established to oversee the implementation of effective methodologies, processes, and systems for risk monitoring and evaluation.

The Company has developed a comprehensive Risk Management Policy, providing a structured framework for identifying both internal and external risks specific to the organization. This policy outlines risk mitigation measures, including the deployment of appropriate systems and processes for internal control.

Additionally, the policy incorporates provisions for a business continuity plan, designed to maintain operational stability during unforeseen circumstances or disruptions. The full Risk Management Policy can be accessed [here]

https://d3u7ubx0okog7j.cloudfront.net/documents/Risk_Management_Policy_Idunvff.pdf

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

The Company primarily utilizes coal sourced from CIL as the main fuel for its Thermal Power Plants (TPPs)

to generate electricity. However, recognizing the environmental impacts associated with this process—such as air pollutants and fly ash—the Company has implemented measures to mitigate these effects.

To significantly reduce air pollution, the Company has equipped its TPPs with Electrostatic Precipitators (ESP) and Flue Gas Desulphurization (FGD) units, ensuring cleaner emissions. Additionally, the fly ash generated during power production is repurposed rather than wasted. It is extensively utilized in industries such as cement manufacturing and brick production, as well as for filling voids and road construction, supporting sustainable waste management efforts.

These initiatives reflect the Company's dedication to minimizing environmental impact while maintaining efficient energy production.

7. % 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

8. How Many green credits have been generated or produced

- By the listed entity
Nil
- By the top ten (in terms of value of purchase and sales respectively) value chain partners
NA



Principle 7:

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

Essential Indicator:

- Number of affiliations with trade and industry chambers/associations.**
6
 - 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.**

Sr. 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

Sr. No	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ 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
There have been no adverse orders against the Company related to anti-competitive conduct from regulatory bodies.		

Leadership Indicators

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

Sr. 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
			NA		



Principle 8:

Businesses should promote inclusive growth and equitable development.

Essential Indicator:

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

Sl. No.	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
1	Upgradation of Anganwadi Centres (AWCs) into Model Anganwadi Centres at Ranchi, Jharkhand-150 Nos.	Not Applicable (NA) as no such requirement as per extant statute	NA	-	Link
2	Upgradation of Anganwadi Centres (AWCs) into Model Anganwadi Centre at Latehar, Jharkhand - 167 Nos.	NA	NA	-	
3	Running Sports Academy, Hotwar (under MoU with Govt of Jharkhand on 50:50 basis)	NA	NA	-	
4	Residential Skill Development Training to 320 Project Affected Persons (PAPs) by CIPET experts, Ranchi	NA	NA	-	

Sl. No.	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
5	Installation of 200 LPM PSA Oxygen Generation Plants and manifold with Oxygen pipeline system for dedicated Covid Care Units at 2 Nos. CHCs in Ranchi District	NA	NA	-	

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 INR)
1	Rajmahal Expansion OCP	Jharkhand	Godda	5931	54.39	35,14,72,000.00
2	Hura C	Jharkhand	Godda	2051	0	3,14,72,400.00
3	Chitra East OCP	Jharkhand	Deoghar	1596	12.78	3,16,13,000.00
4	Sonepur Bazari Project	West Bengal	Paschim Bardhaman	9313	37.28	67,48,37,000.00
5	Gourangdih Begunia OC Patch	West Bengal	Paschim Bardhaman	294	85.37	1,66,19,000.00
6	Gourangdi Expansion OCP	West Bengal	Paschim Bardhaman	1209	44.91	6,62,60,000.00
7	Itapara OC Patch	West Bengal	Paschim Bardhaman	2773	0.057	61,18,66,000.00
8	Mohanpur Expansion OCP	West Bengal	Paschim Bardhaman	171	99.42	1,46,55,000.00
9	Bonjemehari Expansion OCP	West Bengal	Paschim Bardhaman	3710	0	67,09,000.00
10	LEFT OUT PATCH-B	Jharkhand	Dhanbad	7	100	26,16,250.00
11	AMPC DEPT. OCP	Jharkhand	Dhanbad	6	100	22,42,500.00
12	ABOCP	Jharkhand	Dhanbad	2	0	0.00
13	AKWMC KANTAPAHARI PATCH	Jharkhand	Dhanbad	11	0	0.00
14	MUDIDIH COLLY. PATCH-A	Jharkhand	Dhanbad	33	0	0.00
15	BASTACOLLA OCP-I	Jharkhand	Dhanbad	25	0	0.00
16	4A PATCH OF BH(S)	Jharkhand	Dhanbad	1	0	0.00
17	ASP COLLY.	Jharkhand	Dhanbad	2	0	0.00
18	Amrapali OCP	Jharkhand	Chatra	196	100%	9,58,19,944.00
19	Magadh OCP	Jharkhand	Chatra & Latehar	165	100%	6,01,27,495.00
20	KDH & Purnadih OCP	Jharkhand	Ranchi & Chatra	0	-	-
21	Ashoka OCP	Jharkhand	Chatra	36	100%	34,34,043.00
22	Tetarriakhar OCP	Jharkhand	Latehar	0	-	-
23	Block-B Project	Madhya Pradesh	Singrauli	69	100%	2,03,00,000.00
24	Dudhichua Project	Madhya Pradesh	Singrauli	36	100%	2,88,29,000.00
25	Jayant Project	Madhya Pradesh	Singrauli	213	100%	17,36,10,000.00
26	Gondegao OC	Maharashtra	Nagpur	833	93.39	0
27	Mungoli -NirgudaExtn. DeepOC	Maharashtra	Yeotmal	561	95	47,29,00,000.00
28	Gevra	Chhatisgarh	Korba	100	9%	27,00,000.00

