



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I Details of the listed entity	
1 Corporate Identity Number (CIN) of the Listed Entity	L26940MH1936PLC002515
2 Name of the Listed Entity	ACC Limited
3 Year of incorporation	1936
4 Registered office address	Cement House 121, Maharshi Karve Road Mumbai - 400 020, India
5 Corporate address	Cement House 121, Maharshi Karve Road Mumbai - 400 020, India
6 E-mail	acc-investorsupport@adani.com
7 Telephone	+91-22-41593 321
8 Website	www.acclimited.com
9 Financial year for which reporting is being done	January 2022 to March 2023
10 Name of the Stock Exchange(s) where shares are listed	BSE NSE
11 Paid-up Capital	Rs. 187.79 Crores
12 Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	NAME : Sanjay Prasad Address: Adani Corporate House, Shantigram, Near Vaishno Devi Circle, S.G. Highway, Khodiyar, Ahmedabad – 382421 Contact: +91 8094016218 Email ID: sanjay.prasad@adani.com
13 Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Disclosures made in this report are on a consolidated basis
II Products/services	The Company manufactures different varieties of cement viz., Ordinary Portland Cement (OPC), Portland Pozzollana Cement (PPC), Portland Slag Cement (PSC) and Composite Cement and Ready Mix Concrete (RMX).

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1)	Manufacturing	Cement, Clinker, Allied and RMX	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Cement		>90%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	16 Cement plants 85+ RMX plants	26 offices, including Registered Office, Regional Offices and Sales Office	128
International	-	-	-

17. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	NIL

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

NIL

c. A brief on types of customers

Individual Home Builders, contractors, RMX manufacturers, institutions, government agencies, builders, manufacturers of pre-cast fabricated concrete blocks, asbestos sheets etc.

IV. Employees

18. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

		Total (A)	Male		Female	
S. No.	Particulars		No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2975	2791	93.82%	184	6.18%
2.	Other than Permanent (E)	294	257	87.41%	37	12.59%
3.	Total employees (D + E)	3269	3048	93.24%	221	6.76%
WORKERS						
4.	Permanent (F)	2192	2151	98.13%	41	1.87%
5.	Other than Permanent (G)	11	11	100.00%	0	0.00%
6.	Total workers (F + G)	2203	2162	98.14%	41	1.86%

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
		No. (B)	% (B / A)	No. (C)	% (C / A)	
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	13	13	100.00%	0	0.00%
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D + E)	13	13	100.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	-	0	-
5.	Other than permanent (G)	0	0	-	0	-
6.	Total differently abled workers (F + G)	0	0	-	0	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Management Personnel	2	0	0

20. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	Jan. 22 to Mar. 23			2021			2020		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	16.52%	39.57%	17.28%	18.83%	16.82%	18.76%	8.93%	6.16%	8.78%
Permanent Workers	4.65%	0.00%	4.64%	7.04%	0.00%	7.02%	0.93%	0.00%	0.91%

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

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

S. No.	Name of the holding/ subsidiary / associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
	Bulk Cement Corporation (India) Limited (BCCI)	Subsidiary	94.65%	The Company's business responsibility initiatives does not apply to its subsidiaries.
	ACC Mineral Resources Limited	Subsidiary	100%	
	Lucky Minmat Limited (Refer Note 65 (d))	Subsidiary	100%	
	Singhania Minerals Private Limited	Subsidiary	100%	
	OneIndia BSC Private Limited	Joint Venture	50%	
	Alcon Cement Company Private Limited	Associate	40%	
	Asian Concretes and Cements Private Limited	Associate	45%	
	Aakaash Manufacturing Company Private Limited	Joint venture	40%	
	MP AMRL (Semaria) Coal Company Limited	Joint Operations of ACC Mineral Resources Limited	49%	
	MP AMRL (Bicharpur) Coal Company Limited	Joint Operations of ACC Mineral Resources Limited	49%	
	MP AMRL (Marki Barka) Coal Company Limited	Joint Operations of ACC Mineral Resources Limited	49%	
	MP AMRL (Morga) Coal Company Limited	Joint Operations of ACC Mineral Resources Limited	49%	

