



Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

| | |
|--|---|
| 1. Corporate Identity Number (CIN) of the Company | L23109WB1973GOI028844 |
| 2. Name of the Company | COAL INDIA LIMITED |
| 3. Year of Incorporation | 1973 |
| 4. Registered Office Address | Coal Bhawan, Premises 04-MAR, Action Area 1A, Newtown Rajarhat Kolkata-700156 |
| 5. Corporate Address | Coal Bhawan, Premises 04-MAR, Action Area 1A, Newtown Rajarhat Kolkata-700156 |
| 6. Email Address | cgmenv.cil@coalindia.in |
| 7. Telephone | 033-23245555 |
| 8. Website | http://www.coalindia.in/ |
| 9. Financial Year Reported | 2023-24 |
| 10. Name of the Stock Exchanges where shares are listed | Bombay Stock Exchange and National Stock Exchange |
| 11. Paid-up Capital | ₹ 6162.73 Cr |
| 12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report | Shri C Jaydev GM (Environment) cgmenv.cil@coalindia.in 033-23245555 |
| 13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | Consolidated basis |
| 14. Name of assurance provider | Social Responsibility (SR) Asia |
| 15. Type of assurance obtained | Reasonable Assurance |

II. Products/Services

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

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

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

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

III. Operations

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

| Location | Number of plants* | Number of offices** | Total |
|---------------|-------------------|---------------------|-------|
| National | 313 | 11 | 324 |
| International | 0 | 1 | 1 |

*Number of mines

**Office of subsidiaries and holding companies are included.



19. Markets served by the Company

a. Number of locations

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

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

> 0.0022% (In rupees 4.31 crore)

c. Types of customers

Power/regulated Sector Customers: These customers include State & Central Govt. owned power generating companies and Private power producers. They are the largest consumers of coal produced by CIL. These customers use coal as a fuel to generate electricity. Fertilizer, Railways and Defence also come under this sector for their requirement of coal.

Non-regulated Sector Customers: These sector customers consists of industries such as cement, steel, aluminium, and other manufacturing units, including captive power plants. They use coal as a fuel for their operations or as a raw material.

IV. Employees

20. Details as at the end of Financial Year

a. Employees and workers (including differently abled):

| Sl. No. | Particulars | Total (A) | Male | | Female | |
|------------------|------------------------------|-----------------|-----------------|------------|---------------|-----------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 15,777 | 14,566 | 92% | 1,211 | 8% |
| 2. | Other than Permanent (E) | | | Nil | | |
| 3. | Total employees (D+E) | 15,777 | 14,566 | 92% | 1,211 | 8% |
| WORKERS | | | | | | |
| 4. | Permanent (F) | 2,13,084 | 1,94,874 | 91% | 18,210 | 9% |
| 5. | Other than Permanent (G)** | 1,10,971 | 1,08,229 | 98% | 2,742 | 2% |
| 6. | Total workers (F+G) | 3,24,055 | 3,03,103 | 94% | 20,952 | 6% |

*CIL does not directly employ contract labourers

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

b. Differently abled Employees and workers:

| Sl. No. | Particulars | Total (A) | Male | | Female | |
|------------------------------------|--|------------|------------|------------|-----------|------------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| DIFFERENTLY ABLED EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 116 | 96 | 83% | 20 | 17% |
| 2. | Other than Permanent (E) | | | Nil | | |
| 3. | Total differently abled employees (D+E) | 116 | 96 | 83% | 20 | 17% |
| DIFFERENTLY ABLED WORKERS | | | | | | |
| 4. | Permanent (F) | 547 | 504 | 92% | 43 | 8% |
| 5. | Other than Permanent (G) | | | Nil | | |
| 6. | Total differently abled workers (F+G) | 547 | 504 | 92% | 43 | 8% |

21. Participation/Inclusion/Representation of Women

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|---------|
| | | No. (B) | % (B/A) |
| Board of Directors | 84 | 6 | 7.14% |
| Key Management Personnel | 36 | 1 | 2.78% |

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

| | FY2024 | | | FY2023 | | | FY2022 | | |
|---------------------|--------|--------|-------|--------|--------|--------|--------|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 8% | 5.7% | 7.8% | 10.59% | 5.00% | 10.00% | 9.10% | 3.71% | 8.71% |
| Permanent Workers | 6.5% | 4% | 6.3% | 7.18% | 3.70% | 6.80% | 7.61% | 3.94% | 7.32% |

The figure earlier given in FY-22 & 23, was not accurate, hence the revised figure with necessary correction has been made.

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

23. Name of holding/subsidiary/associate companies/joint ventures

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

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes
(ii) Turnover (in ₹ Cr): 193907.1
(iii) Net worth (in ₹ Cr): 82710.91

VII. Transparency and Disclosure Compliances

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

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy) | FY24 Current Financial Year | | | FY 23 Previous Financial Year | | |
|---|--|---|--|---------|--|--|---------|
| | | Number of complaints filed during the year Male | 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 | Yes https://pgportal.gov.in/ | 0 | 0 | - | 0 | 0 | - |
| Investors (other than shareholders) | Yes https://www.coalindia.in/departments/company-secretary/rta-details/ | 0 | 0 | - | 0 | 0 | - |
| Shareholders | | 0 | 0 | - | 20 | 0 | - |



| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy) | FY24 Current Financial Year | | | FY 23 Previous Financial 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 |
| Employees and workers | Yes https://d3u7ubx0okog7j.cloudfront.net/documents/whistle-blower-policy_TYEsLJw.pdf | 160 | 2 | - | 224 | 5 | - |
| Customers | Yes https://pgportal.gov.in/ | 13 | 0 | - | 48 | 0 | - |
| Value Chain Partners | Yes https://pgportal.gov.in/ | 9 | 0 | - | 17 | 0 | - |
| Other (please specify) | | 38 | 3 | - | 91 | 3 | - |

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

| Sl. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---------|----------------------------------|--|--|--|--|
| 1. | Air Emissions | Risk | Emissions of SO _x , NO _x , SPM and particulate matter have become severe health issues across India. | The Company focuses on the importance of GHG reduction and effective utilization of energy by selecting appropriate environmentally friendly technologies | Negative |
| 2. | Community Engagement | Opportunity | The local community's well-being is vital to the Company and it ensures that their concerns, views and expectations are integrated into the decision-making process. The social investments of the Company align with the outcome of effective engagements and a thorough understanding of their most pressing needs | | Positive |
| 3. | Biodiversity and land management | Risk | Important to preserve our biodiversity | The Company is committed to minimizing the impacts on flora and fauna and has integrated biodiversity management and ecological restoration into the action plans. | Negative |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|----------------|---|---|---|---|---|
| 4. | Grievance Redressal Management System | Opportunity | Value creation for stakeholders and understand the varying perspectives of each stakeholder group and ensure an open channel of communication among all stakeholders through multiple avenues. | The Company participates in Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), which is a web-based solution run by the Department of Administrative Reforms & Public Grievances, Government of India, to resolve Public Grievances. All the grievances from employees, customers & other stakeholders are resolved using CPGRAMS. | Negative |
| 5. | Employee Development & well-being/ Training & Education | Opportunity | The Company understands that employees equipped with industry knowledge and skills are required for the jobs are critical for the long-term sustenance of the organisation. Hence, the Company makes significant efforts to build employee skills that lead to professional and personal growth. | | Positive |
| 6. | Labour Conditions / Human Rights Assessment | Opportunity | CIL is committed to the global principles and charters on human rights and acknowledge the importance of a discrimination-free workplace. CIL provides the right to freedom to all employees and no child labour or forced / compulsory labour is tolerated. This adds value to the organisation. | | Positive |
| 7. | Waste Management | Opportunity | Effective waste management is essential for environmental protection and CIL is committed to reducing and effectively managing hazardous and nonhazardous waste. | | Positive |
| 8. | Water Management (Consumption and Discharge) | Risk | Ensuring the availability of safe drinking water is imperative, and the conservation of water resources is of utmost importance. | CIL is to maximize the utilization of treated Mine Water for industrial and community purposes. CIL has adopted advanced pisciculture techniques to convert local ponds and closed surface mines into pisciculture centres that act as income generators for the local populace. | Negative |



| Sl. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---------|---|--|--|--|--|
| 9. | Socio-Economics Compliance (Providing equal and fair wages) | Opportunity | Socio-economic compliance leads to increased brand value. | | Positive |
| 10. | Employee Inclusion and Diversity | Opportunity | The Company believes that a diverse workplace is essential for its growth since it acknowledges individual strength and skills they bring to the workplace | | Positive |
| 11. | Regulatory Compliance / Anti-Corruption | Risk | Non-compliance can impact the organisation | The Company does not tolerate bribery and corruption. It has established a 'Whistle Blower Policy' to build and strengthen a culture of transparency and trust in the organisation and provide employees with a framework/procedure for responsible and secure reporting of corrupt activities | Negative |
| 12. | GHG Emissions / Climate Change | Risk | Impact of climate change has increased in frequency and severity over the years and has become an emerging global risk. | The Company focuses on the importance of GHG reduction and effective utilization of energy by selecting appropriate environmentally friendly technologies | Negative |
| 13. | Reducing environmental impacts during transportation, packaging and dispatch Risk | Risk | Use of roadways in transporting coal impacts the environment | CIL has substantially increased its rail portfolio as a preferred mode of transport. The majority of our coal is transported through non-road mode. CIL has also implemented FMC projects | Negative |
| 14. | Occupational Health & Safety | Opportunity | Providing a safe workplace to the employees is a vital responsibility. The Company constantly strive to provide and maintain safe premises, machineries, systems and processes at our operating locations and thus making it a attractive working environment. | | Positive |
| 15. | Business Risk Management | Risk | Risks to business can adversely impact the organisation. | The Company has established a robust risk management system consisting of a mechanism for defining, prioritizing and formulating contingency strategies for risks | Negative |

| Sl. No. | Material issue identified | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk / opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|---------|---------------------------------------|--|---|--|--|
| 16. | Energy Efficiency / Energy Management | Opportunity | Coal mining operations are inherently energy-intensive, requiring significant fuel and electricity consumption, the Company actively seeks opportunities to enhance energy efficiency. This commitment not only drives cost reduction efforts but also positions the Company on a path towards embracing green energy alternatives that are more environmentally friendly. By exploring and implementing measures to improve energy efficiency, the Company aims to optimize its operations while promoting sustainable practices within the industry | | Positive |
| 17. | Renewable Energy and clean energy | Risk | Given its abundance, accessibility, and affordability, coal remains a favoured energy source in India. However, the future of coal as an energy resource presents challenges. In alignment with India's commitment to achieving NetZero emissions as stated at COP27, the country faces the task of transitioning its energy sector to more sustainable alternatives. While recognizing the significance of coal in the current energy landscape, there is a growing recognition of the need to address environmental concerns and explore cleaner energy options to meet longterm sustainability goals | | Negative |



SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|--|-----|-----|-----|-----|-----|-----|-----|-----|
| 1. a. Whether the Company's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| b. Has the policy been approved by the Board? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| c. Weblink of the policies, if available | <p>P-4 CIL Equal Opportunity Policy</p> <p>P-7 Memorandum and Articles of Association of Coal India Limited (updated as on 30th August 2022 as per Companies Act'2013)</p> <p>P-1 Code of Conduct for Board Members and Senior Management</p> <p>P-4 Risk Management Policy</p> <p>P-7 Memorandum and Articles of Association (Updated as on 30th August'2022 as per Companies Act'2013)</p> <p>P-1 Policy on materiality of related party transactions and on dealing with related party transactions</p> <p>P-8 CSR Policy of Coal India Limited (w.e.f. 08.04.2021)</p> <p>P-6 Sustainable Development Policy of CIL 2013</p> <p>P-2 E-Waste policy of CIL-2019</p> <p>P-2 CIL Fly ash guidelines 2020</p> <p>P-6 CIL Corporate Environmental Policy 2018 Management Policy of CIL HQ Kolkata</p> <p>P-3, 5 Guidelines for Environmental Personnel in Mines</p> <p>P-9 IT Policy for CIL and Subsidiaries</p> <p>P-1 Revised Related Party Transaction Policy</p> <p>P-1 Policy on Preservation of documents including Archival Policy under SEBI(LODR) Regulations 2015-Hindi</p> <p>P-1 CIL Policy for Registrars and Share Transfer Agent (RTA)</p> <p>P-5 Coal India - Whistle Blower Policy</p> | | | | | | | | |
| 2. Whether the Company has translated the policy into procedures. (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 3. Do the enlisted policies extend to the Company's value chain partners? (Yes/No) | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| 4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle. | <p>P-2,8,9 ISO 9001:2015 Quality Management System</p> <p>P-6 ISO 14001: Environment Management System,</p> <p>P-3,5 OHSAS 18001/ISO 45001: Occupational Health and Safety Management Systems</p> <p>P-6 ISO 50001:2018 Energy Management System</p> <p>P-1 ISO 37001:2016 Anti Bribery Management System</p> | | | | | | | | |
| 5. Specific commitments, goals and targets set by the Company with defined timelines, if any. | <p>5 years Action Plan (2024-25 to 2029-30)</p> <ul style="list-style-type: none"> • 5 GW power generation from renewable sources • 100 Mt UG production by the year 2029-30 • Plantation activities in 11,000 Ha land Area • Plantation activities in 5000 Ha under Green Credit Programme of Government of India (GoI) • 3000 Lakh KL /year Mine water supply for community • Development of 7 washeries (16.5 MTY) • Creation of 20 Eco parks / Mine tourism sites • Capacity of Foreign Manufacturers Certification Scheme (FMCs) to be enhanced to 988.5 MTPY (metric tons per year) | | | | | | | | |
| 6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met. | <ul style="list-style-type: none"> • Plantation carried over in more than 2416 Ha. in 2023-24 • 82.6 MW Solar Power Plant developed • 2 Eco Parks have been developed in 2023-24 • 2591.42 Lakh KL water supplied in 2023-24 from which 11.62 people were benefitted in 857 villages • 351 MTPY Mechanized evacuation infrastructure- FMC Projects have been developed till 2023-24 | | | | | | | | |



| Disclosure Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|----------------------|----|----|----|----|----|----|----|----|----|
|----------------------|----|----|----|----|----|----|----|----|----|

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)*

In the face of global climate challenges, Coal India Ltd. Stands with India's commitment to its Intended Nationally Determined Contributions (INDCs). The company is not just acknowledging the need for sustainable practices, but actively spearheading the transition towards renewable energy.

At the heart of this endeavor is the company's ambitious pursuit of Solar Projects with ground solar capacity of 70.00 MWp and roof top solar capacity of 1.629 MWp added during 2023-24. This initiative is a clear demonstration of Coal India's dedication to harnessing the power of renewable energy sources, thereby reducing reliance on traditional, environmentally harmful energy production methods.

Understanding the urgency to reduce its carbon footprint, Coal India has taken significant steps in adopting environmentally friendly transportation initiatives. A key focus has been on enhancing first-mile connectivity projects. These initiatives are not just about reducing emissions, but also about enhancing the efficiency and sustainability of the company's operations. The goal is to create a ripple effect that extends beyond the company, contributing to a reduction in the overall environmental impact.

CIL's commitment to environmental stewardship includes creating a green canopy in its mining areas through extensive tree plantation efforts. Efforts are underway to develop 50 additional eco-parks, mine tourism sites, and eco-restoration areas by FY 2029, benefiting both local communities and the environment. Also, Coal India (CIL), as a responsible corporate citizen, actively enhances eco-friendly mining technologies in its production and coal transportation.

Emphasizing the development of local regions, promoting community growth, prioritizing employee wellness, endorsing quality education, ensuring accessible healthcare, and safeguarding biodiversity are the pillars of the Company's philosophy and vision. The company's pursuit of solar projects and the adoption of green transportation solutions are not isolated efforts. They are significant milestones in Coal India's journey towards sustainability.

BRSR reporting will serve as a powerful catalyst, enhancing the company's comprehension and approach towards existing sustainability challenges in a more organized and thorough manner.

| | |
|--|------------------------------|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). | Shri P M Prasad Chairman CIL |
|--|------------------------------|

| | |
|--|---|
| 9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details. | <p>The Directors and senior management of CIL monitor various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis.</p> <p>The following committees are in place in CIL:</p> <ul style="list-style-type: none"> (i) The Corporate Social Responsibility Committee (ii) Risk Management Committee |
|--|---|

10. Details of review of NGRBCs by the Company:

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

| | | | | | | | | | |
|--|---|----|----|----|----|----|----|----|----|
| 11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency. | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| | Yes, The Company undergoes Reasonable Assurance Social Responsibility (SR) Asia Assessment. | | | | | | | | |



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

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---|----|----|----|----|----|----|----|----|----------------|
| The entity does not consider the Principle material to its business (Yes/No) | | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | | | | 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



Principle 1:

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

Essential Indicator:

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

| Segment | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact | %age of persons in respective category covered by the awareness programmes |
|--|--|---|--|
| Board of Directors | 8 | Introduction to Digital Board System, Induction Workshop for Independent Directors, Certification Program for Effectiveness of Audit Committee, Orientation Programme for Independent Directors | 100% |
| Key Managerial Personnel | 23 | Vigilance Proceedings, HR Excellence, Certified Corporate Directorship, Cost Conference, Public Procurement | 36% |
| Employees other than Board of Directors and KMPs | 1172 | Technical/ Managerial/ Behavioural/ Functional competencies as per the need of the employees | 100% |
| Workers | 1042 | As per MVT Rules 1966 & Special Skill development Training | 34.52% |

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:

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

| NGRBC Principle | Name of the regulatory/enforcement agencies/judicial institutions | Monetary | | Brief of the Case | Has an appeal been preferred? (Yes/No) |
|-----------------|---|-----------------|--|--|--|
| | | Amount (In INR) | | | |
| Penalty/ Fine | NSE & BSE | 2145240 | | Penalty under regulation 17(1), 17(2), 18(1), 19(1), 19(2), 20 (2/2A) and 21(2) of SEBI LoDR2015 | Yes |
| Settlement | | | | Nil | |
| Compounding fee | | | | | |

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

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

| Case Details | Name of the regulatory/ enforcement agencies/ judicial institutions |
|---|--|
| Penalty under various regulations of SEBI LoDR 2015:- 17(1)- Non-compliance with the requirements pertaining to the composition of the Board including failure to appoint woman director, 17(2)- Non-compliance with the requirements pertaining to the number of Board meetings 18(1)- Non-compliance with the constitution of audit committee 19(1)/19(2)- Non-compliance with the constitution of nomination and remuneration committee 20 (2/2A)- Non compliance with the constitution of stakeholder relationship committee 21(2) - Regulation 21(2) Non-compliance with the constitution of risk management committee | Company has requested its Administrative Ministry i.e Ministry of Coal(MoC) , Govt of India for appointment of requisite number of Independent Directors. Company has informed its Board and MoC about the details of fines levied by Stock Exchange at regular intervals. |

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

Yes, The Company has implemented a various of policies and mechanisms to ensure ethical and transparent operations. These include a Code of Conduct, Anti-corruption measures, a Whistle Blower Policy (https://d3u7ubx0okog7j.cloudfront.net/documents/whistle-blower-policy_TYEsLJw.pdf), Complaint Handling Policy, Corruption Risk Mitigation, Policy Action Plan for Ethical Governance in CIL, Value Card for Coal India, Core values for CIL, Anti-fraud Policy and CDA Rules for Executives. These measures are designed to promote ethical decision-making, actions, and conduct within the company. By adhering to these standards, the company demonstrates its commitment to responsible business practices, thereby promoting long-term sustainability. This commitment underscores the company's dedication to maintaining high ethical standards and transparency in its operations, which are key to its long-term success and sustainability. The policies are available on company's website at <https://www.coalindia.in/policies/>.

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

| | FY2024 | FY2023 |
|-----------|--------|--------|
| Directors | Nil | NIL |
| KMPs | 2 | 3 |
| Employees | 6 | 9 |
| Workers | Nil | Nil |

6. Details of complaints with regard to conflict of interest

| | FY2024 | | FY2023 | |
|--|--------|---------|--------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | - | Nil | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | - | Nil | - |

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

- Not Applicable

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

| | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|-------------------------------------|-------------------------------|--------------------------------|
| Number of days of accounts payables | 59.66 | 65.37 |

* Cost of goods/services procured: Cost of materials consumed + Purchase of stock-in-trade +Contractual expenses +Other expenses - CSR Expense - Provisions & Write Off



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

| Parameter | Metrics | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|----------------------------|--|-------------------------------|--------------------------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | NA | NA |
| | b. Number of trading houses where purchases are made from | NA | NA |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | NA | NA |
| Concentration of Sales** | a. Sales to dealers / distributors as % of total sales | NA | NA |
| | b. Number of dealers / distributors to whom sales are made | NA | NA |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | NA | NA |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | Nil | Nil |
| | b. Sales (Sales to related parties / Total Sales) | Nil | Nil |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | Nil | Nil |
| | d. Investments* (Investments in related parties / Total Investments made) | 100% | 100% |

* Investment in JV as a % of total Non-Current Investment

**CIL allots coal linkages to end users of power and non-power sector consumers to meet their long terms coal requirements. As such there is no dealer involved. However, under e-auction, any Indian buyer including traders can participate and procure coal. Thus, there is no dealer/distribution network through which sale of coal is done by CIL.

Leadership Indicators-

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

| Total number of awareness programmes held | Topics/principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|---|--|--|
| 60 | Awareness among MSE vendors regarding provisions of Public Procurement Policy for Micro and Small Enterprises and also benefits under Trade Receivables Discounting System (TReDS) platform. Guidelines issued by Gol with respect to Procurement, Purchase Manual guidelines, latest features and developments on GeM portal. | 100% |

* Vendor Development Programmes were conducted by MM Division of CIL and its Subsidiaries. Technical Seminars were conducted by MM Division of CIL and its Subsidiaries.

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 conduct for the Board of Directors (BOD) and senior management is encapsulated in a comprehensive set of guidelines and principles. These principles delineate the anticipated ethical standards and behaviours for individuals occupying leadership roles within the organization. This code of conduct serves as a robust framework that guides decision-making processes, fosters professional conduct, and ensures accountability. It plays a pivotal role in promoting transparency, upholding integrity, and endorsing responsible governance. This commitment to ethical conduct underscores the organization's dedication to maintaining high standards of professionalism and responsibility in its operations.

Link - https://d3u7ubx0okog7j.cloudfront.net/documents/Code_of_Conduct_for_Board_Members_and_Senio_Management_Personnel_23022015_ZX00oJl.PDF

This code serves as a framework for decision-making, professional conduct, and accountability, helping to promote transparency, integrity, and responsible governance.



Principle 2:

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

Essential Indicator:

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

| Segment | FY2024 | FY2023 | Details of improvements in environmental and social impacts |
|---------|--------|--------|---|
| R & D | 50.10% | 73.45% | <p>Social Impacts:</p> <ul style="list-style-type: none"> Effect of Blasting on Opencast Mine Dump and Development of Relationship between Blast Induced Vibration and Dump Design. Appraisal of Gondwana Sediments (Coal, Clay, Shale, Sandstone) for Trace Elements & REE concentration in the Singrauli coalfield. <p>Environment Impact:</p> <ul style="list-style-type: none"> Design of Protective Barrier Pillar against Large Water Head in Underground Coal Mines Development of an indigenous optical fibre based instrument for measuring in-the-hole Velocity of Detonation [VOD] and analyze the performance of explosive in field condition. Design and deployment of Ventilation Fan Wind Power Recovery System as an alternate source of Electrical Energy in Underground Coal Mines. <p>To improve environment and ecology due to consideration of safety and conservation of resources, following new research projects have been taken up during 2023-24:</p> <ul style="list-style-type: none"> Bi-facial Perovskite Module - Leading to 4-T Perovskite-Si Tandem Structure. A Pilot Project on Underground Coal Gasification (UCG) to establish technology in Indian geo-mining conditions (Phase-I). |
| Capex | 14.16% | 16.71% | |

- 2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**
b. If yes, what percentage of inputs were sourced sustainably?

