About Us

ACC Limited is India’s foremost cement manufacturer with a countrywide network of factories and marketing offices. Established in 1936, it has been a pioneer and trend-setter in cement and concrete technology. Among the first companies in India to include commitment to environment protection as a corporate objective, ACC continues to be recognized for environment friendly measures taken at its plants and mines. Its commitment to sustainable development, its fairness in business dealings and the considerable on-going efforts in community welfare have won the company acclaim as a responsible corporate citizen.

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Acknowledgements

This CSR update is produced by ACC’s Corporate Communications Department with inputs from the CSR Department and plant based CSR coordinators. The editorial team thanks all those who contributed with content and images.
At Gagal, the CSR team has been particularly focusing at enhancement of transport connectivity of surrounding villages in the area. In these hilly terrains availability of reliable of transport systems for rural communities is meager. Investments in rural roads ensure that households can have better opportunities for agricultural and non-agricultural work.

There are many sub-villages or hamlets inhabited by a number of families. These villages are traditionally connected by kuchha pathways to each other and main roads pass through these villages. ACC has been working in four surrounding panchayats comprising more than twenty five hamlets. Total length of these kuchha paths is more than 10,000 meters. Normally these paths are ~4 feet wide. Villagers regularly frequent these roads while going to work and children go to school. Many villages in the hills are located far away from main roads (motorable) so they are totally dependent on these footpaths. All the material is transported either by headload or mules through these paths. These kuchha roads are unsafe particularly during rainy season when it’s very slippery especially for use by children.

Gagal has undertaken work to concretize these paths in a big way and now 90 percent of the roads have been concretized with a solid layer of boulders beneath it. During last year 6 -7 such pathways measuring around 2200 meters were made pucca benefitting people from the panchayats of Barmana, Panjgain Dhaun Kothi and Beri. Today, cyclists and motorists use these paths.

Investments in rural roads helps in reducing poverty significantly as it impacts the villagers in terms of agricultural production, higher wages, lower transportation costs, and higher output prices. Rural roads also help to provide better education for children. Thus improvement of rural roads leads to social development.

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Women’s welfare

Madhu Pandey, resides in Kharkhari village, 10 kms away from Vijayraghavgarh with her husband and two children. Her husband is a driver but doesn’t get regular work. With his meager income of ₹ 2500-3000/- per month, it is difficult for Madhu to manage household expenditure. Madhu was anxious to work to provide additional income for her family but she lacked direction and financial support.

In June 2011, ACC Kymore carried out a study to find out methods and scope for empowering women through the promotion of feasible income generation programmes and to implement this programme in all 12 surrounding villages. Udyogini a nationally reputed NGO was engaged. Based on its professional expertise, as a first step, it launched a massive campaign in the villages that rural women can do marvelous work in the field of micro entrepreneurship. Udyogini started forming women Self Help Groups in the village to initiate enterprise development program. It was not easy to form SHGs in the village as women had doubts in their mind regarding the benefits of joining Self Help Groups. Udyogini staff regularly counseled them. Today there are seven SHGs in this village. Madhu Pandey is a member of SHG named, ‘Jagriti’.

Madhu was a self motivated and dedicated woman who took keen interest in SHG activities. SHG members were influenced by her leadership qualities. They suggested to Udyogini that Madhu be appointed as BDSP (Business Development Service Provider). Members of the SHG started saving regularly in their group and maintaining SHG records. After 3 months of forming the SHG with the consent of all the members, bank linkage for the group was done with P.N.B. Bank, Mehgaon. Today cumulative saving of the Jagriti group is around ₹19000/-.

Madhu Pandey decided to open a small grocery shop in her home to earn additional income for her family. Madhu wanted to expand her shop but due to lack of finance she was unable to do so.

In the month of March 2014 Jagriti SHG got a credit linkage with ICICI Bank, Katni and an amount of ₹ 1 Lakh was released to Jagriti Self Help Group. It was decided in the meeting that Madhu will receive a credit of ₹ 40,000/- to invest in her small grocery shop. This was a dream come true for Madhu Pandey. She decided to expand her small grocery shop by purchasing new items and also renovated her shop. Now she is able to earn ₹ 2500 to 3000/ which she uses for paying the bank loan.

Madhu is thrilled and is free from the shackles of money lenders. She is leading a respected life. Her daughter Kanchan 14 years old is studying in Class 11 and dreams of becoming a doctor.

