



RAMGAD MINERALS & MINING LIMITED

"TAMASO MA JYOTIR GAMAYA"

SUSTAINABILITY REPORT
2012-2014

CORPORATE OFFICE

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We at **RAMGAD MINERALS & MINING LIMITED (RMML)** are proud to present “**TAMASO MA JYOTIR GAMAYA**” our second Sustainability Report, which presents our sustainability performance highlights including our **ACHIEVEMENTS, AND THE CHALLENGES** faced by us and our journey on the path of sustainability during the period **2012-14**.

For the mining industry in India, the last few years have been extremely turbulent. Political uncertainties and a mining ban brought the mining operations to a standstill. However, despite all the uncertainties and challenges, we continued to make our sustained efforts towards **CORPORATE SOCIAL RESPONSIBILITY**. Our efforts reflected our value systems.

And now as the dark clouds of the uncertain period are moving away, we have now once again set upon the path of **SUSTAINABLE GROWTH**. As a reporting organization, we see the disclosure of our sustainability efforts as a valuable platform that will expand our reach and facilitate richer engagements with our stakeholders. Our Report's theme, **TAMASO MA JYOTIR GAMAYA**, which means ‘**LEAD US FROM DARKNESS TO LIGHT**’, is extracted from the Brhadaranyaka Upanishad reflects on this journey to a **BRIGHTER FUTURE** unfolding in front of us.

The report is based on the Global Reporting Initiative's (GRI) G3.1 guidelines level A requirements on sustainability reporting and covers our **MINING OPERATIONS, WIND ENERGY AND MINERAL EXPLORATION**.



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COMPANY PROFILE



FROM DIRECTOR'S DESK



Dear valued stakeholder,

It gives me a great pleasure to present to you RMML's Sustainability Report.

At RMML we deal with natural resources and we believe sustainability is fundamental to long term success of our business. We are constantly striving towards adopting sustainable mining practices and believe that the best way to achieve sustainable success is by embedding sustainability in all areas of our business. We have confidence that this will help us earn a competitive edge.

However, the past few years have been extremely challenging for the iron ore mining industry in the region we operate. The mining operations in the region came to a standstill during the

period 2011-13 due to a ban on mining activities in the region by Court. However, we took our responsibility for legal compliances seriously and immediately implemented all the recommendations of the Central Empowered Committee (CEC) constituted by The Hon'ble Supreme Court of India.

I am very happy to inform you that the CEC found the actions taken by us satisfactory and we were permitted to resume the mining operations at our Iyli Gurunath Iron Ore mine from 8th July 2013, though with a reduced production limit from 0.5 MMTPA to 0.32 MMTPA.

Despite all the challenges stated above, we continued to be focused on our sustainability journey and commitment to the

community and environment. Our wind energy business has been contributing to green energy with an overall portfolio of 67.75 MW. This has also helped to generate additional revenues through transactions of the certified emission reductions (CERs) accrued under these wind energy projects.

Our gold mining operations will move from exploration of gold to production in the coming year.

“ Our community development agenda is progressively designed to create long-term positive impact on the lives of people in the local communities ”

We believe in giving utmost value to our human resources. We believe that the human resource that an organization has, forms the most important pillar of its foundation and therefore no discussion of RMML's sustainability performance would be complete without mention of our employees. While we had a tough year from an operations perspective, their efforts ensured another year of environmental progress and outstanding safety performance, and are largely responsible for the many reliability initiatives that will, in the future, cultivate sustained excellence. However I regret to inform that we had to downsize our employee strength in the year 2012-13 in view of reduction in production capacity from 0.5 MMTPA to 0.32 MMTPA as per The Hon'ble Supreme Court directive.

At RMML, business priorities co-exist with the social commitments and we firmly believe that our activities should support inclusive growth. Though the challenges are plenty, we have a clear strategy for how we want to grow further. While our mining operations were brought to a standstill, we did not curtail any of our social and welfare related programs compared to previous years. This is a reflection of our commitment towards improving the quality of life in the surrounding communities.

Our CSR agenda aims to support growth opportunities by solving some of the obstacles that reside within our country. Community development at RMML is deeply ingrained in our ethos. Our community development agenda is progressively designed to create long-term positive impact on the lives of people in the local communities. We have identified infrastructure and social development, community empowerment, education, and health and hygiene as key focus areas of our community interventions. The RMML invested INR 18.47 million in the society during 2012-13 & 2013-14.

Through our responsible operations, we endeavor to continue to enhance partnerships with our stakeholders and add value. Our commitment to our people, stakeholders and environment, has transformed RMML into an organization that conducts its business in a responsible manner. All these actions demonstrate our spirit of responsibility, accountability and sustainability.

As I bring this letter to a close, I invite readers to peruse this report for more information on how we are working to keep everything in balance, and to provide us with your feedback.

Yours sincerely,

Narendrakumar A. Baldota
Director
RMML



Our Vision

Be valued as one of world's leading resource companies

Our Mission

To become the leading iron ore supplier in the country by meeting the direct and implied needs of domestic and global customers to their best satisfaction, through the employment of state of the art technology and services committed and knowledgeable team members

Creativity

INNOVATIVELY HARNESSING THE RESOURCES TO FIND CREATIVE SOLUTIONS THAT AUGMENT BUSINESS OPERATIONS

Commitment

AN UNFLINCHING PROMISE OF PROVIDING NOTHING SHORT OF THE BEST IN QUALITY AND QUANTITY THROUGH STATE-OF-THE-ART R&D AND CONTINUOUSLY UPGRADING THE SKILL QUOTIENT OF MANAGERS AND WORKERS

Our 5 Cardinals

Concern

A GENUINE AND MEANINGFUL INTEREST IN THE ENVIRONMENT, BY EMBRACING GREEN TECHNOLOGIES, AFFORESTATION PROGRAMS AND AIR, WATER AND SOIL MANAGEMENT

Care

FOR THE COMMUNITY WE WORK IN, BY TAKING INITIATIVES THAT MAKE A REAL DIFFERENCE AT THE GRASS ROOT LEVEL IN THE AREAS OF EDUCATION, HEALTH CARE AND OVERALL ENHANCEMENT IN THE LIVING STANDARDS OF THE COMMUNITY

Core Values

THESE ARE QUALITY, CUSTOMER RELATIONS, SAFETY, CARE FOR ENVIRONMENT, ETHICAL BUSINESS PRACTICES, FORMING THE BASIS ON WHICH THE GROUP FUNCTIONS AND SUPPORTS THE FRAMEWORK OF ITS OPERATIONS



OUR OPERATIONS AND ROADMAP

About Baldota Group

Established in 1961, the Baldota group today comprises one of India's leading Iron Ore mining companies and holds the distinction of being one of the largest producers of wind power in the country. Built around the core ethos laid down by Shri Abheraj H. Baldota, it has demonstrated unflinching commitment to the community and environment.