Yes. The Company has undertaken the adoption of a comprehensive set of Board-approved Environment and Sustainability Policies, with their implementation being carried out throughout the organisation to execute its ESG strategy. These policies serve as guiding principles to align CIL's goals with sustainability performance, identify significant sustainability concerns, and enhance monitoring and mitigation measures throughout the value chain. Moreover, the Company recognises that coal mining is a highly energy-intensive process that requires substantial fuel and power consumption. The majority of fuel usage is attributed to heavy earth moving machines (HEMMs), transportation, ventilation, and pumping activities, while a smaller portion is allocated to DG sets. In order to reduce its carbon footprint within its operational area, CIL is actively prioritizing energy efficiency measures and actively pursuing various carbon-offsetting initiatives.

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

| | |
|---|--|
| (a) Plastics (including packaging) | As per the company's operation the plastic waste generation is disposed through authorised vendors as per the extant rules. |
| (b) E-waste | <p>The Company acknowledges the critical importance of electronic waste (e-waste) disposal and has instituted a dedicated e-Waste Policy. This policy underscores the Company's commitment to the efficient and environmentally responsible management of e-waste. By implementing this policy, the Company not only ensures compliance with relevant regulations but also contributes to the broader goal of environmental sustainability. This initiative reflects the Company's proactive approach to environmental stewardship and its commitment to corporate social responsibility.</p> <p>The Company's e-Waste Disposal Policy can be accessed at the following link: https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Corporate_E- Waste_Policy_tFQLJHH.pdf</p> |



(c) Hazardous waste The Company acknowledges the critical importance of efficient waste management in safeguarding the environment. It ensures that hazardous waste is transported to authorized vendors who dispose of the waste using methods that comply with all relevant laws and regulations. The Company also diligently submits the necessary documentation to the State Pollution Control Board (SPCB) as required by law. By strictly adhering to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2015, the Company demonstrates its commitment to responsible waste management practices.

In addition, the Company has formulated guidelines to effectively manage the fly ash produced in its captive thermal power plants. These guidelines, which can be accessed through the provided link, underscore the Company's proactive approach to environmental stewardship and its commitment to sustainable practices. This approach not only aligns with the Company's environmental objectives but also contributes to its broader corporate social responsibility goals.

https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Fly_ash_guidelines_2019.pdf

(d) other waste. Other waste generation disposed as per the applicable rules

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

Not Applicable

Leadership Indicators-

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

| NIC Code | Name of Product / Service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) If yes, provide the web-link. |
|----------|---------------------------|---------------------------------|--|---|--|
|----------|---------------------------|---------------------------------|--|---|--|

Not Applicable

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

| Name of Product / Service | Description of the risk / concern | Action Taken |
|---------------------------|-----------------------------------|--------------|
|---------------------------|-----------------------------------|--------------|

Not Applicable

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

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------|--|--------|
| | FY2024 | FY2023 |
| | NA | NA |

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

| | FY2024 (MT) | | | FY2023 (MT) | | |
|-------------------------------------|-------------|----------|-----------------|-------------|----------|-----------------|
| | Re-used | Recycled | Safely Disposed | Re-used | Recycled | Safely Disposed |
| Plastics (including packaging) | 0 | 26.039 | 0 | 0 | 0 | 0 |
| E-waste | 0 | 86.688 | 0 | 2.72 | 108 | 0 |
| Hazardous waste | 0 | 3249 | 637.15 | 0 | 1204 | 0 |
| Other waste (including Over burden) | 5124168797 | 527403 | 0 | 4275154344 | 0 | 0 |

Note: The data presented here is based on estimations.

*Previous year as such no mechanism was in place to calculate the waste. We started to quantify this data in metric tonnes from current financial year.

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

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



Principle 3:

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

Essential indicators:

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

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|-------------|--------------------|-------------|--------------------|-------------|--------------------|-------------|---------------------|-------------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent employees | | | | | | | | | | | |
| Male | 14566 | 14566 | 100% | 14566 | 100% | NA | NA | 14566 | 100% | 14566 | 100% |
| Female | 1211 | 1211 | 100% | 1211 | 100% | 1211 | 100% | NA | NA | 1211 | 100% |
| Total | 15777 | 15777 | 100% | 15777 | 100% | 1211 | 100% | 14566 | 100% | 15777 | 100% |
| Other than Permanent employees | | | | | | | | | | | |
| Male | | | | | | | | | | | |
| Female | | | | | | | | | | | |
| Total | | | | | | | | | | | |

- All permanent employees of CIL are availing treatment free of cost in the company's hospital & empanelled hospitals of CIL & its Subsidiaries. Retired employees are covered under specified schemes where they can avail treatment up to 25 lakhs this is in lieu of health insurance.
- Company provides additional ₹ 90,000 as Ex-gratia and compensation of ₹ 15 lakhs in case of fatal mine accident to the next of kin of the deceased employee in addition to the components mentioned in Employee Compensation Act. Further, Compassionate Employment / Monthly monetary compensation in case of death of an employee.

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

| Category | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|-------------|--------------------|-------------|--------------------|-------------|--------------------|-----------|---------------------|-------------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day Care facilities | |
| | | Number (B) | % (B/A) | Number (C) | % (C/A) | Number (D) | % (D/A) | Number (E) | % (E/A) | Number (F) | % (F/A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 194874 | 194874 | 100% | 194874 | 100% | NA | NA | NA | NA | 194874 | 100% |
| Female | 18210 | 18210 | 100% | 18210 | 100% | 18210 | 100% | NA | NA | 18210 | 100% |
| Total | 213084 | 213084 | 100% | 213084 | 100% | 18210 | 100% | NA | NA | 213084 | 100% |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 108229 | 108229 | 100% | 108229 | 100% | NA | NA | NA | NA | 108229 | 100% |
| Female | 2742 | 2742 | 100% | 2742 | 100% | 2742 | 100% | NA | NA | 2742 | 100% |
| Total | 110971 | 110971 | 100% | 110971 | 100% | 110971 | 100% | NA | NA | 110971 | 100% |

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

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

| | FY24 | FY 23 |
|--|------------------------|-------------------------|
| | Current Financial Year | Previous Financial Year |
| Cost incurred on well- being measures as a % of total revenue of the company | 1.53% | 1.63% |



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

| Benefits | FY2024 | | | FY2023 | | |
|------------------------|--|--|--|--|--|--|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | 100% | Y | 100% | 100% | Y |
| Gratuity | 100% | 100% | Y | 100% | 100% | Y |
| ESI | | NA | | | NA | |
| Others- please specify | | NA | | | NA | |

3. Accessibility of workplaces

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

- Yes, The Company is committed to encourage a work environment that is both inclusive and supportive. This is achieved by meticulously designing and maintaining workplaces that give importance to accessibility and accommodation for individuals with disabilities. This commitment is manifested through the integration of essential facilities, such as ramps and accessible washrooms, across all company premises. This initiative underscores the organization's belief in creating a workspace that is comfortable and accommodating for all, irrespective of their physical abilities.

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

- Yes, CIL stands firm in its commitment to fostering a workplace environment that champions diversity and inclusivity. The Company holds in high regard the unique perspectives, skills, and experiences of every individual, ensuring they are valued and appropriately rewarded. CIL maintains a strict policy against any form of discrimination or harassment towards its employees, irrespective of their race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity, and expression. This commitment underscores CIL's dedication to creating a respectful and equitable workspace for all.
- Moreover, the Company has an equal opportunity policy that can be accessible on company's website. The weblink for the policy: https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Equal_Opportunity_Policy_AN8EiDe.pdf

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% |

There is no provision of paternal leave for workers.

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

| | Yes/No (If yes, then give details of the mechanism in brief) |
|--------------------------------|--|
| Permanent workers | Yes, The company actively acknowledges and addresses all concerns raised by employees, customers, and other stakeholders. This is accomplished through the utilization of the CPGRAMS portal and the Samadhan cell. Any grievances lodged in the portal are promptly attended to and resolved within a predefined time frame. This commitment underscores the company's dedication to maintaining an open line of communication and ensuring the satisfaction of all parties involved. |
| Other than permanent workers | |
| Permanent employees | |
| Other than permanent employees | |

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

| Benefits | FY2024 | | | FY2023 | | |
|----------------------------------|---|--|--------|---|--|--------|
| | 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 | 15777 | 15777 | 100% | 16305 | 16305 | 100% |
| - Male | 14566 | 14566 | 100% | 15083 | 15083 | 100% |
| - Female | 1211 | 1211 | 100% | 1222 | 1222 | 100% |
| Total Permanent Workers | 213084 | 213084 | 100% | 222905 | 222905 | 100% |
| - Male | 194874 | 194874 | 100% | 204333 | 204333 | 100% |
| - Female | 18210 | 18210 | 100% | 18572 | 18572 | 100% |

8. Details of training given to employees and workers:

| Category | FY2024 | | | | | FY2023 | | | | |
|------------------|---------------|----------------------------------|---------------|----------------------|----------------|---------------|----------------------------------|---------------|----------------------|---------------|
| | 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 | 14566 | 8062 | 55.35% | 20274 | 139.19%** | 15083 | 4045 | 26.82% | 12411 | 82.28% |
| Female | 1211 | 232 | 19.16% | 1017 | 83.98% | 1222 | 633 | 51.8% | 1801 | 147.38%** |
| Total | 15777 | 8294 | 52.57% | 21291 | 134.95% | 16305 | 4678 | 28.69% | 13320 | 81.69% |
| Workers | | | | | | | | | | |
| Male | 194874 | 22557 | 11.58% | 35780 | 18.36% | 204333 | 15079 | 7.38% | 42775 | 20.93% |
| Female | 18210 | 897 | 4.93% | 2289 | 12.57% | 18572 | 1443 | 7.77% | 3082 | 16.59% |
| Total | 213084 | 23454 | 11.01% | 38069 | 17.87% | 222905 | 16522 | 7.41% | 45857 | 20.57% |

* Workers implies Permanent workers

** An employee undergoes multiple training program in a FY

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

| Benefits | FY2024 | | | FY2023 | | |
|------------------|---------------|---------------|-------------|---------------|---------------|-------------|
| | Total (A) | No. (B) | %(B/A) | Total (C) | No. (D) | %(D/C) |
| Employees | | | | | | |
| Male | 14566 | 14566 | 100% | 15083 | 15083 | 100% |
| Female | 1211 | 1211 | 100% | 1222 | 1222 | 100% |
| Total | 15777 | 15777 | 100% | 16305 | 16305 | 100% |
| Workers | | | | | | |
| Male | 194874 | 194874 | 100% | 204333 | 204333 | 100% |
| Female | 18210 | 18210 | 100% | 18572 | 18572 | 100% |
| Total | 213084 | 213084 | 100% | 222905 | 222905 | 100% |

10. Health and Safety Management System:

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

The Company holds the health and safety of its employees in the highest regard. It actively advocates for strict adherence to safety protocols and encourages employees to report any potential hazards promptly. The ultimate objective is to cultivate a productive work environment while minimizing the risk of accidents, injuries, and health-related issues.