VI. CSR Details

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

Yes

(ii) Turnover (in ₹ Crores) : 21,767

(iii) Net worth (in ₹ Crores) : 14,043

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	Jan.22 – Mar.23 Current reporting period			Jan 2021 to Dec 2021 Previous reported Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Email: acc@ethicalview.com Postal: Chairman's office (Audit Committee) or Vigilance Officer at Cement House, 121, Maharshi Karve Road, Mumbai Maharashtra 400020						
Investors (other than shareholders)							
Shareholders		40	0	Difficulty in share transfer	31	0	None
Employees and workers		3	0	Conflict of Interest and Asset misappropriation			
Customers		1	0	Trade Violation			
Value Chain Partners		9	0	Bribery Tradeviolation, conflict of Interest			
Other (please specify)		27	3	Anonymous Complainants			

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
	Climate Change	Opportunity	Climate Change related risks and opportunities identified considering the Environmental regulations imposed, National and International level goals	Environment and Climate Change is at first place in ACC. Moreover, Climate change related R&O are core concerns of Risk Management Committee and Corporate Responsibility Committee of our Company.	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

The National Voluntary Guidelines (NVGs) on Social, Environmental and Economic Responsibilities of Business released by the Ministry of Corporate Affairs has adopted nine areas of Business Responsibility. These briefly are as under:

P1: Businesses should conduct and govern themselves with ethics, transparency and accountability

P2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle

P3: Businesses should promote the well-being of all employees

P4: Businesses should respect the interests of and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalised

P5: Businesses should respect and promote human rights



- P6: Businesses should respect, protect and make efforts to restore the environment
P7: Businesses, when engaged in influencing public and regulatory policy, should do so in a responsible manner
P8: Businesses should support inclusive growth and equitable development
P9: Businesses should engage with and provide value to their customers and consumers in a responsible manner

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	N	Y	N
b. Has the policy been approved by the Board? (Yes/No)	Y	-	N	Y	-	Y	-	Y	-
c. Web Link of the Policies, if available	*	-	-	*	-	*	-	*	-
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	NA	Y	NA
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Value chain partners are expected to comply the applicable policies of the Company while executing any work at ACC Company sites								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	All the policies are best of the stipulated principles, national and International Standards.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	We have commitments, goals and targets set and achieved related to Environment, Social and Governance are incorporated in the Integrated Report Available on www.acclimited.comwww.ambujacement.com								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									
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) Please refer Chairman and CEO's message in Annual report Page no.—to --									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	CEO								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, Corporate Responsibility Committee Mr. Nitin Shukla- Chairman- Independent Director Mr.Rajeev Agarwal- Member- Independent Director Mr. Sandeep Singhi- Member- Independent Director								

* <https://www.acclimited.com/investor-relations/corporate-governance>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Committee of Board									Quarterly, annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company is Compliant to relevant principles and applicable rules and regulations. Compliance to the regulatory requirement are reviewed on regular basis and as per the requirement.																	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The Company publish the Integrated report which includes Financial and Non-Financial parameters.								
Sustainability parameters of the report are assured by the external agency and Assurance certificate is enclosed in the Report.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	Familiarisation program of Directors, Overview of Adani Group and ESG program	100%
Key Managerial Personnel	3	Familiarisation program of Directors, Overview of Adani Group and ESG program	100%
Employees other than BoD and KMPs	26	18	47%
Workers	20	10	3%

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

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



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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NIL	NIL

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

Yes, Anti-Corruption & Anti-Bribery Policy is available on Company website at: <https://www.acclimited.com/assets/new/pdf/ANTI-CORRUPTION-ANTI-BRIBERY-POLICY.pdf>

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

	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	NIL	NIL

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

	2022-23 (Jan'22 to Mar'23)		2021 Previous Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	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 conflicts of interest.

