

GRI Content Index

GRI Standards	Disclosure	Description	Page Number/ Reference Link
GRI 102: GENERAL DISCLOSURES 2016			
Organisational Profile	102-1	Name of the organisation	Cover
	102-2	Activities, brands, products, and services	8-11
	102-3	Location of headquarters	7
	102-4	Location of operations	7
	102-5	Ownership and legal form	5
	102-6	Markets served	7
	102-7	Scale of the organisation	173-174
	102-8	Information on employees and other workers	62-66
	102-9	Supply chain	23
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	102-11	Precautionary Principle or approach	40-49, 175-176
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Strategy	102-14	Statement from senior decision-maker	12-15
	102-15	Key impacts, risks, and opportunities	26-27, 32-33
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	Inside cover
	102-17	Mechanisms for advice and concerns about ethics	35, 96, 150, 171-172
Governance	102-18	Governance structure	35
	102-19	Delegating authority	38
	102-20	Executive-level responsibility for economic, environmental, and social topics	100, 127
	102-21	Consulting stakeholders on economic, environmental, and social topics	28-29
	102-22	Composition of the highest governance body and its committees	38, 126-136
	102-23	Chair of the highest governance body	13, 36, 127, 1351
	102-24	Nominating and selecting the highest governance body	113-114
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	102-26	Role of highest governance body in setting purpose, values, and strategy	126
	102-27	Collective knowledge of highest governance body	126-127
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	102-29	Identifying and managing economic, environmental, and social impacts	24-25, 30-31
	102-27	Collective knowledge of highest governance body	37-38
	102-28	Evaluating the highest governance body's performance	99-100
	102-29	Identifying and managing economic, environmental, and social impacts	85, 101, 148
102-30	Effectiveness of risk management processes	100	
102-31	Review of economic, environmental, and social topics	30-31	
102-32	Highest governance body's role in sustainability reporting	108-109	
102-33	Communicating critical concerns	30-31	
102-34	Nature and total number of critical concerns	30	
102-35	Remuneration policies	111-112	
102-36	Process for determining remuneration	112	
102-37	Stakeholders' involvement in remuneration	112	
102-38	Annual total compensation ratio	396-397	
102-39	Percentage increase in annual total compensation ratio	396-397	

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	102-42	Identifying and selecting stakeholders	28-29
	102-43	Approach to stakeholder engagement	28-29
	102-44	Key topics and concerns raised	28-29
Reporting Practice	102-45	Entities included in the consolidated financial statements	97, 228
	102-46	Defining report content and topic boundaries	2-3
	102-47	List of material topics	30-31
	102-48	Restatements of information	NA
	102-49	Changes in reporting	2-3
	102-50	Reporting period	2-3
	102-51	Date of most recent report	2-3
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	102-54	Claims of reporting in accordance with the GRI Standards	2-3
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GRI 200: ECONOMIC			
GRI 201: Economic 2016	103-1	Explanation of the material topic and its Boundary	30-31
	103-2	The management approach and its components	32-33
	103-3	Evaluation of the management approach	MDA
	201-1	Direct economic value generated and distributed	24-25, 88
	201-2	Financial implications and other risks and opportunities due to climate change	86
	201-3	Defined benefit plan obligations and other retirement plans	88, 317-318
	201-4	Financial assistance received from government	There was no financial assistance received from the government
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	397
	202-2	Proportion of senior management hired from the local community	Senior management staff is hired within the country, while nonmanagement staff at most operations is drawn from the local communities
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	48, 57-61, 79, 172
	203-2	Significant indirect economic impacts	56-61
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	395
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	96, 143, 150, 171-172
	205-2	Communication and training about anti-corruption policies and procedures	
	205-3	Confirmed incidents of corruption and actions taken	
GRI 206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	101

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GRI 300: ENVIRONMENT			
GRI 301: Material 2016	301-1	Materials used by weight or volume	392
	301-2	Percentage of recycled input materials used to manufacture the organization's primary products and services	392
	301-3	Reclaimed products and their packaging materials	44-45
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	393
	302-2	Energy consumption outside of the organisation	393
	302-3	Energy intensity	393
	302-4	Reduction of energy consumption	42-43, 104-106
	302-5	Reductions in energy requirements of product and services	104-106
GRI 303: Water and Effluents 2018	303-1	Water withdrawal by source	46, 394-395
	303-2	Water sources significantly affected by withdrawal of water	
	303-3	Water recycled and reused	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	47, 395
	304-2	Significant impacts of activities, products, and services on biodiversity	
	304-3	Habitats protected or restored	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	48, 392-393
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-3	Other indirect (Scope 3) GHG emissions	
	305-4	GHG emissions intensity	
	305-5	Reduction of GHG emissions	
	305-6	Emissions of ozone-depleting substances (ODS)	
	305-7	NOx, SOx, and other significant air emission	
GRI 306: Effluents and Waste 2020	306-1	Waste generation and significant waste-related impact	44-45, 394
	306-2	Management of significant waste-related impacts	
	306-3	Waste generated	
	306-4	Waste diverted from disposal	
	306-5	Waste directed to disposal	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	175-176
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	24, 172-173, 395
	308-2	Negative environmental impacts in the supply chain and actions taken	
GRI 400: SOCIAL			
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	25-25
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	88, 248, 253, 315
	401-3	Parental leave	396
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	As per the legal requirements