To realize this goal, the company has formulated a comprehensive safety policy and established internal safety organizations across all its subsidiaries. These organizations, under the leadership of the Safety

Head, routinely scrutinize workplace safety policies and practices, meticulously track and monitor incidents (including near-misses), and implement corrective and preventive measures to ensure health and safety standards are upheld.

Moreover, the Company maintains dedicated Rescue teams at strategic locations, available 24/7 to respond to emergencies swiftly. These teams meet regularly to evaluate safety conditions and address any emerging concerns. The company has instituted mechanisms to identify health and safety incidents, take necessary actions, and provide awareness training.

Through these concerted efforts, the company remains unwavering in its commitment to maintaining a safe work environment and continually enhancing health and safety practices.



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

The company has instituted a well-articulated safety policy. The Safety Head conducts routine evaluations of workplace safety protocols and practices. Every operational unit is tasked with the responsibility of overseeing both major and minor incidents, including near-misses, and implementing corrective and preventive measures pertaining to health and safety.

To maintain employees' safety awareness and their capacity to handle emergencies, the company conducts initial and recurring training and drills on fire prevention and management within operational areas. The company also sustains well-organized Rescue Teams at strategic locations across various subsidiaries, offering round-the-clock emergency response services.

Through these measures, the company strives to create a safe and secure work environment, demonstrating its unwavering commitment to employee health and safety.

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

Yes, The Company has instituted Safety Committees within each mining facility, comprising representatives from both the management and the workforce. These committees are instrumental in reducing the risk of workplace injuries and illnesses.

The Safety Committee conducts regular meetings to evaluate the safety status and working conditions. Furthermore, the company has established systematic mechanisms to identify health and safety incidents, execute necessary corrective and preventive measures, and deliver comprehensive health and safety awareness training.

These initiatives underscore the company's commitment to fostering a safe and healthy work environment for all its employees.

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

Coal India Limited, along with its subsidiaries, is committed to the health and well-being of its employees and their families. This commitment is demonstrated through the provision of medical facilities across various establishments. These facilities offer both outpatient and inpatient treatments and are not limited to employees alone; they are also accessible to workers engaged by contractors.

Furthermore, the company places a significant emphasis on Occupational Health, recognizing its importance in maintaining a healthy workforce. As part of this focus, the company conducts awareness programs on HIV/AIDS, underscoring its dedication to the well-being of its employees and their families. This comprehensive approach to health care reflects the company's commitment to fostering a healthy and safe work environment.

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

| Safety Incident /Number* | Category | FY2024 | FY2023 |
|---|-----------|--------|--------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0.23 | 0.27 |
| | Workers | 0.24 | 0.2 |
| Total recordable work-related injuries | Employees | 45 | 67 |
| | Workers | 7 | 10 |
| No. of fatalities | Employees | 14 | 11 |
| | Workers | 14 | 10 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 32 | 52 |
| | Workers | 13 | 8 |

*Contractual workers are taken as workers; Recordable work-related injuries are taken as minor & reportable injuries; High consequence work-related injuries are taken as serious injuries.

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

The company places paramount importance on safety, acknowledging the intrinsic value of every life. It is committed to creating a secure working environment through proactive measures. Each incident is meticulously investigated to identify safety violations and disseminate the lessons learned. The company consistently implements numerous initiatives at all levels, with the objective of actualising the concept of 'Zero Harm Potential' (ZHP).

Regular awareness sessions are conducted for all employees, including safety committee members and contractual workers, to reinforce safety protocols.

Safety audits of the mines are conducted thoroughly by multidisciplinary Inter Area Safety Audit teams. In addition, a reassessment of audits conducted by auditors is carried out through Check Audits for 10% of the mines by an Inter Subsidiary team. The company reviews and complies with control measures in SMPs and PHMPs to ensure effective safety management.

Standard Operating Procedures (SOPs) in all mining operations are diligently adhered to, promoting standardised and safe practices. The company also conducts scientific studies on OB dumps, benches, and SCAMP in underground mines to gain valuable insights and enhance safety measures.

Before initiating operations, toolbox safety talks and pre-shift safety briefings are conducted to effectively assess safety hazards. The company has introduced Personal Safety Counselling and an Employee Assistance Programme to raise safety awareness and sensitise employees to potential risks. Special safety drives are organised to improve safety practices and enhance safety awareness among employees.

Regular coordination meetings with Inspecting and Safety Officers (ISOs) are held to assess the safety status of mines and ensure effective safety management. The company has also introduced mist-type fixed and truck-mounted water cannons in open-cast mines to control dust and effectively address fire hazards.

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

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

| | FY2024 | | | FY2023 | | |
|--------------------|-----------------------|---|------------------------------|-----------------------|---|------------------------------|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Working Conditions | 3072 | 0 | All grievances are resolved. | 3245 | 0 | All grievances are resolved. |
| Health & Safety | | | | | | |

Note: *All grievances are redressed through CPGRAMS, and there is no such classification of the subject matter.

14. Assessments for the year:

| | % of plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 100% |
| Working Conditions | |

Note: Safety Audit completed in 293 mines of CIL by Multi-disciplinary Inter-Area Teams. During the said audit safety status of mines were assessed as per designed format.

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

Yes, recommendations suggested based on Mine Safety Audit conducted during FY - 23-24 are being complied by the respective Mine.

Leadership Indicators

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

Employees - Yes

Workers - Yes

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

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

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



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

| | Total No. of affected employees/workers | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-----------|---|--------|---|--------|
| | FY2024 | FY2023 | FY2024 | FY2023 |
| Employees | 14 | 11 | 14 | 11 |
| Workers | 14 | 10 | 0 | 10 |

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

Yes, The Company is committed to the welfare of its employees and offers a variety of benefit schemes. One such scheme is the Coal Mines Pension Scheme (CMPS), which provides coverage to all employees. Upon reaching the stage of superannuation, employees are entitled to a monthly pension that amounts to up to 25% of their total earnings.

In addition, the company has instituted the Defined Contribution Superannuation Pension Scheme (DCSPS) for its executives, including those at the Board level and below. This scheme, which aligns with the guidelines set by the Department of Public Enterprises (DPE), is designed to provide post-retirement superannuation benefits. These benefits are delivered in the form of an annuity, facilitated through a designated Annuity Service Provider. This approach underscores the company's dedication to ensuring the financial security of its employees post-retirement.

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|---|---|
| Health and safety practices Working Conditions | 100% |

Note: Contractor's HOE patches maintain Safety practices as per requirement of applicable statutes and provisions made under contract.

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

The company is committed to the "Zero Harm Potential (ZHP)" vision, implementing a comprehensive range of initiatives across all levels. On-site, the company has put into action numerous safety measures. These include the formulation of a code of practice for HEMM Operators and Maintenance Crew, the utilization of eco-friendly surface miners for risk-minimized, blast-free mining, and the installation of an Automatic Fire Detection & Suppression System (AFDSS).

Moreover, the Company has deployed indigenous solar-powered devices for real-time dump monitoring and slope stability radars. These tools provide early warnings for any slope movement in mines and OB dumps. A GPS-based Operator Independent Truck Dispatch System (OITDS) has also been implemented in large OCPs to monitor the movement of HEMMs within open-cast mines.

Beyond these key initiatives, the company undertakes various measures to prevent accidents, work-related illnesses, and occupational diseases. Its safety program includes accident investigation, emergency response, ergonomics, hazard identification and risk assessment, wellness initiatives, and regular workplace inspections. Throughout the reporting period, both external and internal safety audits were conducted at operational locations to ensure compliance. The company has allocated ample funds to prioritize safety, ensuring that it is never compromised due to resource constraints.



Principle 4:

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

Essential indicators

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

CIL embraces a forward-thinking approach to stakeholder engagement, recognizing their perspectives as crucial for maintaining a competitive edge in the global market. By adhering to principles of inclusiveness, materiality, and responsiveness, CIL actively involves a diverse range of stakeholders—employees, customers, shareholders, suppliers, local communities, and regulatory bodies—in decision-making processes. This collaborative effort aims to achieve mutually beneficial outcomes.

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

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



Leadership Indicators

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

The Company, through continuous interaction with its stakeholders, gains a comprehensive understanding of their needs and perspectives. This is facilitated by the application of principles such as inclusiveness, materiality, and responsiveness, which aid in the identification and categorisation of stakeholders into four distinct groups.

The Company makes concerted efforts to comprehend the key expectations and concerns of each stakeholder group. Regular engagement with stakeholders is maintained through various channels, including surveys, focus groups, meetings, workshops, and other forms of communication.

A materiality assessment exercise is also conducted to identify sustainability challenges and opportunities that are relevant to both the business and its stakeholders. This assessment support in prioritising material topics.

Internal stakeholders from various departments within the Company, including legal, procurement, sustainability, marketing, corporate governance, and human resources, contribute their insights on the identified material topics. These insights are utilised to categorise the material topics into major, significant, and moderate based on their criticality.

The sustainability team and senior management review and finalise the material topics, taking into account their relevance and importance to stakeholders and the success of the organisation.

Finally, the Company presents the Board with feedback from stakeholder consultations. This feedback encompasses the identified material topics, stakeholders' concerns and expectations, and the organisation's vision, strategy, action plans, goals, and performance for each material topic

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

Yes. Stakeholder consultation is used to support the identification and management of environmental and social topics. The Company actively engages with stakeholders to understand their needs, concerns, and expectations. This input from stakeholders is then integrated into the Company's business decisions and strategies. Through regular interactions with stakeholders, the Company strives to understand their concerns and expectations related to environmental and social topics. These inputs are considered during the materiality assessment process, which helps identify sustainability challenges and opportunities relevant to both the business and stakeholders. During the reporting period, the Company conducted a comprehensive materiality assessment based on industry guidelines and inputs from internal stakeholders across various departments. The inputs received from stakeholders, including legal, procurement, sustainability, marketing, corporate governance, and Human Resource departments, were collated and prioritised based on the criticality of the identified topics. The sustainability team and senior management then reviews and finalises the material topics. This demonstrates how stakeholder inputs are incorporated into the Company's policies, activities, and reporting, ensuring that their perspectives are considered in decision-making processes.

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

The Company is committed to identifying and supporting vulnerable and marginalized groups, with the aim of effecting significant social, ethical, and environmental transformations. In the regions where its facilities and business operations are located, the Company actively contributes to the upliftment of these vulnerable and marginalized communities.

Annually, the Company undertakes comprehensive evaluations to ascertain the specific needs of these communities. This proactive approach allows the Company to tailor its support initiatives to effectively meet the unique requirements of each community. This commitment to social responsibility underscores the Company's dedication to promoting positive change and inclusive growth.