Not Applicable

Leadership Indicators

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

Yes, the Company has "CODE OF CONDUCT FOR BOARD OF DIRECTORS AND SENIOR MANAGEMENT OF THE COMPANY" on its website, the weblink of which is: <https://www.acclimited.com/assets/new/pdf/Code%20of%20Conduct%20for%20Board%20of%20Directors%20and%20Senior%20Management%20of%20the%20Company.pdf>

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

Essential Indicators

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

	Current Financial Year (in Crore)	Previous Financial Year (in Crore)	Details of improvements in environmental and social impacts
R&D	1.05	0.63	In tropical country such as India, with heavy rainfall in most areas in the country, invariably, the micro cracks in buildings leads to water seepage in walls & Masonry. This initiates subsequent deterioration of the concrete structure. In addition to this, areas with shallow water table results in water seeping through foundation and walls. An Innovative solution to all these problems was developed through intensive brain storming, testing protocols and applying stage gate process approach was ACC Gold.
Capex	NIL	NIL	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)
Yes,
- b. If yes, what percentage of inputs were sourced sustainably?
- The company has well developed supplier code of conduct in place, which helps the company to integrate ESG parameter in its procurement.
 - More than 32% of raw material is recycled raw material which is sourced sustainably. Share of sustainable product is more than 92%.
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
- The Company aim to reduce the generation of waste.
 - The company has taken target by 2030 to reuse the waste of 30 million tonne in line with the circular economy.
 - The Company has Resource Conservation Policy well in place at company website: <https://www.acclimited.com/assets/new/pdf/Resource%20Conservation%20Policy.pdf>
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
- Yes, EPR is applicable to the Company.
 - ACC has submitted the action plan to Pollution Control Board in 2021. Online submission of the action plan as per latest guidelines of Central Pollution Control Board.

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

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2791	2791	100%	2791	100%	0	0.00%	19	0.68%	2791	100%
Female	184	184	100%	184	100%	8	4.35%	0	0.00%	184	100%
Total	2975	2975	100%	2975	100%	8	0.27%	19	0.64%	2975	100%
Other than Permanent employees											
Male	257	257	100%	257	100%	0	0%	0	0%	257	100%
Female	37	37	100%	37	100%	0	0%	0	0%	37	100%
Total	294	294	100%	294	100%	0	0%	0	0%	294	100%

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2151	2151	100%	2151	100%	-	-	2151	100%	2151	100%
Female	41	41	100%	41	100%	41	100%	-	-	41	100%
Total	2192	2192	100%	2192	100%	41	100%	2151	100%	2192	100%
Other than Permanent employees											
Male	5	5	100%	5	100%	-	-	5	100%	5	100%
Female	0	0	-	0	-	-	-	-	-	0	-
Total	5	5	100%	5	100%	0	0%	5	100%	5	100%



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

Benefits	2022-23 (Jan'22 to Mar'23)			2021 Previous Year		
	No. of employees covered as a % of total employees*	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees*	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	N.A.	100%	100%	N.A.
ESI	100%	100%	Yes	100%	100%	Yes
Others – please specify	-	-	-	-	-	-

* As per the applicability of benefits to employees, all area covered in the respective benefits.

3. Accessibility of workplaces

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

Yes

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

Yes, The Company believes in equal Opportunity, and it is at the first place of Company Values.

Policy on 'Diversity, Equity and Inclusion' available on Company website:

<https://www.acclimited.com/assets/new/pdf/Policy%20on%20Diversity%20Equity%20and%20Inclusion.pdf>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	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	Industrial Relation officers at all sites are entitled to address the grievances of Employees and workers.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	2022-23 (Jan'22 to Mar'23)			2021 Previous Year		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total Permanent Workers						
Male	2151	2151	100%	2378	2378	100%
Female	41	41	100%	41	41	100%

8. Details of training given to employees and workers:

Category	2022-23 (Jan'22 to Mar'23)					2021 Previous Year				
	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	2,885	1,527	53%	2,134	74%	NR	NR	NR	NR	NR
Female	104	56	54%	118	113%	NR	NR	NR	NR	NR
Total	2,989	1,583	53%	2,252	75%	NR	NR	NR	NR	NR
Workers										
Male	1,367	499	37%	24	2%	NR	NR	NR	NR	NR
Female	5	0	0%	0	0%	NR	NR	NR	NR	NR
Total	1,372	499	36%	24	2%	NR	NR	NR	NR	NR