In the words of Madhu:

“Aaj mahilaon ke liye vikas ke sabhi raste khule hain. ACC aur Udyogini ne gaon me vikas ki rah dikhai hai. Hum chahte hain ki vikas ke raste par sabhi chalte hue apne gaon aur desh ka vikas karen” – Udyogini & ACC have paved the way for development of villagers. We want everyone to contribute towards development of village and our country.

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Improving mother and child healthcare

A preliminary survey in host communities at Lakheri revealed that more than 90% pregnant women are anemic. Although Anemia is common during pregnancy, it can lead to serious problems for the unborn child. The main cause of Anemia is iron deficiency which is due to inadequate food intake. Globally, anaemia affects 1.62 billion people. In India, every second Indian woman is anemic and one in every five maternal deaths is directly due to Anemia.

Lakheri Cement Works in collaboration with the Department of Medical & Health, Government of Rajasthan initiated a project intervention to address this issue. Prevention and control of Anemia is important for reducing maternal, neonatal and childhood mortality and improve maternal and child health status.

Lakheri CSR team with the support of medical team organized special health check-up and treatment camps for pregnant mothers in the surrounding ten villages where the host community is residing. Pregnant women were examined to identify different levels of anemic conditions and the line of treatment required. Total 192 pregnant women were examined, 11 percent of them were found to be severely anemic (Hb status - less than 7), 41 percent of the women were moderately anemic (Hb status - 7-8.9), 47 percent mildly anemic (Hb status - 9-10.9) and only 1% were found to be normal (Hb >11).

Women were advised to increase their dietary intake of iron through consumption of iron rich foods and iron supplements (IFA Tablets). Total 69 women were identified in the category of high risk mothers with moderate to severe Anemia. All such women were referred to Government Hospital (CHC) Lakheri for further treatment. Lakheri CSR Team coordinated with Government Medical Department and District Administration to ensure availability of appropriate services and medicines were provided in the hospital on time. Dr. Sunita Dua, Medical Officer In-charge CHC Lakheri, took special interest. Each mother was attended and facilitated with blood transfusion, intravenous iron injections and iron tablets as per medical prescription.

This was not the end. During the rest of the pregnancy period, health workers followed up with each mother through weekly examinations, counseling sessions and home visits to guide and monitor the progress and overall health and level of Haemoglobin.

As a result of these efforts for the last three months, out of 29 women of the host community 24 mothers had a normal delivery with healthy babies and only five newborn babies were under weight. Follow-up is continuing with the other identified mothers.

Story of Pramila Meena - Village Papadi

Pramila was identified as severely Anemic (< 7 Hb) during a health camp organized in village Papadi on 10th September 2014. She is underweight and belongs to a joint family of 7 members with poor economic status.

Poor food intake and frequent pregnancy lead her towards severe Anemia. She was referred to CHC Lakheri and then to higher hospital - J K Loan Government Hospital, Kota. Weekly follow ups were done till her delivery which was normal with timely iron injections, IFA tablets and iron rich food. She delivered a healthy girl child on 20th November 2014 in CHC, Lakheri. She showed immense gratitude when ACC field staff met her after delivery in the hospital.

The uniqueness of this story is that timely identification and follow ups resulted in no extra cost to ACC or the beneficiary. All services were available free of cost through government facilities and ACC CSR Team acted as a catalyst.

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The Government of Karnataka had constructed a new high school building in Kudithini village in 2012. But there was no provision for construction of toilets. Due to this problem the school building was not officially functional and classes were held in a separate place, besides the national highway. Total 264 children (142 boys and 122 girls) are studying in this school. Students were facing a problem to cross the road, a busy highway, everyday and come to school. Heavy traffic and sound pollution was a disturbance to the students, while in class.

The School Development Management Committee (SDMC), community and students brought this issue to the notice of ACC. The company analyzed the situation sympathetically, prepared a proposal and approached SSA (Sarva Shikshna Abhiyan), Bellary to get leverage. This went in vain as the funds were already used for the current academic year. Fortunately, the Local Gram Panchayat rose to the occasion and agreed to contribute 30% of the total cost.