Principle 5:

Business should respect and promote human rights

Essential Indicators

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

| Benefits | FY2024 | | | FY2023 | | |
|-------------------------------|--|---------------------------------------|--------------|---------------|---------------------------------------|--------------|
| | Total (A) | No. of employees /workers covered (B) | % (B/A) | Total (C) | No. of employees /workers covered (D) | % (D/C) |
| Employees (Executives) | | | | | | |
| Permanent | 15777 | 3011 | 19.08 | 16305 | 784 | 4.81% |
| Other than Permanent | Other than Permanent worker is referred as contractor workers. | | | | | |
| Total Employees | 15777 | 3011 | 19.08 | 16305 | 784 | 4.81% |
| Workers | | | | | | |
| Permanent | 213084 | 709 | 0.33 | 222905 | 924 | 0.41 |
| Other than Permanent | 110971 | 2169 | 1.95 | 102719 | 0 | 0 |
| Total Workers | 324055 | 2807 | 0.89 | 325624 | 924 | 0.28 |

* CIL does not directly employ contract labourers

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

| Category | FY2024 | | | | FY2023 | | | | | |
|-----------------------------|----------------|-----------------------|---------|------------------------|---------|-----------|-----------------------|---------|------------------------|---------|
| | 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 | 15777 | - | - | 15777 | 100 | 16,305 | - | - | 16,305 | 100 |
| Male | 14566 | - | - | 14566 | 100 | 15,083 | - | - | 15,083 | 100 |
| Female | 1211 | - | - | 1211 | 100 | 1,222 | - | - | 1,222 | 100 |
| Other than Permanent | Not Applicable | | | | | | | | | |
| Male | | | | | | | | | | |
| Female | | | | | | | | | | |
| Workers | | | | | | | | | | |
| Permanent | 213084 | - | - | 213084 | 100 | 222905 | - | - | 222905 | 100 |
| Male | 194874 | - | - | 194874 | 100 | 204333 | - | - | 204333 | 100 |
| Female | 18210 | - | - | 18210 | 100 | 18572 | - | - | 18572 | 100 |
| Other than Permanent | 110971 | - | - | 110971 | 100 | 102719 | 42688 | 42 | 60031 | 58 |
| Male | 108229 | - | - | 108229 | 100 | 100175 | 41000 | 41 | 59175 | 59 |
| Female | 2742 | - | - | 2742 | 100 | 2544 | 1688 | 66 | 856 | 34 |

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

a. The details are provided below:

| Gender | Male | | Female | |
|----------------------------------|----------|--|--------|--|
| | Number | Median remuneration/ salary/wages of respective category | Number | Median remuneration/ salary/wages of respective category |
| Board of Directors (BoD) | 39 | 77,57,509.12 | 1 | 66,87,881.68 |
| Key Managerial Personnel (KMP) | 47 | 63,75,478.01 | 2 | 44,50,780.04 |
| Employees other than BoD and KMP | 14,625 | 22,66,602.02 | 1,206 | 21,95,014.86 |
| Workers | 1,95,404 | 16,46,600.55 | 18,518 | 14,14,096.82 |

Note:

- The data is for CIL Consolidated
- Annual gross salary have been taken in calculation of Median remuneration
- Non-executive employees have been taken under workers category



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

| Safety Incident /Number | FY24 | FY23 |
|---|------------------------|-------------------------|
| | Current Financial Year | Previous Financial Year |
| Gross wages paid to females as % of total wages | 12.47% | 13.36% |

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

Yes, The Company takes steps to make sure that committees like the Steering Committee, JCC, and Welfare Committee work well within its subsidiaries. These committees aim to handle various matters, including those linked to human rights.

These committees act as two-way forums. They include representatives from both the management side and the trade unions. These trade unions are connected to the Central Trade Unions that work in the coal industry.

This setup helps to promote open talks and teamwork. It helps to solve problems in a proactive way within the company. It also shows the company's commitment to respect human rights and keep good industrial relations.

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

The Company is fully committed to respecting human rights in all its operations. It takes a responsible approach to interacting with stakeholders. To ensure compliance with labor laws, the company enters into detailed agreements with all its service providers, including suppliers, contractors, and vendors.

These agreements include specific terms and conditions that require adherence to various labor regulations for their respective employees and workers. In addition, the company addresses all employee grievances through CPGRAMS / PG Portal, an online platform for resolving complaints.

By taking these steps, the company actively encourages ethical labor practices. It also highlights its commitment to protecting and respecting human rights throughout its supply chain.

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

The details are provided below:

| | FY2024 | | | FY2023 | | |
|-----------------------------------|-----------------------|---|---|-----------------------|---|---|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Sexual Harassment | 0 | 0 | 0 | 1 | 0 | Penalty has been imposed on the guilty |
| Discrimination at workplace | 418 | 6 | The Company ensures that all grievances received through CPGRAMS are addressed actively, with no segregation based on the subject of the grievance. This approach ensures swift redressal of all concerns, maintaining a fair and efficient grievance handling process. | 3180 | 0 | The Company ensures that all grievances received through CPGRAMS are addressed actively, with no segregation based on the subject of the grievance. This approach ensures swift redressal of all concerns, maintaining a fair and efficient grievance handling process. |
| Child Labour | | | | | | |
| Forced Labour/ Involuntary Labour | | | | | | |
| Wages | | | | | | |
| Other Human rights related issues | | | | | | |

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

| | FY24 | FY23 |
|---|------------------------|-------------------------|
| | Current Financial Year | Previous Financial Year |
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | 0 | 1 |
| Complaints on POSH as a % of female employees / workers | 0 | _* |
| Complaints on POSH upheld | 0 | 0 |

*All the complaints are as per CPGRAM. There is no division of complaints as male and female, hence this percentage is not mentioned.



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

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

CIL strictly maintains the confidentiality of the complainant’s identity and handles all harassment cases with the utmost privacy. If an individual is found guilty, the company takes stringent measures to address the issue. In addition, the company has set up an Audit Committee, which periodically reviews the functioning of the Whistle-blower mechanism.

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

- Yes

10. Assessment for the year:

| | % of the Company’s plants and offices that were assessed (by the Company or statutory authorities or third parties) |
|----------------------------------|---|
| Child Labour | As a responsible employer, following all the Acts and provisions of the land, it is ensured that no such actions are made which violates the Act. |
| Forced Labour/Involuntary Labour | |
| Sexual Harassment | |
| Discrimination at workplace | |
| Wages | |
| Other- please specify | |

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

- NA

Leadership Indicators

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

The Company has not modified any process.

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

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

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

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

4. Details on assessment of value chain partners:

| | % of the Company’s plants and offices that were assessed (by the Company or statutory authorities or third parties) |
|----------------------------------|--|
| Sexual Harassment | As all the value chain partners of entity have to comply with all the provisions of the law of the land, it is ensured that such violations do not take place. |
| Discrimination at workplace | |
| Child Labour | |
| Forced Labour/Involuntary Labour | |
| Wages | |
| Others - please specify | |

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

- No



Principle 6:

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

Essential Indicators

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

| Parameter | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| From renewable sources | | |
| Total electricity consumption (A) | 72,789.102 | 24,610.7412 |
| Total fuel consumption (B) | - | - |
| Energy consumption sources (C) | - | - |
| Total energy consumed from renewable sources (A+B+C) | 72,789.102 | 24,610.7412 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 1,53,85,001.13 | 1,65,84,490.8 |
| Total fuel consumption (E) | 18,16,415.201 | 16,60,966.088 |
| Energy consumption sources (F) | - | - |
| Total energy consumed from non-renewable sources (D+E+F) | 1,72,01,416.33 | 1,82,45,456.89 |
| Total energy consumed (A+B+C+D+E+F) | 1,72,74,205.44 | 1,82,70,067.63 |
| Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) | 121.37 | 132.15 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | 2,777.24 | 3,023.87 |
| Energy intensity in terms of physical Output (GJ/Million tonnes) | 22,328.48 | 25,981.32 |
| Energy intensity (optional) - the relevant metric may be selected by the entity | - | - |

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

- No

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

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

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

| Parameter | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|---|----------------------------------|-----------------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 92.85686 | 318.45 |
| (ii) Groundwater | 5,700.36 | Nil |
| (iii) Third party water | 21.5 | Nil |
| (iv) Seawater / desalinated water | Nil | Nil |
| (v) Others | 38.7257 | 6,102.16 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 5,853.443 | 6,420.61 |
| Total volume of water consumption (in kilolitres) | 5,853.443 | 5,841.37 |
| Water intensity per rupee of turnover (Total water consumption / Revenue from operations) | 0.041 | 0.042 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | 0.9411 | 0.9668 |
| Water intensity in terms of physical output | 7.57 | 8.32 |
| Water intensity (optional) -the relevant metric may be selected by the entity | - | - |

The data presented here is based on estimations.

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

- Y (IIT (BHU), IIT (ISM), Dhanbad)

4. Provide the following details related to water discharged:

| Parameter | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|--|----------------------------------|-----------------------------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To Surface water | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | 428.966 | - |
| (ii) To Groundwater | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iii) To Seawater | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | - |
| (iv) Sent to third-parties | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | 2,591.42 | 3,715.60 |
| (v) Others | | |
| - No treatment | - | - |
| - With treatment - please specify level of treatment | - | 3,283.06 |
| Total water discharged (in kilolitres) | 3,020.386 | 6,998.66 |

The data presented here is based on estimations.

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

- Y (IIT (BHU), IIT (ISM), Dhanbad)

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

- The company holds water in high regard, recognizing it as a precious resource. It is steadfast in its commitment to a zero liquid discharge policy. To realize this objective, the company has already put into action a multitude of initiatives. These are designed to optimize water usage and curtail the generation of wastewater, achieved through an array of recycling and reuse schemes.
- In line with these efforts, the company has charted out plans to construct a sewage treatment plant (STP). In addition, the company has already put in place an Effluent Treatment Plant (ETP) and a Rainwater Harvesting system. These measures are aimed at bolstering the company's practices in water management.

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

| Parameter | Unit | FY2024 | FY2023 |
|---|--------------------------|----------------|----------------|
| NOx | Microgram/m ³ | 22 | 21.8 |
| SOx | Microgram/m ³ | 19 | 21.5 |
| Particulate matter (PM) (PM 10) | Microgram/m ³ | 148 | 125.8 |
| Persistent organic pollutants (POP) | Mg/Nm ³ | Not Applicable | Not Applicable |
| Volatile organic compounds (VOC) | Mg/Nm ³ | Not Applicable | Not Applicable |
| Hazardous air pollutants (HAP) | Mg/Nm ³ | Not Applicable | Not Applicable |
| Others - please specify Mercury, Cadmium, Chromium etc. | Mg/Nm ³ | Not Applicable | Not Applicable |

The data presented here is based on estimations.

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

- No

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

The details are provided below:

| Parameter | Unit | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|--|---|-------------------------------|--------------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 2,64,24,706 | 2,40,06,330 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 82,41,497 | 74,95,920 |



| Parameter | Unit | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|---|--|-------------------------------|--------------------------------|
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) | Metric tonnes of CO2 equivalent/ Rupees in crore | 243.51 | 227.86 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | Metric tonnes of CO2 equivalent/ Rupees in crore | 5,573.42 | 5,213.92 |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | Metric tonnes of CO2 equivalent/ Million tonnes | 44,809.21 | 44,798.42 |
| Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity | | - | - |

The data presented here is based on estimations.

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

- No

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

Solar Projects: The Company is executing a variety of projects, including Solar Projects. They have installed Ground & Roof Mounted Solar Power Plants in different command areas, with an additional ground solar capacity of 70.00 MWp and roof top solar capacity of 1.629 MWp added during 2023-24. The total solar energy generated during 2023-24 was 202.19 Lakh units.

Energy Efficiency Measures: The Company has implemented several energy efficiency measures in 2023-24, such as the use of LED lights, energy efficient ACs, super fans, e-vehicles, energy efficient water heaters, energy efficient motors, and auto timers in street lights. These measures have resulted in huge savings in electricity consumption.

Clean Coal Technology: The Company is implementing clean coal technologies like surface coal gasification and coal bed methane, which can significantly reduce greenhouse gas emissions.

Plantation: CIL planted 44.40 Lakh saplings covering an area about 2167.61 Ha within and outside mine leasehold area in FY 2023-24, CIL also carried out grassing over 248.65 Ha during this period. This will create carbon sink of 1.09 Million MT CO₂-e per year.

First Mile connectivity (FMC) projects: This is a mechanized coal transportation and loading system. 35 FMC projects with a capacity of 351 MT are operational & 57 FMCs are under construction/ proposed taking the total capacity to 988 Million MT. These FMC projects will help reducing CO₂-e emission reduction by 1.186 Million MT per year.