NR – Not reported

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

Category	2022-23 (Jan'22 to Mar'23)			2021 Previous Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3,048	3,048	100%	3,409	3,409	100%
Female	221	221	100%	249	249	100%
Total	3,269	3,269	100%	3,658	3,658	100%
Workers						
Male	2,156	2,156	100%	2,392	2,392	100%
Female	41	41	100%	41	41	100%
Total	2,197	2,197	100%	2,433	2,433	100%

10. Health and safety management system:

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



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

Safety Incident/Number	Category	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.19	0
	Workers	0.22	0.34
Total recordable work-related injuries	Employees	5	4
	Workers	29	22
No. of fatalities	Employees	0	0
	Workers	2	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	3	0
	Workers	9	13

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

A well structured Health & Safety Management System is implemented at ACC. Robustness of the system is well defined by our Health Safety Improvement Plan which is developed at the beginning of every year considering various aspects like audits action, lead-lag indicator analysis, improvement opportunity, feedback from employees, Leadership inputs etc. The plan is developed at the Corporate level and flows down to the manufacturing units and is tracked month on month basis for its effectiveness. Various campaigns, events and initiatives to build the awareness and culture on ground, Training Need Identification monitoring, H&S Digitisation, effective process safety management controls at site, well established Vehicle and traffic Safety management system are some of the key pillars for driving our H&S System. With all these in place Senior Leadership engagement and involvement ensures a safe and healthy workplace.

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

	2022-23 (Jan'22 to Mar'23)			2021 Previous Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	NIL	NIL	NA	NIL	NIL	NA
Health & Safety	NIL	NIL	NA	NIL	NIL	NA

14. Assessments for the year:

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

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

All the actions pertaining to lead and lag indicators are being monitored by respective locations for their closures.

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

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

Please refer Stakeholder Engagement Policy <https://www.acclimited.com/assets/new/pdf/Stakeholder%20Engagement%20policy.pdf>

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

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Internal Communication System, One to One meet, Townhalls	Daily	Ongoing exercise
Shareholders and Investors	No	Investor meetings, Annual General Meeting, One to One meet, Annual Report and other public disclosures	Monthly, Quarterly, Annually, as and when required	To strengthen the business conduct and understand their concerns and priorities.
Govt. authorities and Regulatory Bodies	No	Annual Report, Plant Visits, Regulatory Compliance reports, One to One meet as per requirement	Monthly, Quarterly, Annually, as and when required	Statutory Compliance
Industrial Association	No	One to One meeting, Annual Report, Public disclosures	Monthly, Quarterly, Annually, as and when required	Information and knowledge enhancement
Suppliers and Contractors	Yes	Vendor meets, review meetings, Progress and performance reports, Feedback and Grievances system	Periodically	Adherence to the Supplier code of conduct, and long-term business relationships.
Customers	Yes	Company website and public disclosures, Products promotion drives, Grievances redressal system, Surveys	Periodically	Customer satisfaction, feedback, and grievances
Community	Yes	Community Engagement programs, meetings, Workshops, and surveys	Periodically	Community engagement, CSR

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

Human Rights & Policies :

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

Category	2022-23 (Jan'22 to Mar'23)			2021 Previous Year		
	Total (A)	No. employees workers covered (B)	% (B / A)	Total (C)	No. employees workers covered (D)	% (D / C)
Employees						
Permanent	2,819	5	0%	NR	NR	NR
Other permanent	170	69	41%	NR	NR	NR
Total Employees	2,989	74	2%	NR	NR	NR
Workers						
Permanent	1,329	0	0%	NR	NR	NR
Other permanent	43	0	0%	NR	NR	NR
Total Workers	1,372	0	0%	NR	NR	NR



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

Category	2022-23 (Jan'22 to Mar'23)					2021 Previous Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent										
Male	2791	0	0%	2791	100%	3082	0	0%	3082	100%
Female	184	0	0%	184	100%	225	0	0%	225	100%
Other Permanent than										
Male	257	0	0%	257	100%	327	0	0%	327	100%
Female	37	0	0%	37	100%	24	0	0%	24	100%
Workers										
Permanent										
Male	2151	0	0%	2151	100%	2378	0	0%	2378	100%
Female	41	0	0%	41	100%	41	0	0%	41	100%
Other Permanent than										
Male	5	0	0%	5	100%	14	0	0%	14	100%
Female	0	0	0%	0	-	0	0	0%	0	-