### Sanitation

### Proposal

<table>
<thead>
<tr>
<th>Financial</th>
<th>Technical</th>
</tr>
</thead>
<tbody>
<tr>
<td>Estimated Cost is = ₹6,00,000/-</td>
<td>One Toilet Block for Boys including 4 toilets, 7 urinals</td>
</tr>
<tr>
<td>Share of Gram Panchayat (30%) = ₹1,80,000/-</td>
<td>One Toilet Block for Girls including 4 toilets, 7 urinals</td>
</tr>
<tr>
<td>ACC Share 70% = ₹4,20,000</td>
<td>Size of each Block is 347 sqft, RCC, separate septic tank</td>
</tr>
</tbody>
</table>
With the intervention of the ACC Limited, Kudithini Cement Works, the High School building was inaugurated by Shri. T. Parameshwar Naik, Hon’ble Minster of Labour, Government of Karnataka. Shri. E. Thukaram, Local MLA, Shri. B. Sri Ramulu, Members of Parliament, Bellary, on the occasion of Children’s Day on, November 14, 2014.

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The host communities at Tikaria are mainly dependent on agriculture for their livelihood. Maximum farmers in the area are marginal farmers and for decades they have been growing paddy and wheat as the main crops but the yield from their land is not sufficient.

ACC Tikaria CSR Team with help of agricultural experts found that the area has fairly good access to water and the soil is fertile to grow many other alternate crops to create income for the farmers. CSR Team focused on developing demonstration plots of other optional crops that can fetch additional income. Demonstration plots grew turmeric, bitter-gourd, gourd and similar products. Training for farmers was organized with the help of Agricultural Department. Agricultural experts explained the benefits of growing Bitter Gourd in comparison to regular crops. Bitter Gourd is a popular vegetable and has medicinal value as it lowers blood sugar levels and is rich in calcium and potassium. Many farmers attended this training but most of them found it difficult to start as they had no experience.

CSR team persistently followed up and convinced the farmers to start vegetable cultivation. Prembahadur - a farmer of Babupur village took up the first initiative and sowed 40 grams of CHAMAN a variety of Bitter gourd with a new Machaan technique. Total area for the crop was 0.10 Ha and seeds were provided by Horticulture department.

ACC provided support for inputs like bio fertilizers, micronutrients, Bamboos for making Machan. Prembahadur and his family worked hard to prepare the land for cultivation. Following table tells the story:

<table>
<thead>
<tr>
<th>S. N</th>
<th>Month</th>
<th>Production of Bitter Gourd (KG)</th>
<th>Self Consumption (KG)</th>
<th>Sold in Market (KG)</th>
<th>Market Rate (` Per Kg)</th>
<th>Total money earned (`)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>June-2014</td>
<td>460</td>
<td>5</td>
<td>455</td>
<td>22</td>
<td>10010</td>
</tr>
<tr>
<td>2</td>
<td>July-2014</td>
<td>353</td>
<td>7</td>
<td>346</td>
<td>20</td>
<td>6920</td>
</tr>
<tr>
<td>3</td>
<td>August-2014</td>
<td>341</td>
<td>6</td>
<td>335</td>
<td>22</td>
<td>7370</td>
</tr>
<tr>
<td>4</td>
<td>September-2014</td>
<td>210</td>
<td>5</td>
<td>205</td>
<td>23</td>
<td>4715</td>
</tr>
<tr>
<td>5</td>
<td>October-2014</td>
<td>215</td>
<td>4</td>
<td>211</td>
<td>33</td>
<td>6963</td>
</tr>
<tr>
<td>6</td>
<td>November-2014</td>
<td>180</td>
<td>5</td>
<td>175</td>
<td>35</td>
<td>6125</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>1759</td>
<td>32</td>
<td>1727</td>
<td></td>
<td>42103</td>
</tr>
</tbody>
</table>

Total input cost was `9800/- only and total earnings `42103/- . Profit was `32303/-. This initiative served as an inspiring example to many villagers who were encouraged to undertake vegetable farming.

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Enterprising women

ACC Madukkarai in coordination with WESTRIC Trust is implementing training programmes and setting up Self Help Groups to help underprivileged community women to better their lives. Rajeshwari Udayakumar belongs to Sigaram Women Self Help Group, Madukkarai. She was given adequate training in making fancy jewelry, a lucrative trade for women. This business is doing well and Rajeshwari is getting good returns on her products. Her life is comfortable now and she feels confident to expand her business with some improvement.