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

The required details are provided below:

| Parameter | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|---|-------------------------------|--------------------------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | 26.039 | - |
| E-waste (B) | 86.688 | 3.956 |
| Bio-medical waste (C) | 81.067 | 8.918 |
| Construction and demolition waste (D) | Nil | Nil |
| Battery waste (E) | 691.588 | 2.093 |
| Radioactive waste (F) | NA | NA |
| Other Hazardous waste. Please specify, if any. (G) | 4,112.78 | 1,036 |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | 5,12,47,04,929 | 4,27,51,54,344 |
| Total (A+B + C + D + E + F + G + H) | 5,12,47,09,927 | 4,27,51,55,394.97 |
| Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) | 26,428.686 | - |

| Parameter | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|--|-------------------------------|--------------------------------|
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | 604,688.3437 | - |
| Waste intensity in terms of physical output | 66,24,153.259 | - |
| Waste intensity (optional) - the relevant metric may be selected by the entity | - | - |

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

| Category of waste | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|---------------------------------|-------------------------------|--------------------------------|
| (i) Recycled | 5,27,403 | 18* |
| (ii) Re-used | 5,12,41,68,797 | 4,27,51,54,344 |
| (iii) Other recovery operations | 3,951.45 | 190.12 |
| Total | 5,12,46,96,200 | 4,27,51,54,552 |

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

| Category of waste | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|---------------------------------|-------------------------------|---|
| (i) Incineration | 131.602 | *Common biomedical waste treatment facility |
| (ii) Landfilling | 461.025 | Common waste treatment facility |
| (iii) Other disposal operations | 44.525 | Used Oil are auctioned to authorised resellers Scraps are auctioned through tenders. Lead acid Batteries are taken back by the manufacturer after its expiry |
| Total | 637.152 | |

The data presented here is based on estimations.

**Excluded OB waste

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

- No

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

The company, recognizing the importance of waste management for sustainability, is dedicated to innovatively reducing and reusing waste. Overburden, a significant by-product of operations, is ingeniously transformed into a valuable resource by extracting sand. Mine water, typically considered waste, is repurposed for industrial and domestic use, benefiting both the company and surrounding communities. This approach not only enhances the company's operations but also contributes to community welfare by providing water for drinking and irrigation. The complete e-Waste Disposal Policy can be accessed through the following link: https://d3u7ubx0okog7j.cloudfront.net/documents/CIL_Corporate_E-Waste_Policy_tFQLJHH.pdf

Throughout the reporting period, all hazardous and non-hazardous waste has been appropriately disposed of through authorized vendors, adhering to the regulations outlined in the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016.

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

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|--------------------------------|--------------------|---|
| 1 | Padmapur OC | Mining Operations | Y |
| 2 | Durgapur OC | Mining Operations | Y |



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

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|------------------------|------------|---|--|---|
| Sasti OC | EIA Notification -2006 | 13.09.2023 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=6458825&proposal_no=IA%2FMH%2FCMIN%2F435209%2F2023&proposal_id=6458821 |
| Tawa-III UG | EIA Notification -2006 | 11.09.2023 | Yes | Yes | https://environmentclearance.nic.in/online-search-newrk.aspx?autoid=41657&proposal_no=IA/MP/CMIN/84545/2018&typep=EC |
| Kotre Basantpur Pachmo OC | EIA Notification -2006 | 18.09.2023 | Yes | Yes | https://environmentclearance.nic.in/online-search-newrk.aspx?autoid=41290&proposal_no=IA/JH/CMIN/91000/2019&typep=EC |
| Sirka OC | EIA Notification -2006 | 14.07.2023 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=4194120&proposal_no=SIA%2FJH%2FCMIN%2F423471%2F2023&proposal_id=4194117 |
| Jarangdih OC | EIA Notification -2006 | 30.11.2023 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=2109184&proposal_no=SIA%2FJH%2FCMIN%2F411426%2F2022&proposal_id=2109180 |
| Kedla OC | EIA Notification -2006 | 22.12.2023 | Yes | Yes | https://environmentclearance.nic.in/TrackState_proposal.aspx?type=EC&status=EC_new&stname=Jharkhand&pno=SIA/JH/CMIN/448502/2023&pid=226666 |
| Amrapali OC | EIA Notification -2006 | 05.02.2024 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=28155670&proposal_no=IA%2FJH%2FCMIN%2F453880%2F2023&proposal_id=28155667 |
| Cluster 12 (Sonepur Bazari-12 to 14 for one year) | EIA Notification -2006 | 31.07.2023 | Yes | Yes | https://environmentclearance.nic.in/writereaddata/Online/EDS/12_May_2023_21102024719182755AD\$replyCl12.pdf |
| Cluster 2 | EIA Notification -2006 | 21.02.2024 | Yes | Yes | https://environmentclearance.nic.in/writereaddata/Online/EDS/13_Dec_2023_16521144090207584SubmissionofreplyofADSforClusterno2.pdf |
| Integrated Lakhanpur Belpahar Lilari OC | EIA Notification -2006 | 15-01-2024 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=9675613&proposal_no=IA%2FOR%2FCMIN%2F444254%2F2023&proposal_id=9675608 |
| Subhadra OC | EIA Notification -2006 | 06.03.2024 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=11777066&proposal_no=IA%2FOR%2FCMIN%2F445297%2F2023&proposal_id=11777056 |
| Gayatri UG | EIA Notification -2006 | 09.11.2023 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=10812818&proposal_no=IA%2FCG%2FCMIN%2F444843%2F2023&proposal_id=10812814 |
| Baroud OC | EIA Notification -2006 | 21.11.2023 | Yes | Yes | https://environmentclearance.nic.in/online-search-newrk.aspx?autoid=42142&proposal_no=IA/CG/CMIN/274062/2022&typep=EC |
| Gevra OC | EIA Notification -2006 | 05.03.2024 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=9013443&proposal_no=IA%2FCG%2FCMIN%2F443111%2F2023&proposal_id=9013437 |

| 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 |
|-----------------------------------|------------------------|------------|---|--|---|
| Rani Atari UG | EIA Notification -2006 | 26.03.2024 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=32611790&proposal_no=SIA%2FCG%2FCMIN%2F456204%2F2023&proposal_id=32611789 |
| Vijay West UG | EIA Notification -2006 | 26.03.2024 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=32882402&proposal_no=SIA%2FCG%2FCMIN%2F456345%2F2023&proposal_id=32882401 |
| Khairaha UG | EIA Notification -2006 | 08.02.2024 | Yes | Yes | https://parivesh.nic.in/newupgrade/#/proposal-summary/proposal-document?proposal=5977220&proposal_no=IA%2FMP%2FCMIN%2F432717%2F2023&proposal_id=5977213 |

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

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

| S. No. | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---|---|---------------------------------------|---|---------------------------------|
| Yes, the Company is complaint with all the environment rules and regulations. | | | | |

Leadership Indicators -

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

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

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

The Company ensures environmental responsibility by not operating any units in areas experiencing water stress.

| Parameter | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|--|-------------------------------|--------------------------------|
| Water withdrawal by source (in kilolitres) | NA | NA |
| (i) Surface water | | |
| (ii) Groundwater | | |
| (iii) Third party water | | |
| (iv) Seawater / desalinated water | | |
| (v) Others | | |
| Total volume of water withdrawal (in kilolitres) | | |
| Total volume of water consumption (in kilolitres) | | |
| Water intensity per rupee of turnover (Water consumed / turnover) | | |
| Water intensity (optional) - the relevant metric may be selected by the entity | | |
| Water intensity (optional) - the relevant metric may be selected by the entity | | |



| Parameter | FY24 (Current Financial Year) | FY23 (Previous Financial Year) |
|--|-------------------------------|--------------------------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into Surface water | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (ii) Into Groundwater | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (iii) Into Seawater | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (iv) Sent to third-parties | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| (v) Others | | |
| - No treatment | | |
| - With treatment - please specify level of treatment | | |
| Total water discharged (in kilolitres) | NA | NA |

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

- No

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

| Parameter | Unit | FY2024 | FY2023 |
|--|--|----------|----------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 8,82,554 | 8,07,750 |
| Total Scope 3 emissions per rupee of turnover | Metric tonnes of CO ₂ equivalent / Rupee turnover | 6.20 | 5.84 |
| Total Scope 3 emission intensity | Metric tonnes of CO ₂ equivalent/ million tonnes | 1,140.78 | 1,148.67 |

The data presented here is based on estimations.

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

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

CIL, based on the impact assessment, environmental management plan, and wildlife conservation studies, undertakes necessary remedial measures for the sustenance of the ecosystem.

The company is taking significant measures for environmental conservation. These include the development of a thick green belt around the mine and the installation of wind barriers for dust trapping. Additionally, the company ensures no movement of transport vehicles during the night within forested/corridor/ESZ areas. Furthermore, the company is committed to not disposing of any waste in forested or natural areas. Furthermore, the company is committed to not disposing of any waste in forested or natural areas. Under the Green Credit Program, the company has revitalized degraded forests through extensive plantations, guided by the Forest Research Institute's scientific insights. Their eco-restoration efforts, based on a three-tier plantation concept, have transformed disturbed lands into flourishing ecosystems. This collaboration has resulted in the creation of vibrant green belts and biodiversity hotspots within the company's operational areas.



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

| Sr. No | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|---------------|-------------------------------------|--|---|
| 1 | Implementation of SAP ERP | The entity has implemented the PS Module of SAP ERP, an integrated Project Monitoring tool that revolutionizes the way they monitor and capture project data. This tool is integrated with all modules of SAP ERP and all ongoing project expenditure is done through the PS Module. | These initiatives have resulted in a reduction of 33,108 Tonnes of CO2 per annum due to the implementation of energy efficiency measures, and a reduction of CO2 emission by 16580 Tonnes per annum due to solar energy generation. |
| 2 | Energy Conservation Measures | The entity has taken several measures for energy conservation, such as the use of energy efficient appliances and improvement in power factor by installing capacitor banks of appropriate KVAR rating. | |
| 3 | Solar Energy Generation | The entity is pursuing the use of renewable energy sources and has generated a total of 202.19 Lakh units of solar energy during 2023-24. | |
| 4 | First Mile connectivity projects | This is a mechanized coal transportation and loading system. 35 FMC projects with a capacity of 351 MT are operational & 57 FMCs are under construction/ proposed taking the total capacity to 988 MT. | These FMC projects will help reducing CO2-e emission reduction by 1.186 Million MT per year. |
| 5 | Production of sand from Over burden | Overburden is waste material excavated while mining. Coal India Limited has set up OB to sand plants. | Sand produced from OB to sand plants is utilized in stowing, construction purpose. 56678 CuM sand is produced and used is various purposed. |
| 6 | Alternative use of Overburden | Overburden excavated during coal mining is used for road construction, construction of railway siding etc. | During FY 2023-24, CIL has used 433316 CuM OB for various purposes. |

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

The company has taken a proactive approach in managing risks associated with its business operations. A dedicated Risk Management Committee has been established to ensure the implementation of effective methodologies, processes, and systems for risk monitoring and evaluation. The company has developed a comprehensive risk management policy. This policy provides a framework for identifying both internal and external risks that are specific to the company. It also outlines measures for risk mitigation, which include the implementation of suitable systems and processes for internal control.

Furthermore, the policy includes provisions for the development of a business continuity plan. This plan is designed to ensure the company's ability to continue operations in the event of unforeseen circumstances or disruptions.

The web-link for the risk management policy : https://d3u7ubx0okog7j.cloudfront.net/documents/Risk_Management_Policy_Idunvff.pdf

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

The company uses coal, mainly from CIL, as the primary fuel for its Thermal Power Plants (TPPs) to generate electricity. However, this process is associated with the production of air pollutants and fly ash. To counter these environmental impacts, the company's TPPs are equipped with Electrostatic Precipitators (ESP) and Flue Gas Desulphurization (FGD) units, significantly reducing air pollution.

Moreover, the company ensures that the fly ash produced during power generation is not wasted. It is extensively used in various industries, including cement manufacturing and brick production. It is also used for filling voids and road construction, contributing to sustainable waste management.