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 INR)
29	Dipka	Chhatisgarh	Korba	200	37%	4,27,00,000.00
30	Jhiria West	Madhya Pradesh	Annupur	50	4%	8,00,000.00
31	Chaal & Jampali	Chhatisgarh	Raigarh	200	32%	2,21,00,000.00
32	Rampur Batura	Madhya Pradesh	Shahdol	100	5%	20,00,000.00
33	Jagannathpur	Chhatisgarh	Surajpur	150	27%	1,52,00,000.00
34	Kanchan & Vindhya	Madhya Pradesh	Umaria	250	38%	3,70,00,000.00
35	Amadand	Madhya Pradesh	Annupur	300	44%	4,96,00,000.00
36	Ananta	Odisha	Angul	1124	100%	0.000
37	Jagannath	Odisha	Angul	810	100%	71,34,883.00
38	Bhubaneswari	Odisha	Angul	1180	100%	5,25,38,742.00
39	Balaram	Odisha	Angul	3858	34.94%	8,70,47,154.00
40	Hingula	Odisha	Angul	1765	84.70%	21,59,19,590.00
41	Bharatpur	Odisha	Angul	1342	65.50%	3,36,00,000.00
42	Lingaraj	Odisha	Angul	1147	100%	16,00,000.00
43	Kaniha	Odisha	Angul	2543	91.51%	1,02,87,26,264.00
44	Ib-valley	Odisha	Jharsuguda	477	98.53%	1,20,08,304.00
45	Integrated LBL	Odisha	Jharsuguda	3034	64.30%	48,00,000.00
46	Mahalaxmi	Odisha	Sundergarh	1887	29.89%	0.000
47	Basundhara	Odisha	Sundergarh	1131	74.18%	0.000

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

The Company has implemented the Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), a digital platform managed by the Department of Administrative Reforms & Public Grievances, Government of India. This system facilitates grievance resolution for employees, customers, and stakeholders, ensuring that all concerns are carefully recorded and addressed.

To encourage community engagement, the Company provides a direct channel for expressing concerns through the Head of Department (CSR). It maintains a continuous grievance redressal process for employment and land compensation issues, utilizing mechanisms such as the Samadhan Cell and CPGRAMS to handle grievances effectively.

At the district level, Grievance Redressal Mechanism (GRM) Cells operate under the guidance of the District Collector, while Grievance Redressal Committees are established at project sites. Each grievance undergoes thorough examination by relevant departmental officers. In Odisha, the Company adheres to the Odisha Rehabilitation and Resettlement (R&R) Policy of 2006, ensuring structured resolution through Rehabilitation and Peripheral Development Advisory Committees (RPDACs) and sub-committees led by District Collectors.

This comprehensive grievance redressal framework reinforces the Company's commitment to transparency, accountability, and stakeholder satisfaction.