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	-	1	-
Key Managerial Personnel	02	-	00	-
Employees other than BoD and KMP	3048		221	
Workers	2156		41	

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

Yes, Please refer Human Rights Policy:

<https://www.acclimited.com/assets/new/pdf/Human%20Rights%20Policy.pdf>

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

Yes, Please refer Human Rights Policy:

<https://www.acclimited.com/assets/new/pdf/Human%20Rights%20Policy.pdf>

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

	2022-23 (Jan'22 to Mar'23)			2021 Previous Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human Rights related issues	0	0		0	0	

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
Yes, Please refer Policy on Prevention of Sexual Harassment:
<https://www.acclimited.com/assets/new/pdf/Policy%20on%20Prevention%20of%20Sexual%20Harassment.pdf>
8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)
Yes
9. Assessments for the year:
- | | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|---|
| Child labour | 0 |
| Forced/involuntary labour | 0 |
| Sexual harassment | 0 |
| Discrimination at workplace | 0 |
| Wages | 0 |
| Others – please specify | 0 |
10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.
N.A.

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

Essential Indicators

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

Parameter	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
Total electricity consumption (A) TJ	91,260	72,790
Total fuel consumption (B) TJ	80,066	71,425
Energy consumption through other sources (C)	NIL	NIL
Total energy consumption (A+B+C)	171,326	144,215
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) in TJ/Rupee	7.8×10^{-7}	9.1×10^{-7}
Energy intensity (optional) – the relevant metric may be selected by the entity	NIL	NIL

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

Yes, PAT targets have been achieved at all location.

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

Parameter	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
Water withdrawal by source (in 000' kilolitres)		
(i) Surface water	1,603.6	1,834.0
(ii) Groundwater	266.5	200.0
(iii) Third party water	NIL	NIL
(iv) Seawater / desalinated water	NIL	NIL
(v) Others	44.4	10.0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,079.5	2,044.0
Total volume of water consumption (in kilolitres)	13,079.5	3,275.0
Water intensity per rupee of turnover (Water consumed / turnover) in (000' KL/Rupee)	6.0×10^{-5}	2.0×10^{-5}
Water intensity (optional) – the relevant metric may be selected by the entity	-	-



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

Yes, ACC has implemented mechanism for zero Liquid Discharge at all the operating locations.

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

Parameter	Please specify unit	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
NOx	Tonne	18,094.30	12,754.70
SOx	Tonne	1,939.42	3,021.00
Particulate matter (PM)	Tonne	450.7	382.4
Persistent organic pollutants (POP)	NIL	NIL	NIL
Volatile organic compounds (VOC)	NIL	NIL	NIL
Hazardous air pollutants (HAP)	NIL	NIL	NIL
Others – please specify	NIL	NIL	NIL

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

Parameter	Unit	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
Total Scope 1 emissions	Metric tonnes of CO ₂ equivalent	17,467,685	15,392,785
Total Scope 2 emissions	Metric tonnes of CO ₂ equivalent	654,793	666,157
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric Tonne CO ₂ e/rupee	8.33 X 10 ⁻⁵	1.02 X 10 ⁻⁴
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NIL	NIL	NIL

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

We are committed to Net Zero carbon emission and are making efforts to increase green energy consumption. To reduce Green House Gas emission, we are improving our Waste Heat Recovery System (WHRS) capacity, optimising sourcing of alternative fuel through Geoclean, developing products which have low-carbon footprint, reducing clinker factor and using alternative raw materials.

The Company has taken target to reduce its emission to 400* Kg CO₂/tonne of Cementitious Material by 2030.