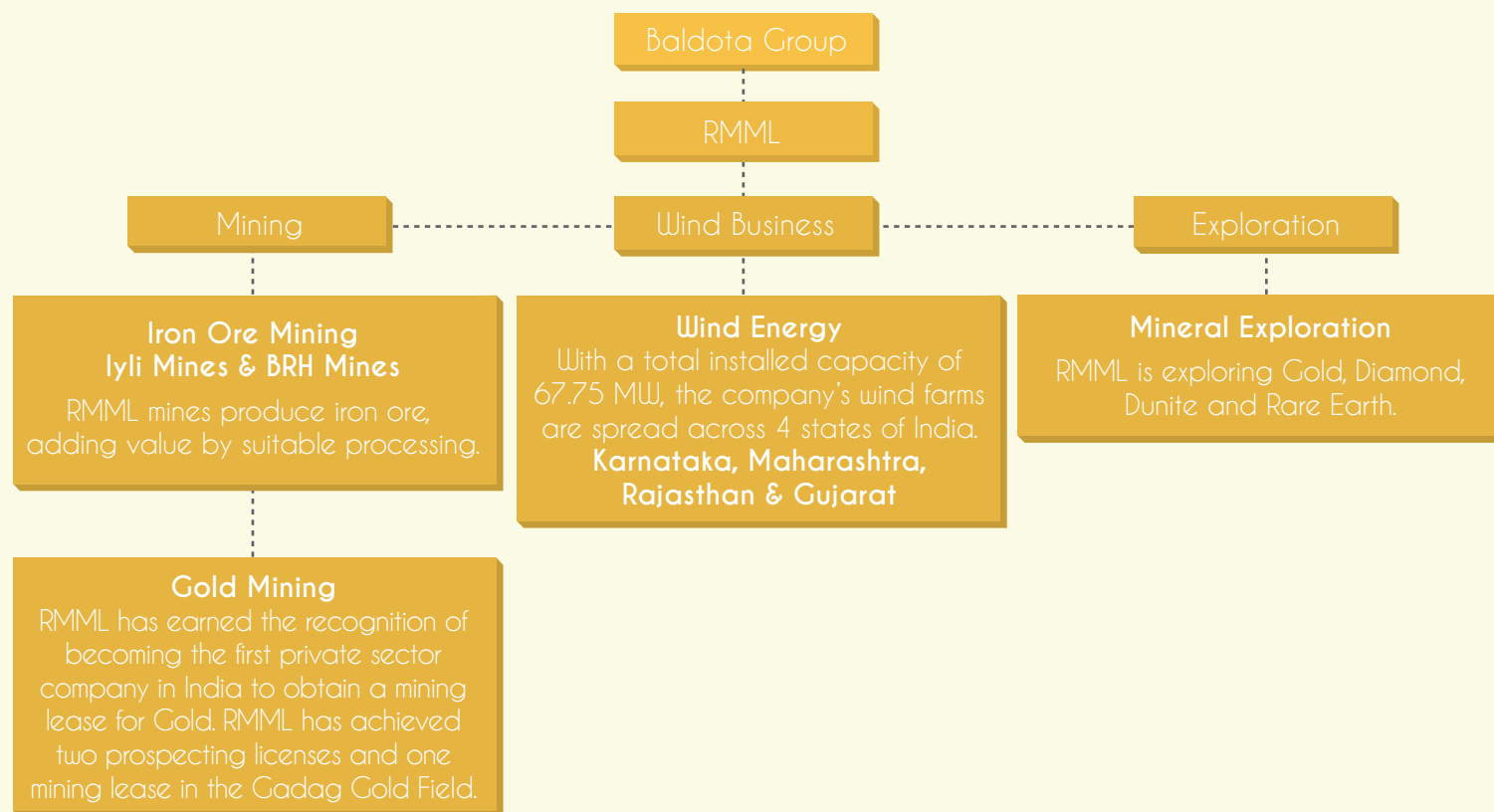
About RMML

Ramgad Minerals & Mining Limited (RMML) is part of the Baldota group of companies. Founded in 1978 as an iron Ore Mining Company, RMML has expanded horizontally as well as vertically, remaining steadfastly committed to sustainability. Today, the Company is well poised as the fastest growing company in the Baldota Group.

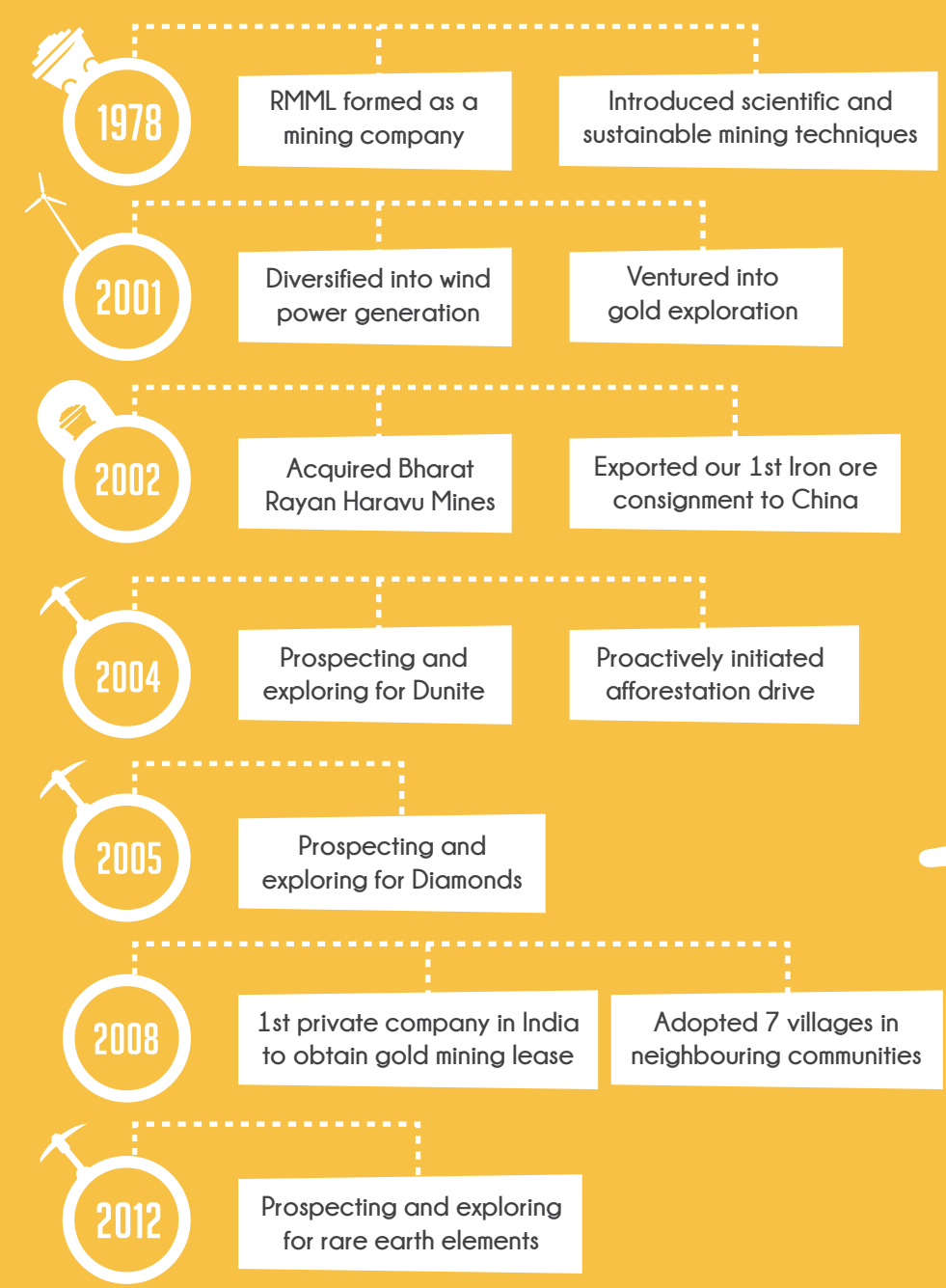
RMML's unique value proposition is its core values which guide the company, through thick and thin, on the journey of unmatched business practices, uncompromising commitment to stakeholders and undeterred growth path.