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

	FY'2024-2025	FY'2023-2024
Directly sourced from MSMEs/small producers	59.62%	58.44%
Sourced directly from within India	97.09%	97.19%

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

Location	FY 2024-25	PY 2023-24
Rural		
iii) % of Job creation in Rural areas	0	0
Semi-urban		
iii) % of Job creation in Semi-urban areas	0	22.55%
Urban		
iii) % of Job creation in Urban areas	79.48%	76.80%
Metropolitan		
iii) % of Job creation in Metropolitan areas	20.52%	0.65%

In case of the categorisation of certain mining areas into both urban and rural as per RBI classification, urban classification has been considered for the disclosure above

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Low maintenance of capital assets on 18 seated Sulabh Souchalaya implemented.	Impact Assessment is under approval by the Board. Appropriate action will be taken once approved
Low Purity (Typically Around 93%), Low Pressure, High Operational Cost, High Maintenance Cost In Oxygen plants established at Medical colleges.	

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 INR Lakhs)
1	Jharkhand	Giridih	153.17
2	Jharkhand	Bokaro	474.88
3	Jharkhand	Chatra	885.01
4	Jharkhand	Garhwa	36.95
5	Jharkhand	Giridih	174.35
6	Jharkhand	Hazaribagh	643.52
7	Jharkhand	Khunti	10.78
8	Jharkhand	Latehar	286.24
9	Jharkhand	On project attributable to Multiple aspirational districts	125.72
10	Jharkhand	Palamu	136.56
11	Jharkhand	Ramgarh	852.28
12	Jharkhand	Ranchi	3948.21
13	Jharkhand	Godda	215.95
14	Odisha	Balangir	30.39
15	Odisha	Kandhamal	427.17
16	Odisha	Nuapada	83.22
17	Madhya Pradesh	Singrauli	12335.00
18	Uttar Pradesh	Sonbhadra	2361.00
19	Chhattisgarh	Korba	164.99
20	Jharkhand	Simdega	9.39

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

Yes

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

The Company adheres to the PPP - MSE 2012 Policy established by the Government of India, ensuring that Micro and Small Enterprises (MSEs) account for 25% of its purchases. Within this allocation, enterprises owned by Scheduled Castes/Scheduled Tribes (SC/ST) and women entrepreneurs contribute 4% and 3%, respectively. These groups are recognized as marginalized and vulnerable, and the policy aims to promote their inclusion in economic activities, reinforcing the Company's commitment to equitable business practices.

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

59.62%

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/ No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not Applicable				

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
No		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	Development of 100 no. anganwadis in to model anganwadis in Singhrauli district	2500	80
2	Installation of Smart Classrooms and Information and Communication Technology (ICT) Labs in Government schools of Dhanbad district	100000	100
3	Installation of smart classes in Schools of Giridih district	50000	100
4	Depository mode transfer to D.C. Dhanbad towards providing woollen lowers to children in Dhanbad between ages 03-06 under CSR initiatives of BCCL	71035	100
5	Construction/Strengthening of Road between Chuna Bhatta Purani Rai to Rai Bazaar Chowk Bus Stand at Ranchi district, Jharkhand	100000	100
6	Digital Vidya- Providing digital education infrastructure in 193 government schools in 08 districts in Jharkhand through EdCIL	38600	100
7	Financial Assistance for electrification of 10253 nos. households in Chitrangi, Singrauli	44000	100