* Excluding CPP

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

Parameter	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	50,766.16	37,892.60
E-waste (B)	38.7	51.4
Bio-medical waste (C)	0.9	0.9
Construction and demolition waste (D)	-	-
Battery waste (E)	51.3	42.3
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	134.2	117.2
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	21,801.5	20,988.4
Total (A+B + C + D + E + F + G + H)	72,792.8	59,092.8

Parameter	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
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	11,805.5	30,963.4
(ii) Re-used	-	-
(iii) Other recovery operations	NIL	NIL
Total	11805.5	30,963.4
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	272,198.3	59,295.4
Co-processed waste	1.1	2
Total	272,199.4	59,297.4

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

Hazardous and non-hazardous Waste generated at all locations is collected and segregated separately as per its characteristics in line with Waste Management Rules.

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

WASH initiatives addressed community requirements for safe drinking water and better health through malnutrition eradication, health camps and waste management in collaboration with municipal bodies.

Geoclean, its waste management arm, helps ACC contribute to safe waste management solutions in industries and municipalities and increase the utilisation of alternative fuels in cement kilns. The Company has been building up stakeholders' awareness on these issues through its advocacy in appropriate forums. With consumption of alternative fuels of 409436.5 tonnes, the Company has achieved TSR of 9.2% during January 2022 to March 2023 compared to 7.3% in 2021.

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

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.
	Kudithini Cement works, Bellary, Karnataka	Cement Grinding	Yes
	Sindola limestone mines	Mining	Yes, Lease execution is Pending due to issuance of FRA certificate in process
	Lakheri Limestone Mines	Mining	Yes

11. 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
Salai Banwa Standalone Grinding Unit with Cement Production Capacity 3.0 MTPA at Village: Panari and Kota, Tehsil: Obra, District: Sonbhadra, UP	SO. 1533 (E) dated 14 sep, 2006 & its abendments	Public hearing completed on 11.02.2022	Yes	Yes	http://www.uppcb.com



Name and brief details of project	EIA Notification		Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
	No.	Date			
Salai Banwa Standalone Grinding Unit with Cement Production Capacity 3.0 MTPA at Village: Panari and Kota, Tehsil: Obra, District: Sonbhadra, UP	SO. 1533 (E) dated 14 sep, 2006 & its abendments	EC granted on 21.11.2022	Yes	Yes	https://parivesh.nic.in

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

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.	AAQ - Particulate Matter	Exceeding the AAQM results	Forfeiting the BG of ₹10.0 Lakh	<ul style="list-style-type: none"> Black top Road made. Frequency of Water sprinklers increased. Covering of raw material ensured with regular monitoring

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

Essential Indicators

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
		Not Applicable

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

Name of authority	Brief of the case	Corrective action taken
		Not Applicable

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
					None

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

S.No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
						None

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

We have plant level community advisory panel where we address the issues related to the community. CAP is consist of members from panchayat, school, SHG, Senior citizen & member of NGO etc. Also we executed Plant CSR committee to address the community grivances.

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

	2022-23 (Jan'22 to Mar'23)	2021 Previous Year
Directly sourced from MSMEs/ small producers		
Sourced directly from within the district and neighbouring districts		NR

Leadership indicators:

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Water Resource Management	41,184	60%
2	Sustainable Development	51,208	60%
3	Social Inclusion	1,94,905	60%

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

Essential Indicators

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

The Company has provided a dedicated email address: acchelp@adani.com ; a telephone number: 18001033444 and a website: <http://www.acchelp.in/> for Customer Service & Technical Support.

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	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	2022-23 (Jan'22 to Mar'23)			2021 Previous Year		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	NIL	NIL	NIL	NR	NR	NR
Advertising	NIL	NIL	NIL	NR	NR	NR
Cyber-security	NIL	NIL	NIL	NR	NR	NR
Delivery of essential services	NIL	NIL	NIL	NR	NR	NR
Restrictive Trade Practices	32	2	Complains related to Bribery, Conflict of Interest, Assest Misappropriation	NR	NR	NR
Unfair Trade Practices	9	1	Complains related to Trade Voilation	NR	NR	NR
Other	NIL	NIL	NIL	NR	NR	NR



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

	Number	Reasons for recall
Voluntary recalls		
Forced recalls		NIL

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

Yes, Please refer

<https://www.acclimited.com/assets/new/pdf/Cyber%20security%20and%20data%20privacy%20policy.pdf>

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

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

Leadership Indicators

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

Yes, ACC Ltd. has Products details available on its website - <https://www.acclimited.com/products>