Diversified Business Portfolio

Mining business includes iron ore mining at Iyli and Bharat Rayan Haravu. However, the Iyli mines remained closed in the financial year 2012-13 and resumed operations in 2013-14, whereas the Bharat Rayan Haravu mines remained non functional during the reporting period.



OUR MILESTONES ROADMAP





AWARDS & RECOGNITION

Continuing with our tradition, RMML's efforts have yet again been acknowledged. Some of the awards being:

1. Safety standards at RMML mines

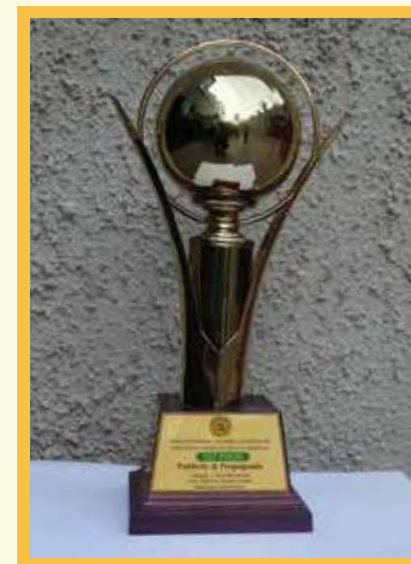
Under the provisions of Mines Act 1952 and rules/ regulations made there under, the officers of The Directorate General of Mines Safety (DGMS) periodically inspect the mines under their jurisdiction to assess the safety standards and to create self auditing of safety practices. Under the aegis of DGMS, Safety Week Celebrations are organised by Mines Safety Association Karnataka (MSAK) every year. RMML's efforts were acknowledged under various categories in the Safety Week Celebrations for the year 2013 -14



AWARD CATEGORY	AWARD
'Maintenance of Mining Machinery' and 'Crushing & Electrical Installations'	1st at Zonal level
Overall Performance, State level'; 'Publicity, Propaganda & Innovation' and 'Occupational Health, Welfare Amenities and Safety cards'	2nd at State level

2. Environmental & Mineral Conservation standards of RMML mines

RMML was ranked 1st in 'Publicity & Propaganda (in creating awareness) under the Semi Mechanized Category' in the Mines Environment and Mineral Conservation Week 2013 -14.





ABOUT THE REPORT

We at RMML are pleased to present our Corporate Sustainability Report to our stakeholders. Through this report we share information about our economic, environmental and social performance in a transparent and balanced manner. The Report delineates our sustainability performance covering the periods FY 2012-13 and FY 2013-14.

Report Boundary

The scope of the Report includes performance of our mining operations, the Wind Energy and mineral exploration. The Report covers all our operations over which we exercise control, that generates significant sustainability impacts (actual and potential) and we disclose these impacts and material issues to address the expectations and concerns of our stakeholders.

Report Data

This Report includes data for the reporting period 1st April 2012 to 31st March 2014. During this period while our wind farms continued to operate normally, we had only limited mining operations at the Iyli Gurnath Iron Ore Mines and exploration at Gadag Gold project. Thus, this report presents the sustainability performance data of the Iyli Gurnath Iron Ore Mines, Gadag Gold project and the wind business. Data collection precision continues to improve each year. Consolidated data is collected through centralized databases, with additional data collected at site level. The measures reported reflect a combination of leading and lagging performance indicators, which are further discussed in our approach.

GRI Application Level

While developing this Sustainability Report, we have followed the Global Reporting Initiative (GRI) G3.1 Guidelines.

Content

In preparing this Report, we have sought, as in previous years, to add value through an expanded materiality process and not

only directly consulted our employees and the community but also included government officials. Through this consultation process, we were able to identify the issues that are most material for these groups and defined priorities which further allowed us to focus the Report on the topics that are most material for our stakeholders.

Assurance

Through this Report we aim to transparently communicate our sustainability agenda and performance to our stakeholders.

We believe that this information disclosure will assist them to better assess our overall performance. In order to ensure reliability and traceability of the information presented in this Report, the Report has been externally assured by KPMG and GRI Checked for A+ application level.

We welcome and value honest and constructive feedback to further enhance our reporting efforts.

For any queries/feedback, please contact:

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President
RMML

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ETHICAL CORPORATE GOVERNANCE

Corporate governance is integral to our culture and openness about the Company's corporate governance principles, practices, and structure is an important element of our policy. We see effective corporate governance as critical to achieving goals and increasing the Company's value. Our management systems act as the implementation tool to ensure long-term sustainable performance.

We are fully aware of our responsibilities as a mining company operating in the developing world and are committed to maintaining the highest standards of corporate governance, transparency and protections for human rights. The Board of Directors and Management oversee the changing legislations rules and regulations, and best practices on a continuing basis and implement changes to policies and practices as needed.