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
8	Integrated Community Development Project through development of resilient agriculture, water resources, livestock, allied infrastructure, micro enterprises in Churchu Block of Hazaribagh District, Jharkhand through BAIF	2000	100
9	Construction of CC road from CETI road (Pindertali) to Chatri GP (5.5 Kms)	5000	80
10	Distribution of various Hybrid seed and Bio-inputs to the farmers of Singrauli district	30000	80
11	Installation and commissioning of 43 no. of Sanitary Napkin Vending Machines & Incinerators along with Sanitary Napkins and 43 no. of Menstrual Hygiene Awareness sessions to be implemented by HLL Management Academy for 6656 no. of beneficiary girls in 22 no. of Higher Secondary/ High/ Govt. Residential Schools around SECL Jamuna Kotma, Johilla, Raigarh, Sohagpur & Bishrampur Areas for 3 years for an amount of 209.35 Lakh under CSR Activities of SECL	6656	100
12	Financial Assistance to Indira Gandhi Medical College & Hospital, Nagpur for purchase of Medical Equipment for Anaesthesia, Ophthalmology & Radiology Departments for providing effective patient care.	50400	100
13	Desilting/deepening of Lal Bandh Pond and rehabilitation of adjoining embankment around it at Baliapur under Bastacolla area.	2000	100
14	Financial Assistance to Rashtriya Swayamsevak Sangh Lok Samasya Lok Sanshodhan aur Lok Kalyan Samiti, Nagpur for purchase of Medical Equipment for Dr Hedgewar Blood Bank, Nagpur	45000	75
15	Nanha Sa Dil - A comprehensive projects for Congenital Heart Defects in 4 districts of Jharkhand	65000	100
16	Medical equipment for cancer hospital at Surat	25000	80
17	Improvement of Spine and Optical health of children through distribution of 15000 Innovative school bags in ten districts of Uttar Pradesh	15000	95

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized group
18	Commissioning of digital classrooms in 70 schools of Dharwad, Karnataka	26000	95
19	Establishing STEM Labs in 40 Government schools of Koderma, Jharkhand	14560	95
20	Power supply/electrification of un-electrified 30 nos. of Majra/Tola/Habitations of Betul District, Madhya Pradesh	11250	100



Principle 9:

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

Essential Indicator:

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

The Company prioritizes quality management and the swift resolution of consumer complaints, aiming to ensure customer satisfaction. To facilitate this, the company has introduced digital filing and resolution mechanisms for consumer complaints within its operations. This digital platform allows consumers to easily submit their concerns and complaints, ensuring a smooth and efficient process. Additionally, consumers have the option to submit complaints through traditional offline methods. This dual approach accelerate communication and resolution, reduces response time, and enhances the overall 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	
Safe and responsible usage	Not applicable as coal is the primary product
Recycling and/or safe disposal	

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

Number of consumer complaints in respect of the following:	FY'2024-25		Remarks	FY'2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		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 established a risk management committee to identify internal and external risks, including cyber security and data privacy. Additionally, a CERT-in empanelled auditor has been appointed to design policies and frameworks for data privacy compliance.

[IT POLICY AND CYBER SECURITY POLICY](#)

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

Not Applicable

7. Provide the following information relating to data breaches:

	Provide the following information relating to data breaches:
a. Number of instances of data breaches along-with impact	No Breach
b. Percentage of data breaches involving personally identifiable information of customer	NA
c. Impact, if any, of the data breaches	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 <https://twitter.com/CoalIndiaHQ>

Instagram <https://www.instagram.com/coalindia.in/>

Facebook <https://www.facebook.com/coalindiaHQ>

LinkedIn <https://www.linkedin.com/company/coalindia ltd/>

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

The Company regularly organizes informational gatherings to educate customers on the secure and responsible use of its products and services. These sessions serve as key platforms for sharing critical guidance, ensuring that customers understand how to utilize the Company's offerings in a safe and responsible manner.

Through these educational initiatives, the Company fosters an environment that promotes informed customer behaviour, encouraging the optimal and conscientious use of its products and services. This proactive approach reinforces the Company's commitment to customer awareness and safety.

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

Not Applicable. The Company primarily deals with raw coal and is not directly involved in consumer distribution services. The coal extracted by the Company is supplied to various sectors, including power generation, steel production, cement manufacturing, and numerous small-scale industries.

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)

Yes, besides details of coal quality available on website of CIL/Coal companies. The specifications of coal are mentioned in the invoice provided to the customer at the time of despatch. For consumer satisfaction, feedbacks are invited from consumers under specified forms and during various consumer meetings.



JointValues[®]
Amplifying Sustainability

Website: www.jointvalues.com
Email: info@jointvalues.com
Biz WhatsApp: +91-910 6464 033

Independent Assurance Practitioners' Statement

To,
Coal India Limited Limited
Premise No-04 MAR, Plot No-AF-III, Action Area-1A, Newtown, Rajarhat,
Kolkata-700156.