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GRI Standards	Disclosure	Description	Page Number/ Reference Link
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	65, 81-83, 397
	403-2	Hazard identification, risk assessment, and incident investigation	
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8	Workers covered by an occupational health and safety management system	
	403-9	Work-related injuries	
	403-10	Work-related ill health	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	396
	404-2	Programmes for upgrading employee skills and transition assistance programmes	62-64
	404-3	Percentage of employees receiving regular performance and career development reviews	396
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	97, 397
	405-2	Ratio of basic salary and remuneration of women to men	397
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	62, 107-108
GRI 407: Freedom Of Association And Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	62, 174
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	174
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	174
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	62
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	62
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	No operation was assessed on site, in 2020 due to Covid.
	412-2	Employee training on human rights policies or procedures	196-197,151. It is included as a part of code of conduct Train
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	All contracts are subject the Supplier code of conduct, which include human rights clauses
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programmes	56-61
	413-2	Operations with significant potential or actual negative impacts on local communities	177-178

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GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	24-25, 395
	414-2	Negative social impacts in the supply chain and actions taken	395
GRI 415: Public Policy 2016	415-1	Political contributions	We are a politically neutral company
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	We assess the impact of the products and services as per the local regulations
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No non-compliance
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	We follow BIS standards
	417-2	Incidents of non-compliance concerning product and service information and labeling	There were no such incidents reported
	417-3	Incidents of non-compliance concerning marketing communications	There were no such incidents reported
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	178
GRI 419: Socio-Economic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	We haven't identified any noncompliance with laws or regulations

Mapping of GCCA Sustainability Charter

Basic Parameter	Unit	Page No.	Remarks
Clinker production	Metric tonnes/year	181	
Cement production	Metric tonnes/year	181	
Cementitious production	Metric tonnes/year	-	24.1 Million Tonnes
Number of sites	Number	5	
HEALTH & SAFETY:			
Number of fatalities, directly employed, contractors, subcontractors and third parties	Number	397	
Fatality rate: Directly employed	Number	397	
Number of lost time injuries (LTI), directly employed	Number	397	
Number of LTI, contractors and Sub contractors	Number	397	
LTI Severity Rate (SR) for directly employed	Number	397	
CLIMATE CHANGE AND ENERGY:			
Total energy from fuels used in clinker produced	MJ/year	393	Units reported are in GJ
Alternative fuels	Metric tonnes/year	25,78	
Energy from alternative fuels	MJ/year	393	Units reported are in GJ
Energy from Biomass fuels	MJ/year	393	Units reported are in GJ
Alternative fuel rate (kiln fuels)	%	78	Represented as Thermal Substitution Rate
Biomass fuel rate (kiln fuels)	%	393	Calculated as 1.4%
Specific heat consumption for clinker production	MJ/tonnes	393	
Total direct CO ₂ emissions – Gross	tonnes	392	
Total direct CO ₂ emissions – Net	tonnes	392	
Specific CO ₂ emissions – Gross	tonnes	392	
Specific CO ₂ emissions – Net	tonnes	392	
SOCIAL RESPONSIBILITY:			
Publish a Code of Conduct		151	
ENVIRONMENT AND NATURE:			
Biodiversity and Rehabilitation			
Percentage (%) of quarries with high biodiversity value where biodiversity management plan is implemented	%	395	Reported as number of quarries with BMP/WCP
Percentage (%) of quarries where rehabilitation plan is implemented	%	395	Reported in Numbers
Water			
Total water withdrawal by source		394-395,46	
Number of sites with a water recycling system	Number	394	
Amount of Water consumption per unit of product	Lit/T of cementitious material	46	
Emissions		393	Only for Dust, SOx and Nox*
CIRCULAR ECONOMY			
Total raw materials for clinker produced	Metric tonnes/year	392	Units reported are in Million T
Total alternative raw materials for clinker produced	Metric tonnes/year	392	Units reported are in Million T
Total alternative raw materials for cement produced	Metric tonnes/year	392	Units reported are in Million T
Alternative Raw Materials rate (% ARM)	%	392	Reported as % recycled materials used
Clinker/cement (equivalent) factor	%	25	In 2020, we reported reduction of clinker factor
INDEPENDENT ASSURANCE			
Independent Assurance Statement		398-401	

*Other emissions were not reported this year