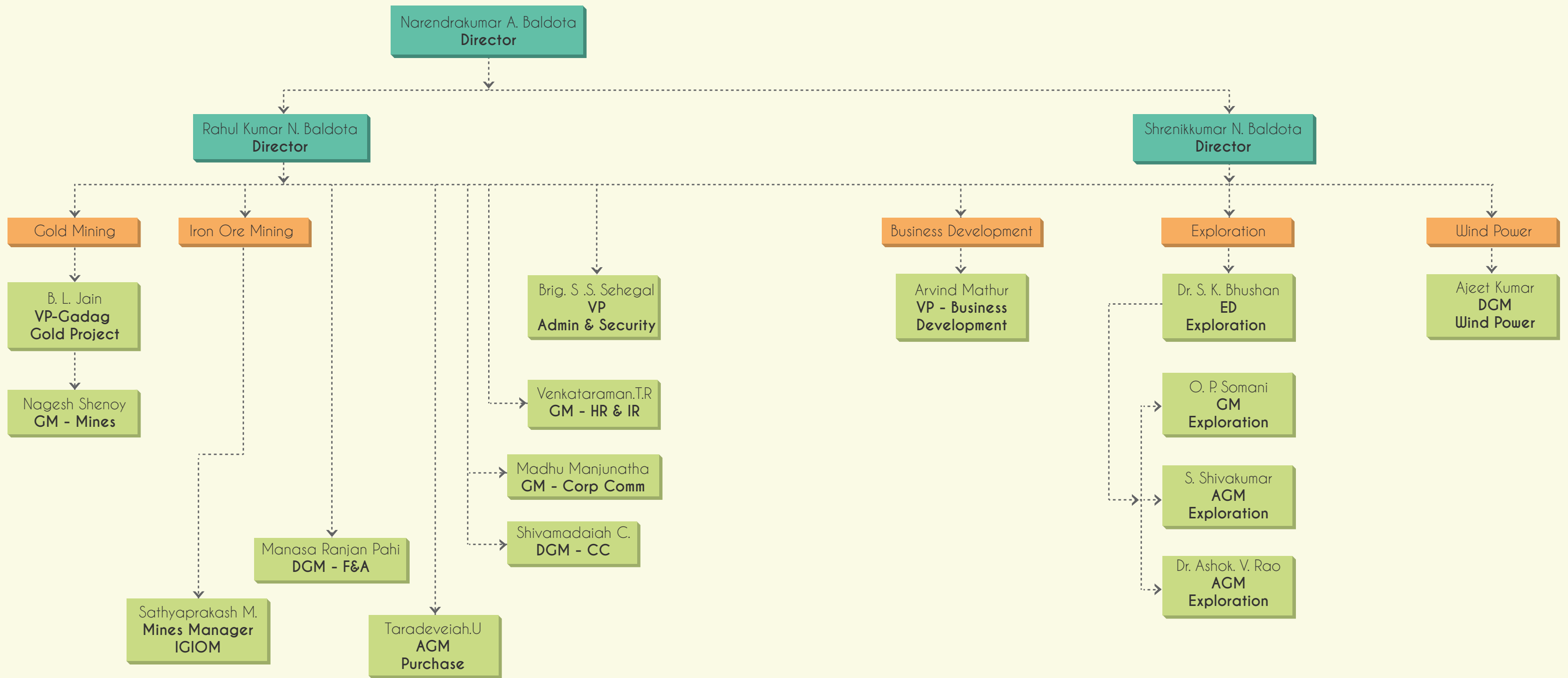
Even during the turbulent times in the area of iron ore mining, we have demonstrated the values of good governance and will continue to do so in the future as well

Our business and operating principles are stated in our Code of Business Conduct and Ethics, which is applicable to all Directors, Officers and employees. The Code establishes a common set of expectations and standards for the Company and its people with respect to ethical business practices, international business, personal conduct, health, safety & environment, and disclosure of information.

Our governance system is aligned with the values of honesty and transparency, which ensures that we operate in a sustainable way on the path of lasting success. Our Governance and Risk Management framework oversees the performance on economic, environmental and social aspects. Even during the turbulent times in the area of iron ore mining, we have demonstrated the values of good governance and will continue to do so in the future as well.

BOARD OF DIRECTORS	DESIGNATION/CATEGORY
Shri. Narendra Kumar A. Baldota	Director
Shri. Rahul Kumar N. Baldota	Director
Shri. Shrenikkumar N. Baldota	President
Smt. Vasanti Abheraj Baldota	Wholetime Director
Smt. Lavina R. Baldota	Director

COMPANY ORGANOGRAM





Code of business conduct and ethics

Our operating practices are governed by the principles set out in our Health and Safety Policy and our Corporate Code of Business Conduct and Ethics. The Code is applicable to all Directors, Officers and employees. It symbolizes our commitment to conduct business in accordance with all applicable laws, rules and regulations and the highest ethical standards.

Health, Safety & Environment

Our internal weekly and quarterly reporting tracks key health, safety, environment and social (HSES) performance indicators, including human resources, health and safety performance, environmental monitoring, compliance with permits, materials inputs and outputs, and community relations activities. An HSE committee reviews and recommends corporate policies and programs and monitors activities related to HSES.

Human Rights

We respect internationally proclaimed human rights, and strive to ensure that we are not complicit in human rights abuses.

Workplace Diversity, Non – Discrimination & Equity

We do not discriminate on the basis of race, religion, ethnicity, national origin, color, gender, age, sexual orientation, citizenship, veteran status, marital status or disability. Harassment, including sexual, physical and verbal, is prohibited. We do not allow or encourage forced or compulsory labor. We do not allow or encourage child labor, as defined by the International Finance Corporation (IFC) as “work by children that is economically or likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical, mental, spiritual, moral, or social development”.

Compliance with Laws and Regulations

In the reporting period, there were no legal actions taken against the Company for anti-competitive behavior. However, the Company had to pay INR 22.9 Million as compensation for the deviations identified in its operations during the joint survey by The Central Empowered Committee (CEC) appointed by The Hon’ble Supreme Court of India.

Whistle blower Policy

Our Corporate Whistleblower Policy allows any employee to communicate a concern or complaint confidentially and anonymously, with the expectation of a timely response and the assurance that there will be no retribution or negative consequences. There have been no complaints in the reporting period.

BOARD COMMITTEES	FUNCTIONS
Committee of Directors	Responsible for liquidity management and application of surplus funds, opening and closing of banking accounts and dematerialization accounts of the Company. The Committee can also grant authority and/or issue specific Powers of Attorney to act on behalf of the Company for the purpose of business, approve donations and raise funds.
Audit Committee	Entrusted to oversee matters related to financial statements and reporting and audit procedures of the Company. The Committee also reviews findings, if any, of the internal auditors and recommendations. It is also responsible for recommending the Board on appointment /reappointment/ replacement/ removal of statutory auditors and fixation of their audit fees and fee for other services.
Remuneration Committee	Determines the remuneration and variable pay of Executive Directors and reviews the performance of Executive Directors including those parameters related to the environmental and social aspects.
Securities, Transfer and Shareholders’/Investors’ Grievance Committee	The Securities, Transfer and Shareholders’/Investors’ Grievance Committee oversees all matters relating to Share Transfer - Investors Grievance etc.
Initial Public Offering Committee	IPO Committee is authorised to take care of offer for sale up to a limit of 1,80,00,000 equity shares of INR 5 each for cash by selling it to shareholders.
CSR Committee	Recommends the CSR projects to be undertaken by the Company and also the amount of expenditure to be incurred on CSR projects.
HSE Committee	Review and recommend corporate policies and programs and monitor activities related to health, safety, environment and social (HSES) matters affecting communities where the Company conducts operations.