JointValues ESG Services Pvt. Ltd. (hereinafter referred to as “JointValues”) was appointed and engaged by the management of Coal India Limited (hereinafter referred as “the Company”) for performing an independent assurance of the nine core attributes as mentioned in SEBI’s BRSR Core¹ format² for information pertaining to environmental, social, and governance performance disclosed by the Coal India Limited in the Business Responsibility and Sustainability Report (BRSR) for the ‘reporting period’ April 1, 2024 to March 31, 2025 considering related regulation^{3, 4, 5, 6} for listed entities issued by the SEBI.

JointValues performed the engagement through a multidisciplinary team of experienced professionals and subject-matter specialists, on attributes pertaining to environmental, social, and governance performance of the Company reported through BRSR Core, to obtain sufficient evidences to support the professional judgement, and provide the basis for conducting reasonable assurance within the defined scope and boundary of the engagement.

The Assurance team applied professional judgement, skills, and techniques with professional scepticism in a systematic engagement process to arrive at an independent opinion about the subject matters within the scope and boundary of the engagement.

Methodology, Scope and Boundary of Assurance

¹ Annexure-I in SEBI's circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

² Annexure-II in SEBI's circular number SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July 2023

³ Regulation 34(2)(f) of SEBI' Listing Obligations and Disclosure Requirements (SEBI LODR).

⁴ SEBI vide circular number SEBI/HO/CFD-PoD-2/CIR/P/0155 dated 11th November, 2024

⁵ SEBI circular number SEBI/HO/CFD-PoD-1/D/CIR/2024/177 dated 20th December, 2024

⁶ Circular number SEBI/HO/CFD-PoD-1/CIR/2025/42 dated 28th March, 2025



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JointValues conducted this reasonable assurance of the company in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* issued by the International Auditing and Assurance Standards Board (IAASB).

JointValues conducted the engagement process with adherence to ethical requirements, professional standards, and compliance with applicable legal and regulatory requirements, in line with the International Standards on Quality Management (ISQM), *Quality Management for Firms that Perform Audits or Reviews of Financial Statements or Other Assurance or Related Services Engagement* issued by IAASB.

During the engagement, the assurance team complied with the JointValues's Code of Conduct, that defines independence and other ethical requirements and aligns with the best practices and the International Code of Ethics (ICE) for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA).

The **scope** of this engagement, as agreed upon by JointValues and the company, was to provide Reasonable assurance on the non-financial sustainability disclosure covered under nine core attributes of the BRSR Core format, as provided by the company to JointValues in the BRSR format. The values related to the nine core attributes of BRSR Core as provided by the company are mentioned in Annexure-I to the assurance statement.

The reporting **boundary** of the company's BRSR is "consolidated basis" as disclosed in Question 13 of Section A of the SEBI's BRSR format for the reporting period from April 1, 2024, to March 31, 2025.

Limitations and Exclusions

- Reducing engagement risk to zero is rarely attainable; therefore, "reasonable assurance" is less than absolute assurance.
- Preparing the company's BRSR information requires management to set the criteria, decide what information is relevant to include, and





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make estimates and assumptions that impact the reported information.

- Calculating and measuring certain amounts and BRSR Core metrics, such as GHG emissions, water, waste and energy footprint, involves assumptions/estimations and inherent measurement uncertainty. Even though we obtain sufficient appropriate evidence to support our opinion, it does not eliminate the uncertainty in these amounts and metrics.
- Evaluation, verification and assessment of any company's financial performance and data have been out of the scope of this engagement, except relying on the company's third-party audited financial reports as provided to us during the course of engagement, wherever materially required concerning the nine core attributes of the BRSR core. The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- Aspects of the BRSR and the data and information (qualitative or quantitative) other than the Identified Sustainability Information.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the BRSR with reporting frameworks other than those specifically mentioned. This engagement does not consider assessments or comparisons with frameworks beyond the specified ones.
- The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Procedures Followed:



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Given the circumstances of the engagement, in performing the procedures listed above, we have:

- Interviewed relevant personnel of Company's management responsible for Sustainability, Environmental Social Governance (ESG) and their team through a combination of virtual and physical meeting interactions for understanding the process of collecting, collating the subject matter as per SEBI Circular for BRSR Core.
- Assessed the appropriateness of various assumptions, estimations and materiality thresholds used by the Company for data analysis.
- Performed analytical procedures to analyse trends in the historical data and accordingly ascertain the reasonableness of the data reported in the current year.
- Performed substantive testing on a sample basis of the identified sustainability indicators, to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported, including returns and internal monitoring reports filed to various authorities by the company and relied upon by us. This includes assessing records and performing testing, including recalculation of sample data.