7. % of Value chain partners (by value of business done with such partners) that were assessed for Environmental Impacts?

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



Principle 7:

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

Essential Indicators

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

6

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

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

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

| Name of the authority | Brief of the case | Corrective action taken |
|---|-------------------|-------------------------|
| There have been no adverse orders against the Company related to anti-competitive conduct from regulatory bodies. | | |

Leadership Indicators

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

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



Principle 8:

Businesses should promote inclusive growth and equitable development.

Essential Indicators

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

| Name and brief details of project | SIA Notification No | Date of notification | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|---|---------------------|----------------------|---|--|---|
| Commissioning of Linear Accelerator Radiotherapy Unit to enhance affordable cancer treatment facility at Saroj Gupta Cancer Institute & Research Institute, Kolkata | Not Applicable (NA) | NA | Yes | Report under preparation | Will be uploaded once report is finalized |

| 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 |
|---|---------------------|----------------------|---|--|---|
| Installation of Oxygen Generation Plant at Govt. Medical College & Hospital Nagpur, Indira Gandhi Medical College & Hospital Nagpur & AIIMS Nagpur | NA | NA | Yes | Report under preparation | Will be uploaded once report is finalized |
| Upgradation of Cath Lab, CT Scan software, Equipment for Neuro Operation Theatre at Institute of Neurosciences, Kolkata | NA | NA | Yes | | |
| Commissioning of CT scan machine at Ramakrishna Mission Sewa Pratishthan, Kolkata | NA | NA | Yes | | |
| Construction of prefabricated building of Government Primary School at Shimla, Himachal Pradesh | NA | NA | Yes | | |
| Reconstruction of govt. school buildings damaged due to floods in Dharwad, Karnataka | NA | NA | Yes | | |
| Upgradation of Anganwadi Centres (AWCs) into Model Anganwadi Centres at Ranchi District (Jharkhand) under CSR Scheme of Central Coalfields | NA | NA | Yes | | |
| Upgradation of Anganwadi Centres (AWCs) into Model Anganwadi Centre at Latehar District (Jharkhand) under CSR Scheme of Central Coalfields Limited - 167 Nos. | NA | NA | Yes | | |
| Running and operation of Sports Academy Hotwar | NA | NA | Yes | | |
| Skill Development training of 320 PAPs Through CIPET, Ranchi in Plastic Engineering | NA | NA | Yes | | |
| Installation of 200 LPM PSA Oxygen Generation Plants and manifold with Oxygen pipeline system for dedicated Covid Care Units at 2 Nos. CHCs in Ranchi District. | NA | NA | Yes | | |

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, 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 | Amount sent on R&R activities during FY 2023-24 (In INR) |
|--------|--|-------------|-------------------|---|--------------------------|--|
| 1 | Khottadih Expansion OCP | West Bengal | Paschim Bardhaman | 809 | 100 | 2,01,48,000.00 |
| 2 | Hura C | Jharkhand | Godda | 2000 | 0.8 | 7,73,67,080.00 |
| 3 | Rajmahal Expansion OCP | Jharkhand | Godda | 4218 | 62.75 | 13,09,71,000.00 |
| 4 | Gourangdi Begunia OC Patch | West Bengal | Paschim Bardhaman | 294 | 43.54 | 2,40,90,000.00 |



| 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 | Amount sent on R&R activities during FY 2023-24 (In INR) |
|--------|--|----------------|-------------------|---|--------------------------|--|
| 5 | Gourangdi Expansion OCP | West Bengal | Paschim Bardhaman | 1209 | 33.08 | 42,69,80,000.00 |
| 6 | Itapara OC Patch | West Bengal | Paschim Bardhaman | 274 | 83.58 | 28,03,000.00 |
| 7 | Mohanpur Expansion OCP | West Bengal | Paschim Bardhaman | 96 | 90.63 | 60,92,000.00 |
| 8 | Sonepur Bazari Project | West Bengal | Paschim Bardhaman | 9313 | 21.94 | 63,52,77,000.00 |
| 9 | Chitra East OCP | Jharkhand | Deoghar | 1596 | 12.22 | 44,07,000.00 |
| 10 | Muraidih UG (MINOP) | Jharkhand | Dhanbad | 1 | 100 | 3,000.00 |
| 11 | Muraidih UG (MINOP) | Jharkhand | Dhanbad | 1 | 100 | 1,50,000.00 |
| 12 | AKWMC Tetulmuri Patch | Jharkhand | Dhanbad | 1 | 100 | 37,812.00 |
| 13 | Nudkhurkee Patch | Jharkhand | Dhanbad | 12 | 100 | 43,50,863.00 |
| 14 | Left Out Patch B | Jharkhand | Dhanbad | 21 | 100 | 1,09,70,987.33 |
| 15 | Left Out Patch B | Jharkhand | Dhanbad | 12 | 100 | 56,23,451.61 |
| 16 | Left Out Patch B | Jharkhand | Dhanbad | 26 | 100 | 1,51,13,365.49 |
| 17 | AKWMC Tetulmuri Patch | Jharkhand | Dhanbad | 1 | 100 | 3,53,378.00 |
| 18 | Tetulmuri Patch A | Jharkhand | Dhanbad | 1 | 100 | 10,05,013.27 |
| 19 | Amrapali OCP | Jharkhand | Chatra | 83 | 100% | 5,81,20,086.00 |
| 20 | Magadh OCP | Jharkhand | Chatra & Latehar | 21 | 100% | 76,59,155.00 |
| 21 | KDH & Purnadih OCP | Jharkhand | Ranchi & Chatra | 29 | 100% | 69,62,854.00 |
| 22 | Ashoka OCP | Jharkhand | Chatra | 9 | 100% | 10,24,227.00 |
| 23 | Tetarriakhar OCP | Jharkhand | Latehar | 5 | 100% | 30,00,000.00 |
| 24 | Block-B Project | Madhya Pradesh | Singrauli | 10 | 100% | 22,00,000.00 |
| 25 | Dudhichua Project | Madhya Pradesh | Singrauli | 152 | 100% | 12,17,21,600.00 |
| 26 | Jayant Project | Madhya Pradesh | Singrauli | 231 | 100% | 17,75,00,000.00 |
| 27 | Gondegao OC | Maharashtra | Nagpur | 833 | 85.60% | 5,88,00,000.00 |
| 28 | Durgapur Extension | Maharashtra | Chandrapur | 1005 | 100% | 1,17,00,000.00 |
| 29 | Gevra | Chhatisgarh | Korba | 100 | 9% | 28,00,000.00 |
| 30 | Dipka | Chhatisgarh | Korba | 200 | 24% | 4,09,00,000.00 |
| 31 | Saraipali | Chhatisgarh | Korba | 50 | 12% | 23,00,000.00 |
| 32 | Chaal & Jampali | Chhatisgarh | Raigarh | 200 | 60% | 3,60,00,000.00 |
| 33 | Rampur Batura | Madhyapadesh | Shahdol | 200 | 29% | 2,09,00,000.00 |
| 34 | Jagannathpur | Chhatisgarh | Surajpur | 200 | 37% | 2,52,00,000.00 |
| 35 | Kanchan & Vindhya | Madhyapadesh | Umariya | 200 | 32% | 2,07,00,000.00 |
| 36 | Amadand | Madhyapadesh | Annupur | 200 | 31% | 2,31,00,000.00 |
| 37 | Ananta | Odisha | Angul | 1124 | 100 | 43,57,67,500.00 |
| 38 | Jagannath | Odisha | Angul | 810 | 99.14 | 41,54,080.00 |
| 39 | Bhubaneswari | Odisha | Angul | 1153 | 100 | 4,14,73,258.00 |
| 40 | Balaram | Odisha | Angul | 3858 | 29.91 | 52,08,520.00 |
| 41 | Hingula | Odisha | Angul | 1765 | 78.47 | 16,00,000.00 |
| 42 | Bharatpur | Odisha | Angul | 1342 | 64.01 | 31,57,93,026.00 |
| 43 | Lingaraj | Odisha | Angul | 1147 | 100 | 16,00,000.00 |
| 44 | Kaniha | Odisha | Angul | 2543 | 71.22 | 66,89,05,308.00 |
| 45 | Ib-valley | Odisha | Jharsuguda | 469 | 96.8 | 6,44,22,148.00 |
| 46 | Integrated LBL | Odisha | Jharsuguda | 3034 | 64.3 | 30,44,56,726.00 |
| 47 | Mahalaxmi | Odisha | Sundergarh | 1887 | 29.89 | 2,08,00,000.00 |
| 48 | Basundhara | Odisha | Sundergarh | 1131 | 74.18 | 80,00,000.00 |

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

The Company has implemented the Centralized Public Grievance Redressal and Monitoring System (CPGRAMS), a digital platform overseen by the Department of Administrative Reforms & Public Grievances, Government of India. This system enables the resolution of grievances from employees, customers, and stakeholders. All grievances are carefully recorded and addressed.

The Company encourages community members to express their concerns by contacting the Head of Department (CSR). It has established a continuous grievance redressal process for issues related to employment and land compensation. Various mechanisms, including the Samadhan Cell and CPGRAMS, are in place to handle grievances.

Grievance Redressal Mechanism (GRM) Cells are established at the district level under the District Collector's guidance. Grievance Redressal Committees are also formed at the project level. Each grievance is thoroughly examined by the relevant officers in the respective departments. In Odisha, the company follows the Odisha Rehabilitation and Resettlement (R&R) Policy of 2006, which includes the formation of Rehabilitation and Peripheral Development Advisory Committees (RPDACs) and sub-committees led by the District Collectors. This comprehensive approach ensures effective solutions.

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

| | FY2024 | FY 2023 |
|---|--------|---------|
| Directly sourced from MSMEs/small producers | 58.44 | 71.09 |
| Directly from Within India | 97.19% | 90.37% |

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

| Location | FY24 | FY 23 |
|--------------|------------------------|-------------------------|
| | Current Financial Year | Previous Financial Year |
| Rural | 0 | 0 |
| Semi-urban | 22.55% | 16.57% |
| Urban | 76.80% | 82.82% |
| Metropolitan | 0.65% | 0.61% |

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators -

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

| Details of negative social impact identified | Corrective action taken |
|--|-------------------------|
| NA | |

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

| State | Aspirational District | Amount spent (In INR Lakhs) |
|----------------|-----------------------|-----------------------------|
| Assam | Darrang | 88.39 |
| Jharkhand | Ramgarh | 13.98 |
| Jharkhand | Godda | 37.58 |
| Jharkhand | Chatra | 27.96 |
| Jharkhand | Simdega | 27.36 |
| Jharkhand | Ranchi | 367.86 |
| Madhya Pradesh | Singrauli | 10843.45 |
| Uttar Pradesh | Sonbhadra | 4003.30 |
| Jharkhand | Bokaro | 330.04 |
| Jharkhand | Chatra | 854.95 |
| Jharkhand | Garhwa | 16.30 |
| Jharkhand | Giridih | 99.43 |
| Jharkhand | Gumla | 49.94 |
| Jharkhand | Hazaribagh | 314.78 |
| Jharkhand | Khunti | 4.31 |



| State | Aspirational District | Amount spent (In INR Lakhs) |
|-------------|---------------------------------|-----------------------------|
| Jharkhand | Latehar | 287.19 |
| Jharkhand | Lohardaga | 9.20 |
| Jharkhand | Palamu | 95.49 |
| Jharkhand | Ramgarh | 520.83 |
| Jharkhand | Ranchi | 2293.66 |
| Jharkhand | Multiple Aspirational Districts | 728.32 |
| Jharkhand | Godda | 355.51 |
| Jharkhand | Dumka | 7.33 |
| Odisha | Nuapada | 182.43 |
| Odisha | Kandhamal | 466.17 |
| Odisha | Balangir | 172.64 |
| Odisha | Rayagada | 59.22 |
| Chattisgarh | Korba | 1172.49 |
| Jharkhand | Ranchi | 154.29 |
| Jharkhand | Hazaribagh | 61.49 |
| Jharkhand | Multiple Aspirational Districts | 34.34 |

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

Yes

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

The PPP - MSE 2012 Policy, implemented by the Government of India (GoI), prescribes that Micro and Small Enterprises (MSEs) should account for 25% of purchases. Within this allocation, enterprises owned by Scheduled Castes/Scheduled Tribes (SC/ST) and women entrepreneurs are to contribute 4% and 3% respectively. These groups are often recognized as Marginalized/Vulnerable.