Our Approach to Corporate Sustainability

Sustainability is an integral component of our group wide strategy. We are committed to embedding sustainability in all our daily actions. Our goal is to continuously improve workplace health and safety and environmental performance, and to share the benefits of mining with local communities. We have an explicit responsibility for the company’s impact on stakeholders, society, the economy and the environment. In addition to the laws and regulations that exist in our country where the Group has operations, we also respect international conventions and declarations on human rights, labor legislation, the environment and corruption.

We strive to maintain our well recognized safety focused culture among our employees, contractors and visitors. This includes continually improving working conditions and conserving the health and physical safety of all our employees. It extends to preserving the environment and safeguarding the health of the inhabitants of the communities in which we operate, who in the future could become our employees.



RMML's Approach

Financial Responsibility

Contributes to sustainable economic development by being a successful company that focuses on customer value and sound business ethics

Environmental Responsibility

Always strive to prevent or minimize the detrimental effect of its operations on environment

Social Responsibility

Responsibility for our employees and their work environment, working conditions for suppliers and contractors and society at large

OUR COMMITMENTS

We Pledge To,

Understand the challenges and set new principles for ourselves. We aim to share the key commitments that we will make every reporting period and our progress in achieving them. We have made significant commitments and a brief account of the same has been presented below:

COMMITMENT	HOW WE PROGRESSED DURING 2012-14
Zero waste Mineral	We ensure recovery of 100% minerals via scientific and systematic process of mining, processing and stocking.
Controlled GHG Emissions	We monitor our Green House Gases (GHG) emissions, while identifying the areas to achieve enhanced energy efficiency and investing in renewable energy.
Retaining our people	We value our employees and their contribution, and try to ensure that there are no lay-offs to the extent possible.
Ensuring safety of our people	Safety performance is reviewed on a periodic basis and evaluation is carried out to find, whether additional safety procedures are required. The personnel engaged as well as machines deployed are, as per the Metalliferous Mines Regulation (MMR) 1961. Safety Management System (SMS) is proposed and approved by the DGMS to further improve safety standards.



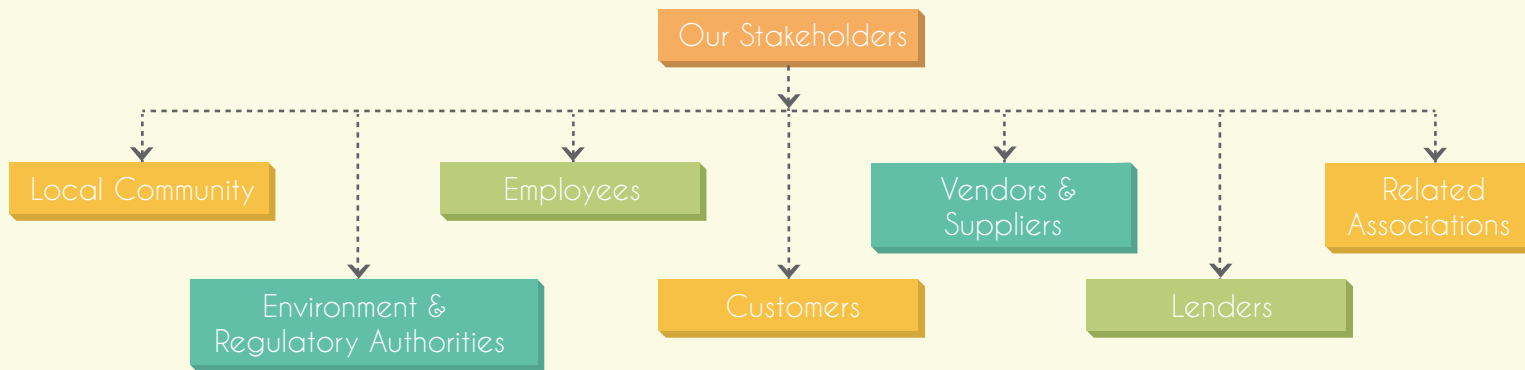
STAKEHOLDER ENGAGEMENT

We consider all organisations and individuals who are affected by our operations and who can potentially impact our long-term sustainability as our stakeholders. Our stakeholders include:

- a. Local Community
- b. Environment & Regulatory Authorities
- c. Employees
- d. Customers
- e. Vendors & Suppliers
- f. Lenders
- g. Related Associations

Over time we have developed and fine-tuned our engagement with our various stakeholder groups. Stakeholder engagement is a continuously evolving, dynamic process and we believe our stakeholders are partners in our journey towards sustainability. Our relationships with our stakeholders define the way we conduct our business.

We believe that open and transparent dialogue should form the basis of our interaction with our various stakeholder groups. From this solid basis we continue to involve them, wherever applicable, in all matters of our business, both at an everyday functional level and at a higher strategic level.



We endeavor to engage in an open dialogue with all of these stakeholders regarding how our activities are conducted, the Company's priorities, decisions and what results are achieved. Key sustainability issues are communicated to stakeholders primarily through the Annual Report, Sustainability Report, as well as continuously as part of the daily operations.

Dialogue with stakeholders is often conducted at Group level and also at local level in each operation. The Corporate Sustainability Cell of the Company interacts with the local community and other stakeholders almost on a daily basis through the field officers. These stakeholder dialogues provide Management with important information on the appreciations and expectations of the stakeholders and for determining the Group's key issues.

STAKEHOLDERS	INTERFACING GROUPS	ENGAGEMENT TYPE
Local community	Volunteers, neighbouring locales, NGOs	Field visits, Calls and Meetings, Conferences and seminars, Surveys, Press Releases, Media interviews and quotes, Sponsored events
Environment & regulatory authority	DGMS, Indian Bureau of Mines, Department of Mines & Geology, Forest department, Panchayat members, other government officials	Inspections, Project Meetings, Reviews, Calls and Meetings, Surveys, Consultative sessions
Employees	Every individual employee including senior management and HR representatives	One-on-one counseling, Newsletters, Employee feedbacks, employee events and meetings
Customers	Sales/Pre-Sales, Marketing, Delivery Teams	Product-related Calls and meetings, Relationship Meetings, Visits, Responses to RFPs, Sponsored Events, Mailers, Newsletters, Brochures, Customer feedback forms
Vendors & suppliers	Procurement firms, staffing firms, other suppliers groups	Transactional meetings, Periodic Reviews, Surveys and feedback forms
Lenders	Our various lenders and investors	Organisational events and meetings, Annual Reports, Press releases
Related Associations	FIMI, FICCI, FKCCI, Mines Safety Association Karnataka, IWPA	Conferences and Seminars, Sponsored events and forums, Surveys

Our Industrial Participation

We are represented in major business associations and industry forums that are relevant to our business. Through our participation in these associations and industry forums, we contribute to the development of the industry by responding to key industry issues, adopting global best practices and working with other industry players on economic, environmental and social issues. Our GM - Mines, Shri. Nagesh Shenoy is an active member of Mining Engineers Association of India - Bellary & Hospet Chapter.