The selection of the assurance approach was based on our professional judgment, considering the nature, timing, data availability, evidence produced and the extent required to assess the risks of the information for material misstatement or deliberate misrepresentation by the company. Our opinion on the continuing effectiveness of the company's internal controls is out of the scope of this assurance statement. Our responsibilities under those standards are further described in this statement's "Our responsibilities" section.

Our Responsibilities

Planning and performing the engagement to obtain reasonable assurance that the disclosures about the BRSR Core are free from material misstatement.

Exercising professional scepticism, judgement, skills and techniques in systematic engagement process.





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Forming an independent opinion about the underlying subject matter within the scope and boundary of the engagement based on the procedures performed and the evidence obtained.

Other Information

Our reasonable assurance engagement was with respect to the information for the period April 1, 2024- March 31, 2025 only and not on any other elements included in the BRSR or any report linked to BRSR and, therefore, do not express any conclusion thereon.

Independence, Quality Control and Competence

JointValues is independent of the company and has no financial interest other than the independent assurance of the non-financial sustainability information disclosed in the BRSR.

The independent assurance opinion statement has been prepared for the stakeholders of the company only for the purpose of verifying its non-financial sustainability information relating to Environment, Social and Governance disclosures as required in the SEBI's BRSR core format, particularly described in the scope above.

Opinion

Based on the reviews and procedures followed, JointValues expresses its opinion that the nine core attributes as per the BRSR Core format, covered under the scope of this assurance, are disclosed by the Company in material respect through the BRSR format for the reporting boundary mentioned above.

Responsibilities of Management at the Company

By publishing this assurance statement, the management of the Company acknowledges and understands that they are, inter-alia, responsible for the information provided in the BRSR for:

- Designing, implementing, and maintaining internal controls to ensure the information is free from material misstatement, including preventing deliberate misrepresentation.



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- Selecting or establishing suitable criteria for preparing the information, considering applicable laws and regulations, identifying key aspects, engaging with stakeholders, and preparing and presenting the information according to the reporting criteria.
- Disclosing the applicable criteria used for preparation in the relevant report or statement.
- Preparing and calculating the information in accordance with the reporting criteria.
- Ensuring the reporting criteria are available to intended users with relevant explanations.
- Establishing targets, goals, and performance measures and implementing actions to achieve them.
- Providing details of the management personnel responsible for the disclosed information
- Ensuring compliance with laws, regulations, or applicable contracts and preventing fraud.
- Identifying and describing inherent limitations in measuring or evaluating information according to the reporting criteria.
- Selecting the content of the information, including identifying and engaging with intended users to understand their needs.

Limitation of Liability and Legal Disclaimer

In no event, the assurance agency and assurance practitioners, for the opinion in this assurance statement, shall be liable to any party for any direct, indirect, incidental, compensatory, punitive, special, or consequential damages, costs, expenses, legal fees, or losses (including, without limitation, lost income or lost profits and opportunity costs or losses caused by negligence) in connection with any use of the content in this assurance statement. This assurance statement is not intended to be produced by any user in any court of law. The assurance practitioners and the agency absolve themselves from legal or other representation to any third party for any consequences arising from using this assurance statement.





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The intended use or purpose of this assurance statement



The information provided by the company related to BRSR Core in the BRSR and our reasonable assurance statement is intended only for users who have reasonable knowledge of the BRSR Core attributes and who have read the information with reasonable diligence and understand that the attributes are prepared and assured at appropriate levels of materiality. The particulars from the verification of reported values by CIL have been recorded during the assurance process and provided to CIL.

Except for the publication along with the BRSR as part of the annual report by the Company, this assurance statement is not intended to be used by anyone for the publication of any selected paragraphs or excerpts elsewhere, nor should the design or content be altered for any purpose.

For and on behalf of



JointValues ESG Services
Pvt. Ltd.