Jayanthi, another young lady with two daughters was going through financial difficulties. Once she came to know about Self Help Groups and the benefits of credit assistance she joined SHG, named Adhavan Women Self Help Group through WESTRIC Trust. She attended an income generation programme for making fancy floor mats. Now she is able to support her family and her husband is also helping her in this work. She feels confident to diversify her business from handmade to machine-made mats as this will give her additional monthly income. She sends her children to a good school and lives a respectful life. Her husband treats her well and gives her full support. She is extremely grateful to ACC CSR programme implemented through WESTRIC Trust for making her self-sufficient.

The success of Rajeshwari and Jayanthi is an example for other women in the vicinity to join hands and work in similar trades. ACC helped to transform their lives.

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Rural entrepreneurship development programme provides livelihood opportunities for villagers and helps them to be comfortable. One of the community ladies, Mrs. Shabana and her husband approached ACC CSR team to give them support for setting up a Candle and Paper plate making unit which has good potential and viability. After receiving all the inputs and doing some basic market survey they decided to start paper plate making unit in their village since there was a demand for this product. Initially to start the unit, an investment of ₹4.75 lakhs was required for machinery and equipment, tools and electrical fittings.

This project was inaugurated after trial production in November 2014 with ACC support, bank loan and contribution by the beneficiary.

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beneficiary Contribution</td>
<td>₹1.05 Lakhs</td>
</tr>
<tr>
<td>Bank Loan</td>
<td>₹3.33 Lakhs</td>
</tr>
<tr>
<td>ACC support</td>
<td>₹0.38 Lakhs</td>
</tr>
</tbody>
</table>

The beneficiary is now able to achieve operating profit of ₹23000/- per month after deduction of expenditure of ₹62,000/-. Beneficiary still manages to save ₹15000/- for self sustenance after payment of EMI and other contingencies. Due to shortage of power, he is able to work for only four hours per day. This project has provided employment for 5 persons with income of about ₹5000 to ₹5500/- per month.

**Way forward:**
- Production of the unit can be enhanced after obtaining continuous supply of power
- To link this project to requirements by ACC Plant for use of this item on some occasions and to extend marketing support
- To further explore value addition of making paper plates as well as paper glasses, through recycling of waste material to produce handmade paper and thus supplement income levels.

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Servicing Smartphones

Employment of mobile equipment service technicians is on the increase and those with formal training should have good job opportunities. Hence Mobile hardware and software course is popular among unemployed youth. These courses give participants opportunities to improve their general level of education, develop skills and gain useful employment or self-employment.

ACC Wadi Sustainable Community Development Programme (CSR team) enrolled 25 youth for a course on repair of mobile phones. The duration of course was two months, including practicals. The course was designed in such a way that it enabled students to get suitable jobs on completing the course in November 2014. Most of the trainees aspired to start their own business by trying to get loans from Banks or any other Institution.

Three students who already had mobile accessories and recharge shop also attended this course so that they could learn how to expand their existing business by learning to download software and new ways of repairing mobiles. This training would help them earn additional income of ₹3000 to ₹4000 per month which would be useful to their family.

One of the trainees, Rehman who had his own shop of mobile accessories confidently claimed that if somebody has sound knowledge and skill in repairing mobiles, he can easily earn ₹6000/- per month since this profession has good profit margins and the investment is less.

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Exhibition and sports meet

Self Help Groups at Chanda Cement Plant celebrated annual festival in the month of November 2014. Women of different villages exhibited their handiwork by displaying a variety of items at 12 exhibition stalls, cotton bags, leather purses, readymade clothes, items of daily requirements by women and medicinal plants.

These women also organised a Sports Meet in the sports club at Sindola. About 150 women of 11 villages participated in the event. Traditional kabaddi game was arranged as a competition among 10 teams and prizes were distributed to winners and runners-up. Employees from ACC colony and community members took active part to make the function a grand success. Senior members of the local community inaugurated the function and presented prizes. The total sale from the stall was encouraging and the event was very much appreciated by everyone who witnessed it. Through such meets community members get an exposure which goes a long way to build their confidence and develop themselves.

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Dairy Development

Dairy development has become an important source of income for millions of rural families and has assumed an important role in providing employment and income generating opportunities particularly for marginal and women farmers. The government is making efforts to strengthen the dairy sector through various development schemes like Intensive Dairy Development Programme, strengthening infrastructure for quality & clean milk production, assistance to cooperatives and Dairy Entrepreneurship Development Scheme.