Shri. N. Nabaghana Pany, our VP-Group HR head addressing the gathering in a seminar as Chairman, North Karnataka Chapter (2012-14) of National Institute of Personnel Management at Hospet.



Business & Community Foundation (BCF)	Chemicals & Allied Products Export Promotion Council (CAPEXIL)	Council for Fair Business Practices (CFBP)
Federation of Indian Mineral Industry (FIMI)	Federation of Indian Chambers of Commerce & Industry (FICCI)	Federation of Karnataka Chambers of Commerce & Industry (FKCCI)
Karnataka State Council Membership	Indian Wind Power Association (IWPA)	Mining Engineers Association of India (MEAI)
	Mines Safety Association Karnataka	

We have identified the following material issues through interaction and consultation with the senior management and carrying out the stakeholder engagement process with our key stakeholders:

Energy consumption	Air pollution	Water
Waste management	Health and safety	Employment opportunities
	Regulatory compliance	



OUR ECONOMIC PERFORMANCE

Regardless of the instability in economic & industry growth, growing competition and adverse export rates in the recent years, the company has made significant efforts to grow and maintain leadership. ”

Our Approach

We follow prudent financial policies with judicious deployment of resources. The Company has well laid down procedures, guidelines and policies for mitigation of key financial risks. We recognise that our business is capital intensive, requiring sizeable investment in capacities, products, infrastructure and capabilities. As part of our strategy process and review, we regularly identify the need for new projects for investment, product development and capabilities. The Company’s policy towards capital investments ensures that decisions are made with the long-term view in mind. Though there were many fluctuations in the domestic market over the past few years, the Company continued with its expansion plans. The Company endeavors to strengthen all aspects of the business, including sourcing, localization and production planning. It will also provide manufacturing flexibility, cost reduction and long term sustainability.

Our Performance

Iron ore by far is one of the most essential raw materials, since the development of the steel industry entirely depends on it. India is one of the largest exporters of iron ore, however the government restrictions on mining operations in Karnataka with the view to curb illegal mining has resulted in the decline of iron ore exports. The ban, imposed in Karnataka in 2011, has cut India's iron ore exports by about 85 percent, or 100 million tonnes, over the past two years. Shipments of iron ore plunged to 18 million tonnes in 2012-13 from nearly 168 million tonnes in 2010-11. In addition to the operational and legal issues, the central government has hiked the export duty on iron ore fines and lumps to 30 percent for the current fiscal year, in a bid to conserve the raw materials for the domestic steel sector.

PARAMETER	FY 2012-13 (INR MILLION)	FY 2013-14 (INR MILLION)
Revenues	1354	1352
Operating Costs	520	476
Employee wages and benefits	47	93
Payments to providers of capital	227	240
Payments to Governments	127	105

PARAMETER	FY 2012-13 (INR)	FY 2013-14 (INR)
Significant Financial Assistance Received from Government	75,981,519	116,384,160

*Significant financial assistance received from the government is in terms of Tax Relief

The years 2012-14 were the years of ups and downs. During these turbulent times we have upheld our stance towards ethical behavior. The ban on iron ore did not prevent us from continuing our initiatives towards the development of our neighboring communities. Even though our iron ore operations came to a standstill during 2011 to mid-2013, we tried our best to avoid reduction of man power and ensured employee development through newly assigned job responsibilities during this period. However, while our Iyli Gurunath mines resumed operations on 8th July 2013, the permitted production capacity was reduced from 0.5 MMTPA to 0.32 MMTPA. This led to an unavoidable parting of 90 employees by February 2013, while we had retained them through most of the non-operational period. Subsequently as a part of re engineering process the strength of employee has gone up to cater to the needs of current as well as future requirements of the organisation. As a policy, Company keeps wages of male and female workforce equal to or more than the minimum wages as prescribed by regulatory agencies.



In a view to diversify our business, we are also focusing on our exploration process for Gold, Diamonds, Rare earth and Dunite in the states of Karnataka and other states of India.

Climate change & Financial Implications

Climate change is a serious environmental concern. We understand that mining process by its nature is energy, water and material intensive. The Company is conscious that changes in global climate will affect its operations and long-term sustainability. The Company recognizes that the spread of climate change poses physical, regulatory and other risks to the company. At the same time we also see climate change as an opportunity to further improve our operations & processes in terms of their emissions, material use, rationalizing energy, etc.

Comprehensive and goal-oriented research and development is a prerequisite for growth. The research and development encompasses both iron ore business and wind business. The R&D team at RMML comprises of a well experienced members. The responsibilities of the R&D include testing of iron ore and elements as well as for research on the use of iron and other minerals for purposes other than steel. Research and development in the iron ore business includes efforts to increase the efficiency of mining and to reduce the environmental impact of mining and find alternative uses for non-iron ore minerals extracted with iron ore as part of zero-waste management initiative. We have put in place systems that ensure recovery of 100% of the minerals available through systematic mining, processing and stocking of minerals under the “Zero-Waste Management” plan.

We have put in place systems that ensure recovery of 100% of the minerals available through systematic mining, processing and stocking of minerals under the “Zero-Waste Management” plan

Local procurement

With a view to promote the local economic activity, we believe in sourcing our goods and services from local suppliers.



Although we do not have a formal policy on local procurement, we prefer sourcing our goods based on our requirements from local vendors. Irrespective of the region of procurement, all our contracts and agreements include human rights clauses including labour rights, humane treatment of employees, living wages and prohibition of child and forced labour etc. All our business partners are subject to screening on human rights aspects.

Customer engagement

Customer feedback is essential in determining and further enhancing the quality of our goods and services. We ensure customer feedback is taken on a regular basis with a view to address the needs and concerns immediately. During the reporting period, we have not received any substantiated complaints from our customers on use of products or breach of customer information privacy. Requisite information with respect to product information is provided as per the laws mandated by the government. There were no associated legal non-compliance or penalty issues with respect to our products and their labelling in the reporting period. Our marketing efforts are focused on specific segments of key customers. No significant non-compliance or monetary fines were levied on us due to non-adherence to voluntary or regulatory marketing codes.