 <small>JS Kamyotra (Jul 29, 2025 19:48:00 GMT+5.5)</small> J. S. Kamyotra Verifier and Assurer	 <small>Ritu A (Jul 29, 2025 19:43:05 GMT+5.5)</small> Ritu A Tomar Contract Signatory
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Annexure-I: Cross-reference to the indicators in BRSR of the Coal India Limited Limited [CIL]

	BRSR Core Attribute	Parameter	BRSR of CIL	Values provided by CIL in BRSR for Assurance process
1	Greenhouse gas (GHG) footprint	Total Scope 1 emissions	Principle (P)6, Question (Q)7	2,66,76,819.21 tCO ₂ e
		Total Scope 2 emissions	P6 Q7	83,19,234.08 tCO ₂ e
		GHG Emission Intensity (Scope 1 + 2)	P6 Q7	5,043.06 tCO ₂ e per Cr USD of Revenue from operations adjusted for PPP
		GHG Emission Intensity in terms of physical output (Scope 1+2)	P6 Q7	44,805.85 tCO ₂ e per Million Tonnes of coal production
2	Water Footprint	Total water consumption	P6, Q3	2,915.47 Lakh KL
		Water consumption intensity	P6 Q3	0.42 Lakh KL per Cr USD of Revenue from operations adjusted for PPP
		Water intensity in terms of physical Output	P6, Q3	3.73 Lakh KL per Million Tonnes of coal production
		Water Discharge by destination and levels of Treatment	P6 Q4	2976.73 Lakh KL
3	Energy footprint	Total energy consumed	P6, Q1	1,90,92,097.64 GJ
		% of the energy consumed from renewable sources	P6 Q1	2.27%
		Energy intensity	P6 Q1	2751.24 GJ per Cr USD of Revenue from operations





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				adjusted for PPP
		Energy intensity in terms of physical Output (Million tonnes of coal)	P6 Q1	24,444.14 GJ per Million Tonnes of coal production
	Green Credits	How many Green Credits have been generated or procured?	P6, LI 8	Green Credits generated or procured: a. By the listed entity: Nil b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: NA
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	P6, Q9	60.96 Metric Tonnes (MT)
		E-waste (B)	P6, Q9	13.84 Metric Tonnes (MT)
		Bio-medical waste (C)	P6, Q9	62.60 Metric Tonnes (MT)
		Construction and demolition waste (D)	P6, Q9	0
		Battery waste (E)	P6, Q9	404.74 Metric Tonnes (MT)
		Radioactive waste (F)	P6, Q9	0
		Other Hazardous waste. Please specify, if any. (G)	P6, Q9	4459.16 Metric Tonnes (MT)
		Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) - On account of Overburden	P6, Q9	5,43,01,53,704.32 Metric Tonnes (MT)
		Total waste generated (A+B + C + D + E + F + G + H)	P6, Q9	5,43,01,58,705.62 Metric Tonnes (MT)
		Waste intensity	P6, Q9	782505.83 Metric Tonne (MT)



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				per Cr USD of Revenue from operations adjusted for PPP
		Waste intensity in terms of physical Output	P6, Q9	69,52,293.94 Metric Tonnes (MT) per Million Tonnes of coal production
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	P6, Q9	5,43,01,58,105 Metric Tonnes (MT)
		For each category of waste generated, total waste disposed by nature of disposal method.	P6, Q9	600.3 Metric Tonnes (MT)
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards wellbeing of employees and workers – cost incurred as a % of the total revenue of the company	P3, Q1(c)	1.84%
		Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3, Q11	1. Number of Permanent Disabilities: Employees - 27, Workers - 7 2. Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked): Employees - 0.22, Workers - 0.17 3. No. of fatalities: Employees - 15, Workers - 15
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	P5 Q3(b)	7%





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		Complaints on POSH	P5, Q7	0
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	P8, Q4	Directly sourced from MSMEs/ small producers: 59.62% Sourced directly from within India: 97.09%
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8, Q5	Rural - 0 Semi-urban - 0 Urban - 79.48% Metropolitan- 20.52%
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events.	P9, Q7	No Breach
		Number of days of accounts payable.	P1, Q8	82.72 days
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1, Q9	Share of RPTs in A. Purchases (Purchases with related parties/Total Purchases): 0 B. Sales (Sales to related parties/Total Sales): 0 C. Loans & advances (Loans & advances given to related parties/Total loans & advances): 0 D. Investments (Investments in related parties/Total Investments made): 100%



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