CSR Team at Chaibasa along with NGO ASRA, is trying to promote dairy development as a self employment initiative to help community members. In Nimdih village, one of the villagers, Sonaram Khandait, was given 2 cows in 2011; today he has two cows and two calves. Dairy farming has helped him a lot in managing his household expenses and his family is now comfortable. From his earnings he has purchased a motorcycle. His two children now study in DAV School. ACC has sponsored both the children under CSR initiative. One is studying in standard VI and another one is in preschool. In another instance, ACC supported Aaja Hessa, a young woman from Kondwa village with two cows and today she too has four cows. She earns a profit of Rs.1500 per month, excluding expenses on fodder and other petty expenses. She has purchased a television, bike and music system and is regarded as an enterprising entrepreneur in the village.

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Janamangalam brings transition

In April 2014, Project Janamangalam, meaning welfare of the people was started with a local NGO partner Agrane Jan Kalyan Anusthan. The project started with the major objectives of improving health and sanitation conditions in the surrounding villages and build capabilities of women members.

Various health and sanitation focused camps and awareness sessions are being conducted for stakeholders regularly. The project has been trying to revive old SHG formed under various Government schemes in the area. 20 such SHG groups have been selected in Khalipali Village for capability building and entrepreneurship development.

Initially for the first six months, the focus was on ensuring regular meetings, pooling of savings and updating records of the group members. Then from the response received 10 groups were selected for undergoing various skill based training for alternate livelihood.

Skill training programmes were devised for addressing the needs and requirement of the groups and projects. Training ensured participation of Local representatives, Government officials and Bank Officials with a focus on training members on minute aspects of backward and forward linkages of purchase and sale of materials. In the month of October, November and December 2014 different skill training courses were organized for the groups:

1. **Preparation of food items:**
   Three different training programmes were conducted for preparing fast food items, snacks, papad & pickles in September at Kaliapali Gram Panchayat office. This programme involved preparing Chowmin, Samosas and Alu Chat. Training programme for preparing snacks included items like Piaj and Badam Pakoda, Mixture and Seo.

   The third training focused on making varieties of Papad with spices, Rice and Black gram. Shri Abanisha Tripathy and Shri Tarini Dash from DRDA provided the requisite guidance.

2. **Preparing Leaf Cup, Paper Plates and Bags making:**
   Three different training programmes were conducted for 5 SHGs for preparation of Leaf Cups, Leaf Plates, Paper Cups and Paper Plates. Three SHG were provided with
paper plate making machine from Government in the past but none of the members had ever operated such machines. The machines were repaired by the project team and the members were taught how to use them. Lead members from the groups were exposed to the raw material and finished product markets. Each member tried her hand in preparing the materials.

1. Three SHGs, Sri Maa SHG, Sri Mayee SHG, & Maa Mangala SHG, decided to pursue making of paper cups and paper plates. Whereas two other SHGs encouraged Leaf-Cup and leaf plate making. Raw material for leaf cup and leaf plate making is available in abundance due to the presence of forests in the vicinity.

2. Sale of SHG Produce:

Esther Self-Help Group, Khaliapali was provided training in marketing of products like Detergents, Phinyl and Turmeric Powder which is low-priced and of good quality in December 2014. Products are produced by ACC Dungri SCDP (Sustainable Community Development Project) SHG groups who were taught financial and marketing basics. The groups procured material worth ₹3900 and sold them in local market after making a saving of ₹600 from the process.

Apart from support from District level trainers of DRDA, the training programmes were supported by Mr Rabindra Pradhana of District Society for Marketing Services, Bargarh and Mr S. Shiva Rameiya, Branch Manager of UBI. At one such training, the manager announced financial support for two SHG groups, Jai Maa Laxmi and Maa Mangala for preparation of food items. SHG members are working towards commercializing their operations.

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Eye care

Eye care is most essential. Cataract is a common eye ailment which leads to inadequate vision and if it is not treated in time it causes blindness. In rural India many suffer from this problem but due to lack of awareness and financial difficulty, they are unable to take care of their eyes. Finally they lose vision. ACC Damodhar was concerned about this problem and decided to help community members who were suffering from eye ailments by organizing Eye check-up cum Cataract Operation camp in the adjoining villages. 225 persons were screened for cataract operation and 68 persons were treated.