**OUR ENVIRONMENTAL
PERFORMANCE**

OUR ENVIRONMENTAL PERFORMANCE

“ Across our operations around the nation, protecting the environment is one of our most significant sustainability challenges. ”

Our Approach

We are aware of the environmental impacts of our processes and we strive to conduct our business in a way that minimizes any negative impact on the natural environment. We are committed to identifying and mitigating environmental impacts, with environmental responsibility integrated into our strategic planning, management systems and our daily operations. Our operations are widespread and diverse in nature, including prospecting, production, reclamation, processing, transportation and marketing of our iron ores. This explains that our potential environmental impacts are complex, which include energy consumption, air pollution, loss of biodiversity, soil erosion, water pollution, etc. We are aware of the increasing regulatory pressure; we at RMML try to remain ahead of environmental regulations to the maximum possible extent.

Our Performance

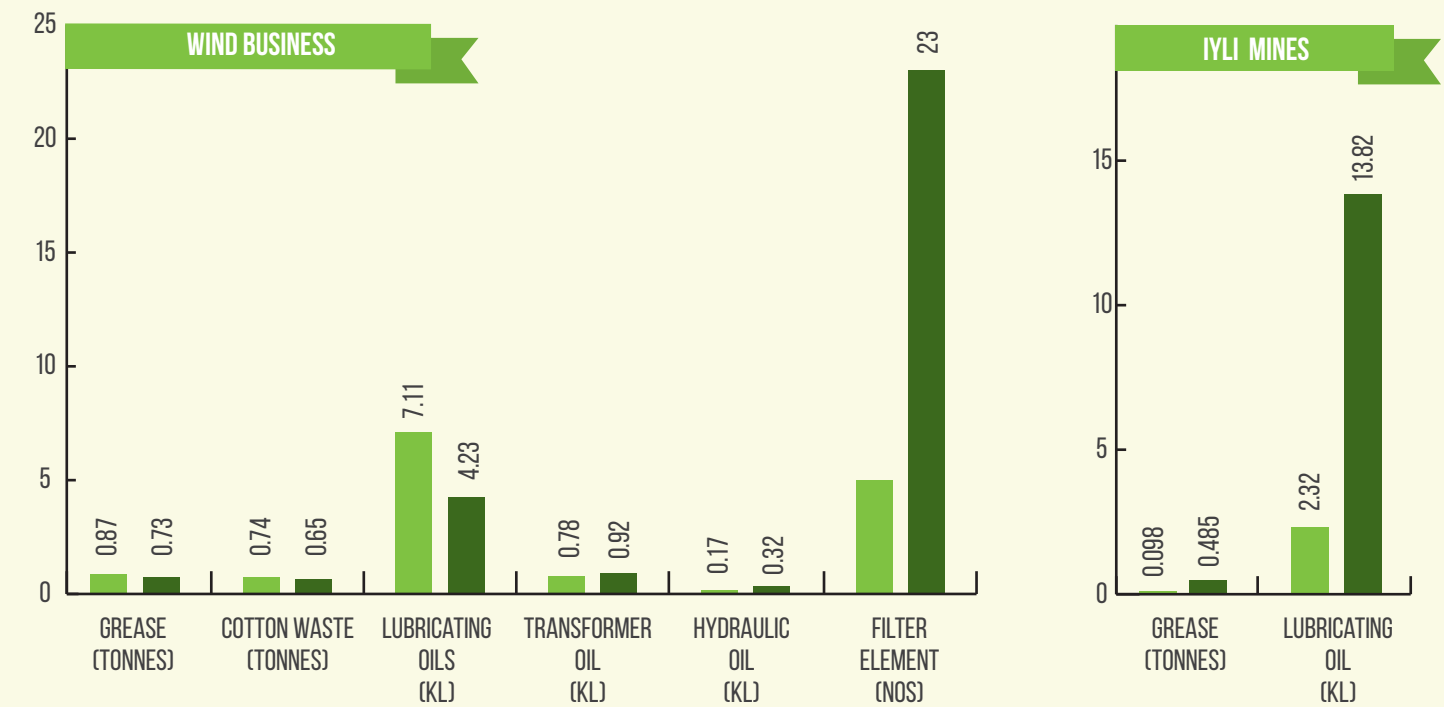
We are aware of the impact that mining has on the environment. So, our efforts are directed towards minimizing them. We align our practices towards environmental conservation by ensuring that energy-efficient processes are established. During this reporting period we had only limited mining operations at the Iyli Gurunath Iron Ore Mines, exploration at Gadag and normal wind power generation. Thus, this report presents the sustainability performance data of Iyli Gurunath Iron Ore Mines and the wind business which continued to operate normally. The performance data presented further is reflection on the reduced activities.



Material Consumption

Business wise material consumption details have been tabulated below.

2012-13
2013-14



Energy and Emissions Management

Global climate change due to high energy consumption and related emissions of green house gases (GHG) pose risk to our business as well. These include risks related to frequent disruption in operations due to severe weather changes, stringent regulatory requirements on reduction in emissions, adoption of energy efficiency initiatives and inadequate supply of natural resources such as water required for our operations. We are aware of the impact that the mining operations have in terms of climate change due to energy consumption and emission of green house gases (GHG). We have taken measures in managing our energy use and the associated GHG (Greenhouse Gas) emissions. We see our continuous effort to improve the energy efficiency of our operations as being in alignment with the societal demand to reduce the emission of GHGs.

We also continue to invest in wind energy to demonstrate our responsiveness towards climate change. Over the years, we have expanded our investment in wind energy. Currently our wind farms have a power generating capacity of 67.75 MW.


WIND FARM	INSTALLED CAPACITY MW	2012- 13		2013- 14	
		NET ELECTRICITY GENERATED (MWH)	NET ELECTRICITY EXPORTED (MWH)	NET ELECTRICITY GENERATED (MWH)	NET ELECTRICITY EXPORTED (MWH)
GR Halli (Chitradurga, Karnataka)	2.65	5952.345	5891.85	6139.04	6072.29
Satara (Maharashtra)	0.50	487.60353	422.84	664.13	576.53
Sogi & JJKL (Karnataka)	50.00	133303.08	130587.24	127136.16	124705.89
Surajbari (Gujarat)	4.20	2644.727626	2576.13	2614.47	2589.76
Tinwari (Rajasthan)	10.40	17717.146	17697.21	16421.56	16404.51

Most of the processes at our mining locations such as excavation, transport and loading are undertaken mechanically by means of heavy mobile machineries and equipment, transport vehicles and power generators to produce on-site power, that run on diesel. Therefore diesel constitutes the major source of direct energy consumption.


FUEL CONSUMPTION	CONSUMPTION IN 2012-13 (IN KL)	CONSUMPTION IN 2013-14 (IN KL)
Diesel Consumption		
Gadag Gold Project	38.885	8.20
Iyli Gurunath Iron ore Mines	32.2745	329.28

During the reporting period, we consumed 15476.20 GJ of direct energy and 8.71 GJ of indirect energy. Our total direct emission recorded was 1146.79 tonnes of CO2e while indirect emissions were 1.83 tonnes of CO2e.