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

58.44%

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

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

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

| Name of authority | Brief of the Case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| No | | |

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|--------|--|---|---|
| 1 | Bolstering efforts of Dhanbad district administration for human health care inclusive of body & mind and safety | 1,00,000 | 100 |
| 2 | Providing comprehensive primary eye care services through Mobile Eye Care Van in remote villages of Ranchi, Ramgarh and Hazaribagh districts of Jharkhand for avoidable blindness free Jharkhand | 5,000 | 100 |

| S. No. | CSR Project | No. of persons benefitted from CSR Projects | % of beneficiaries from vulnerable and marginalized group |
|--------|--|---|---|
| 3 | Supporting for improving nutritional level of children by providing six number of food distribution vehicles to provide mid-day meal to govt. school students of Hazaribagh, Jharkhand | 70,000 | 100 |
| 4 | Financial assistance to Zilla Parishad, Nagpur for Project-Nai Kiran for promoting literacy among women & dropout girls in Nagpur district | 9,000 | 100 |
| 5 | Up-gradation of 23 no. of Health Sub-Centre (HSC) to Health and wellness Centre (HWC) in 07 Blocks of Godda, District under Rajmahal Area | 70,000 | 52 |
| 6 | Providing Computer Systems to Government Schools across ECL command Areas | 5,000 | 35 |
| 7 | Installation of total 442 no. solar LED Street Light at various villages around Kenda Area of ECL with 5 years AMC | 25,000 | 45 |
| 8 | Construction of Medical College at Talcher | 66,00,000 | 40 |
| 9 | Financial assistance for upgradation of medical facilities at VIMSAR, Burla | 11,00,000 | 53 |
| 10 | Construction of Public utility facilities (78 nos) at all Gram Panchayat Headquarters of Jharsuguda district | 3,62,379 | 41 |
| 11 | Renovation of 50 bedded hospital in Dibulganj, Anpara, Sonebhdara district | 12,000 | 100 |
| 12 | Construction of 24 kms. of roads in Myorpur, Waidhan and Deosar blocks in Singrauli district, Madhya Pradesh | 50,000 | 100 |
| 13 | Installation of ICU ventilator, OT Table, dental chair, beds, side table etc. at RK Mission TB Sanatorium, Tupudana, Ranchi | 50,000 | 90 |



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 prioritizes quality management and the swift resolution of consumer complaints, aiming to ensure customer satisfaction. To facilitate this, the company has introduced digital filing and resolution mechanisms for consumer complaints within its operations. This digital platform allows consumers to easily submit their concerns and complaints, ensuring a smooth and efficient process. Additionally, consumers have the option to submit complaints through traditional offline methods. This dual approach accelerates communication and resolution, reduces response time, and enhances the overall customer experience.



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

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

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

| Number of consumer complaints in respect of the following: | FY2024 | | | FY2023 | | |
|--|-----------------------|---|---------|-----------------------|---|---------|
| | Filed during the year | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Data privacy | 0 | 0 | - | - | - | - |
| Advertising | 0 | 0 | - | - | - | - |
| Cyber-security | 0 | 0 | - | 1 | 0 | - |
| Delivery of essential services | 0 | 0 | - | - | - | - |
| Restrictive Trade Practices | 0 | 0 | - | 36 | 0 | - |
| Unfair Trade Practices | 0 | 0 | - | 0 | 0 | - |
| Other | 0 | 0 | - | 0 | 0 | - |

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

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

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

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

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

- Not Applicable

7. Provide the following information relating to data breaches:

| | Provide the following information relating to data breaches: |
|--|---|
| a. Number of instances of data breaches along-with impact | No data Breaches occurred during FY 2023-24 |
| b. Percentage of data breaches involving personally identifiable information of customer | Not Applicable |
| c. Impact, if any, of the data breaches | Not Applicable |



Leadership Indicators

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

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

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

Twitter <https://twitter.com/CoalIndiaHQ>

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

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

Linkedin <https://www.linkedin.com/company/coalindialtd/>

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

The Company conducts routine gatherings to knowledge sharing to customers about the secure and responsible utilization of its products and services. These gatherings act as avenues to disseminate crucial information and guidance to customers, ensuring they comprehend how to employ the organization's offerings in a manner that underscores safety and responsibility. Through these educational initiatives, the company cultivate an environment of informed customer behaviour and encourage the optimal use of its products and services.

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

Not Applicable. Coal India Limited deals with products like raw coal, and it is not directly involved in the distribution services to the consumer. The coal mined by CIL is used by a variety of sectors such as power generation, steel production, cement manufacturing, and various small scale industries.

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

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



**Independent Practitioners’
Reasonable Assurance
Statement for BRSR of
Coal India Limited for
FY23-24 by
Social Responsibility Asia
(SR Asia)**



Social Responsibility Asia (SR Asia)

(ISO 9001: 2015 Certified)

Independent Practitioners' Reasonable Assurance Statement

To the Directors of Coal India Limited (CIL)

Introduction

SR Asia is an international organization working in various domains of sustainability and assurance services having presence in many countries. We promote sustainability through Research, CSR Project Implementation, Development projects, Project Management, International and National Conferences, Integrated and Sustainability Reporting, ESG Reporting, Capacity Building, and Third-Party Assurance Services. SR Asia is licensed by Accountability UK.

Scope of Work

SR Asia was engaged by Coal India Limited (CIL) (the 'Company') to conduct an independent assurance of the sustainability disclosures in the Business Responsibility and Sustainability Reporting (BRSR) Annexure-II as per SEBI circular (SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122) dated 12th July 2023 for the reporting period from 01.04.2023 to 31.03.2024.

We have performed a reasonable assurance engagement on whether the Company's sustainability disclosures in the BRSR Report (Annexure-II) have been prepared in accordance with the reporting criteria (refer table below).

| Assured Sustainability Information* (ASI) subjected to assurance | Period subject to assurance | Reporting criteria |
|--|-----------------------------|--|
| BRSR Report (refer Annexure II) | 01.04.2023 to 31.03.2024 | <ul style="list-style-type: none"> - Guidance notes for BRSR format issued by SEBI - Regulation 34(2)(f) of the Securities and Exchange Board of India's Listing Obligations and Disclosure Requirements (SEBI LODR) |

This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers, environmental & social professionals.

Assessment criteria and references

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE)

CIN No: U93000DL2012NPL231376

GST: 07AAQCS9621N1ZL

Udyam Reg. No: UDYAM-UP-29-0003108

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201010, INDIA Landline/Mobile: +91-120-4103023; +91-9810059109 Email: info@sr-asia.org |
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3000 (Revised).

We have performed a reasonable assurance engagement on BRSR report and issued an independent assurance statement on 11.07.2024. SR Asia applies International Quality Management System (IQMS), Quality Management Firms that perform assessment or reviews of non-financial Statements, or other Assurance or Related Services Engagements, issued by the IAASB. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion. We have complied with the independence and other ethical requirements of the International Code of conduct.

Intended use or purpose

The Reasonable assurance statement are intended for user and stakeholders of CIL.

The management of the Company acknowledge and understand their responsibility for:

- Designing, implementing and maintaining internal controls relevant to the preparation of the BRSR report that is free from material misstatement, whether due to fraud or error;
- Selecting or establishing suitable criteria for preparing the report, taking into account applicable laws and regulations, if any, related to reporting, identification of key aspects, engagement with stakeholders, content, preparation and presentation in accordance with the reporting criteria;
- Disclosure of the applicable criteria used for preparation of the relevant report/statement;
- Preparing/properly calculating the data and figures in accordance with the reporting criteria;
- Ensuring the reporting criteria is available for the intended users with relevant explanation;
- Establishing subjective targets, goals and other performance measures, and implementing actions to achieve such targets, goals and performance measures;
- Responsible for providing the details of the management personnel who takes ownership of the disclosures in the report;
- Ensuring compliance with law, regulation or applicable contracts;
- Making judgments and estimates that are reasonable in the circumstances;
- Identifying and describing any inherent limitations in the measurement or evaluation of information subject to assurance in accordance with the reporting criteria;
- Preventing and detecting fraud;
- Selecting the content of the BRSR report, including identifying and engaging with intended users to understand their information needs;
- Informing us of other information that will be included with the BRSR report.

Inherent limitations in preparing the Assurance statement

- ☒ Part submission of supporting (backup) evidence for the reported data.
- ☒ Data related to the other subsidiaries of CIL were partly submitted
- ☒ The preparation of the company's BRSR information requires the management to establish objective targets or interpret the criteria with respect to baseline data, make determinations about the relevancy of information to be included, and make estimates and assumptions that affect the reported information.
- ☒ The integrity of data could not be established as internal controls in collecting data and porting the

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same on SAP lacks provisions of accountability, responsibility and approvals.

- ☒ GHG accounting process is not standardized as per ISO14064-1/2/3 Year 2018/19.
- ☒ Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG emissions, water footprint and energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics
- ☒ Scope-3 GHG emissions is partially reported and limited to employee vehicles only and data missing at some sites.
- ☒ Baseline data of BRSR Core indicators were partially established
- ☒ We exercised professional judgment and maintained professional skepticism throughout the engagement.

Our responsibilities

- Responsible for Planning and performing the engagement to obtain reasonable assurance on the disclosures in the BRSR report are free from material misstatement, whether due to fraud or error, in accordance with the Reporting Criteria in line with the section above.
- Forming an independent opinion, based on the procedures we have performed and the evidence we have obtained, and
- Reporting our reasonable assurance opinion to the Directors of Coal India Limited (CIL).

Exclusions

Our assurance scope excludes the following and therefore we will not express an opinion on the same:

- Data related to the Company's financial performance disclosures.
- Operations of the Company other than those mentioned in the "Scope of Assurance".
- Data and information outside the defined reporting period i.e., from 1 April 2023 to 31 March 2024.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- Any of the statements related to company aspect to reputation.

Reasonable assurance opinion

We exercised professional judgment and maintained professional skepticism throughout the engagement.

We designed and performed our procedures to obtain evidence that is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

We obtained an understanding of the internal control relevant to the information subject to reasonable assurance in order to design procedures that are appropriate in the circumstances but not for the purpose of

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expressing an opinion on the effectiveness of internal controls. In carrying out our engagement, we:

- assessed the data and disclosure by the company in preparing the reasonable assurance information.
- evaluated the appropriateness of reporting policies, quantification methods used in the preparation of the information subject to reasonable assurance and the reasonableness of estimates made by the company; and
- evaluated the overall presentation of the information subject to reasonable assurance.

Statement of independence, impartiality, and competence

SR Asia confirms NO relationships between the assessor team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assessor team is mandated to follow a particular assurance protocol and professional ethical code of conduct to ensure their objectivity and integrity. We carried out a pre-engagement assessment before the assurance work was taken to verify the risks of engagement as well as the independence and impartiality of the team. The assessor team members have knowledge of BRSR Core, ISO 26000, AA1000 AccountAbility standards and principles, and also have experience in sustainability report assessment based on various reporting regulations, standards, and principles, such as GRI Standard



Birendra Raturi
(Director /Team Lead)
SR Asia
Date: 11th July 2024
Place: New Delhi, India

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