Free Eye Check-Up Camp was organized at Sister Nivedita Seva Kendra, Balitora on 29th November 2014 in collaboration with Netaji Eye Hospital under the aegis of Sri Sri Bijoykrishna Ashram and Relief Society, Ramchandrapur, Muradi, Purulia. On this occasion Mr Dibyendu Sekhar Das, BDO of Santuri Development Block inaugurated this Camp with the Director Plant.

After screening, 68 persons required intraocular lens (IOL) and finally IOL lens were implanted in 66 patients, 40 men and 26 women. After successful surgery, all these persons were discharged from Netaji Eye Hospital and an Ambulance facility was arranged to drop them to their residence.

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Enhancing youth employability skills

Employment generation is a key deliverable area in Corporate Social Responsibility. It is observed that rural youth find gainful employment as Construction Vehicle Operators. As per Jan Jagriti Kendra, Raipur, the project implementing partner, there is a great potential for trained operators to handle earth moving and construction vehicles. ACC CSR implemented training for 10 rural youth, who had completed class 8, in operating JCB brand industrial / construction vehicles. The training customized for ACC was designed by GPRSS, the technical collaborator with Jan Jagriti Kendra, Project Implementing Partner. The duration of the programme was a little over three months including continuous technical applications. All the trainees applied for Heavy Motor Vehicle Licence.

Placement

The programme resulted in 100% placement. Primarily profile of the trainees was shared with JCB Machine owners. In case the candidate did not wish to join at a given location, a second placement was also provided. A placement assistant provided by Jan Jagriti Kendra assisted in the task. Placement data as on December 2014 reveal:

<table>
<thead>
<tr>
<th>S.No.</th>
<th>Name</th>
<th>Location of Organization</th>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Sunny Singh</td>
<td>Jewra Sirsa (Durg)</td>
<td>G Singh</td>
</tr>
<tr>
<td>2</td>
<td>Gagan Singh</td>
<td>Bhilai Traders</td>
<td>Bhilai Traders</td>
</tr>
<tr>
<td>3</td>
<td>Mangal Singh</td>
<td>Bhilai Traders</td>
<td>Bhilai Traders</td>
</tr>
<tr>
<td>4</td>
<td>Mukesh Dewangan</td>
<td>Vimal Pvt Ltd Siltara</td>
<td>Sunil ji</td>
</tr>
<tr>
<td>5</td>
<td>Rahul Durga</td>
<td>Rishali (Bhilai)</td>
<td>Ritul Patel</td>
</tr>
<tr>
<td>6</td>
<td>Sandeep Singh</td>
<td>Bhilai</td>
<td>Ashish Chowdhary</td>
</tr>
<tr>
<td>7</td>
<td>Bimleshwar Singh</td>
<td>Pangry Kala</td>
<td>Gurmeet Singh</td>
</tr>
<tr>
<td>8</td>
<td>Gurmeet Singh</td>
<td>R.K. Property Dealer</td>
<td>R.P. Chaubey</td>
</tr>
<tr>
<td>9</td>
<td>M Vijay</td>
<td>Bhilai</td>
<td>Ashish Chowdhary</td>
</tr>
<tr>
<td>10</td>
<td>Deepak Tamrakar</td>
<td>Bhilai Power House</td>
<td>Manoj Singh</td>
</tr>
</tbody>
</table>

Trainees were given certificates well recognized among potential employers and state government organizations. They were provided with certificates from JCB Training Institute and from the Implementing Partner and ACC. Each candidate was also given Global ID Card recognized at all placement platforms.

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Opportunities for skilled rural youth

Over the years the problem of unemployment among educated rural youth has acquired alarming dimensions in the surrounding regions of Chhatatand Panchyat of Baliapur Block, Dhanbad district. Due to poverty and lack of awareness they cannot pursue higher education. Very few families have agricultural land and that too due to poor irrigation facilities they are unable to cultivate it properly. The main sources of income are animal husbandry and some people find work in coal mining. A large number of contract workers at our plant are from these villages.

As part of CSR initiatives, Sindri Cement works set up Project Eklaya as an alternate livelihood option for educated rural youth. Customized competitive coaching classes were provided to rural students of ITI. Sindri Plant partnered with Resnick Coaching Classes a leading competitive coaching institute of Jharkhand. This time-bound coaching course is planned in a batch of 30 ITI rural students from villages Chhatatand, Simatand, Shyamlapur to train them for various government competitive coaching exams. Deserving students are identified from the community around the plant who are unable to afford such courses in private coaching institutions due to financial as well as inadequate physical and social infrastructure. This training helps rural students of ITI to increase their competitive capabilities and opens up opportunities for them for sustainable livelihoods. The first batch of Eklaya started in December 2013 with 30 students and recently the second batch of 30 students commenced in November 2014.

Specialised training brought remarkable results. 10 students of the first batch completed written exam of railway loco pilot and similarly two students have completed written exam of Northern Coal Fields Ltd. Some of the students who qualified in the written exams of government services include:-

<table>
<thead>
<tr>
<th>S.No</th>
<th>Name of Students</th>
<th>Name of Village</th>
<th>Govt. Services written exam</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ashok Kr. Mahato</td>
<td>Chhatatand</td>
<td>Railway Loco Pilot exam.</td>
</tr>
<tr>
<td>2</td>
<td>Shibu Rohidas</td>
<td>Simatand</td>
<td>Railway Loco Pilot exam.</td>
</tr>
<tr>
<td>3</td>
<td>Tinku Robidas</td>
<td>Simatand</td>
<td>Railway Loco Pilot exam.</td>
</tr>
<tr>
<td>4</td>
<td>Sunil Kr. Hansda</td>
<td>Simatand</td>
<td>Railway Loco Pilot exam.</td>
</tr>
<tr>
<td>5</td>
<td>Pratap Kr. Bauri</td>
<td>Simatand</td>
<td>Railway Loco Pilot exam.</td>
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<td>6</td>
<td>Jitendra Soren</td>
<td>Simatand</td>
<td>Railway Loco Pilot exam.</td>
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<td>7</td>
<td>Sanjay Kr. Bauri</td>
<td>Simatand</td>
<td>Railway Loco Pilot exam.</td>
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<td>8</td>
<td>Ajay Kr. Mahato</td>
<td>Shyamlapur</td>
<td>Railway Loco Pilot exam, Northern Coal Field Ltd</td>
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<td>9</td>
<td>Dhananjay Mahato</td>
<td>Shyamlapur</td>
<td>Railway Loco Pilot exam.</td>
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<td>10</td>
<td>Subir kr Mandal</td>
<td>Simatand</td>
<td>Railway Loco Pilot exam, Northern Coal Field Ltd</td>
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</tbody>
</table>

Objective: Various farm & non-farm based employability training programs will be designed for rural youth in coordination with third party. Rural youth would be given employment in Krishi Udyan within the plant. These young men will assist in developing demonstration plot for medicinal plants, mushroom cultivation and vermin compost. It is planned to cover 200 household to promote and strengthen farmers in the field of sustainable agriculture and adoption of sustainable practices or technologies by reframing the traditional systems in a scientific way. Computer education, English speaking course and course for rural youth appearing in various government competitive exams is planned.

For more details, please contact: ravi.niwash@acclimited.com
January 26, 2013

Mr. Narali Bhandari
Chief Executive Officer & Managing Director
AGC Limited

Dear Mr. Bhandari,

It was indeed a pleasure to be the part of social audit of 45 projects across 9 plants/locations in AGC Limited in Navi Mumbai during January 7-8, 2013. This was an important review keeping in view the minute details of the projects. I have seen the detailed review of the project, which seems well-planned and advances transparently in the company.

I was indeed nice to meet you as well during the visit. As discussed, the agenda on education and communicative content is just what may be taken up seriously by the company so it aligns well with national goals and also forms the part of sustainable development goals being carried out by the United Nations Global Compact.

I would also like to mention here that leadership role played by Mr. Pranay Bhandari of AGC Limited is coordinating and organizing the entire process with precision and speed impressively.

The JCCB team has done a good job on the ground and has accordingly been seen. The CSE team had been involved in the planning and would realize and empower them to achieve greater output and outcomes in following years.

I thank you once again for giving me the opportunity to be a part of the external review process and would really appreciate you in any manner we required.

With warm regards,

[Signature]

Executive Director

Global Compact Network, India

Attached Image:
- Two individuals are standing, with one holding a certificate.
- Another image of a document with text in a different language, possibly related to the certificate.