We have adopted and implemented various energy conservation initiatives at our Iyli mines to reduce our energy consumption. Some of the initiatives that have been implemented are given below.



Use of solar lights to cut down the usage of electricity



We have placed transparent fiber sheets on the roof & windows that helps us in reducing the usage of electric power for lighting



For water sprinkling in the Afforestation area, we place the water tank on the dump top, so that the water can flow through the pipes under gravity, avoiding the usage of any fuel pumps

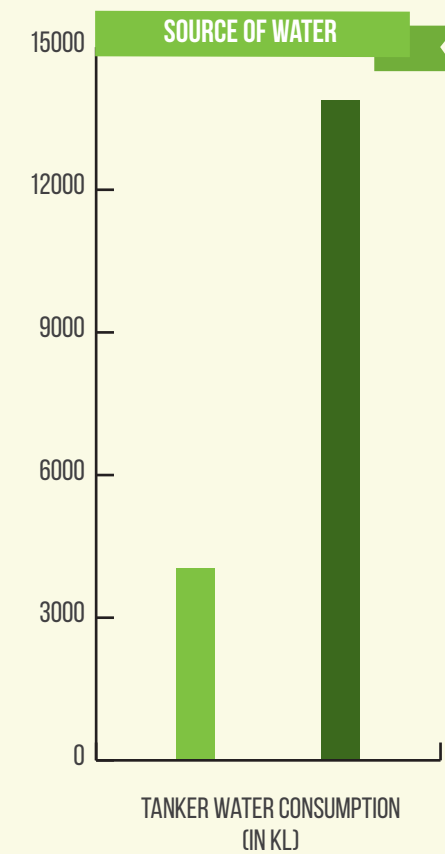
We understand the impact of our significant air emissions from our processes and operations. Staying within the permissible limits of emissions of oxides of Nitrogen and Sulphur, suspended particulate matter and respirable particulate matter which constitute for significant emissions, is our priority. Dust is the most common air emission associated with our operations and to suppress the same, water is sprayed on the haul roads. Our operations do not utilize any ozone depleting substances.

We adhere to all the applicable environmental laws of the land and had no cases of non-compliance during the reporting period. Environment-friendly equipment is selected in all the operations of mining.

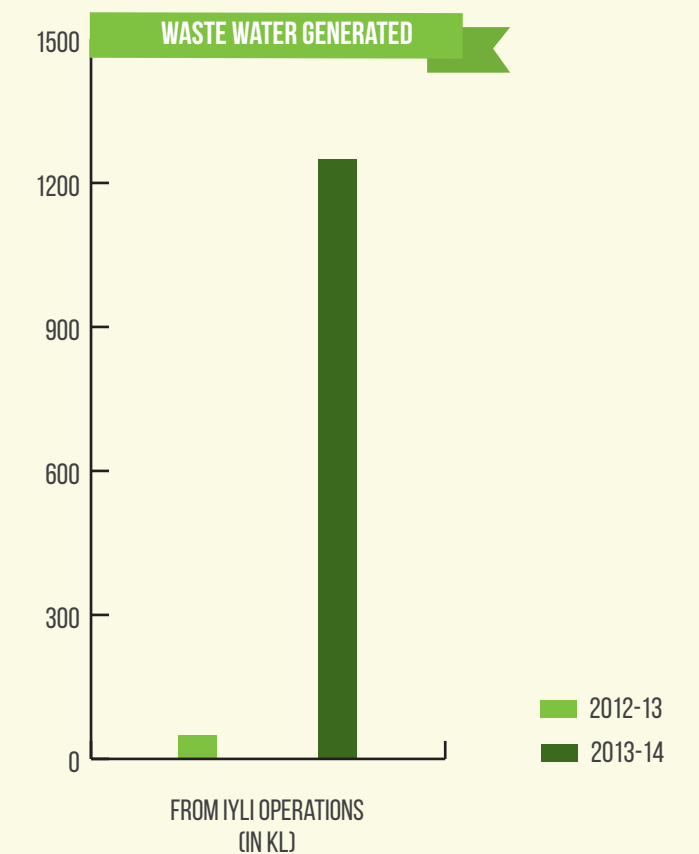
Water

Water is the essential natural resource used for various activities related to our mining operations and is a scarce resource in the region we operate in. The run-off from the mining area also adversely impact the water resources around the mining area. As such water management is an integral part of our environment management system. We prioritize the efficient use of water, water reuse and recycling, responsible discharge of any waste water from our activities, and maintaining the condition of any equipment that may pose a hazard to water quality. We constantly monitor our water usage and take steps to ensure effective water management. We have implemented water management programmes like construction of series of check bunds, gully plugs and rain water harvesting structures at our mines. We also interact closely with our local communities regarding their collective interests in preserving water sources.

The total water consumed by our Iyli operations in the reporting period has been tabulated below.



The total waste water generated by our operations in the reporting period has been shown below.



The increase in water consumption and waste water discharge by our Iyli mines is because of the resumption of our operations in the year 2013-14.

In order to reduce soil erosion and related water pollution, we have constructed gully plugs and check bunds across streams flowing through our mining leases. It is our priority to see to it that our neighboring communities are not impacted by the way we operate, and hence have strategic measures in place to ascertain the same.



Biodiversity & Land Management at RMML

Ramgad reserved forest is a hilly tract where thick forest cover is observed in some patches while thin vegetation cover is visible in areas where mines are operating. There is only one sanctuary, Daroji Bear Sanctuary about 14 Kilometres from the mining lease area. There are no other national parks or environmentally sensitive areas within 50 Kilometres distance. About 0.5 ha of land has been earmarked as natural biodiversity area.

Land management for mining operations is complex and has an effect on a mine's entire lifecycle. We have also taken steps to stabilize & rehabilitate old inactive overburden dumps. None of RMML's mining sites or plants are located in the areas that are either biodiversity hot spots or ecologically vulnerable or protected areas. Our mining operations have site specific biodiversity management plans approved by the competent government authorities. These plans consider the specific geographical location and any nearby protected or high biodiversity areas. They also include conducting environmental impact assessments and biodiversity baseline studies, which helps in determining and minimizing the impact and allow conservation and restoration of biodiversity.

Waste Management

During the course of mining, the overburden (waste rock) is generated. Waste from mining generally remains at the site where it is generated and is categorized as overburden. Through R & D the waste generation (overburden) is limited by systematic & scientific mining by considering the utilization of low grades ores. replace with- During the course of mining, the waste generated (overburden) is stacked in the site where it is generated. Through R & D the overburden is limited by systematic & scientific mining by considering the utilisation of low grade ore

Utmost care is taken with respect to waste rock management wherein, designated dumping grounds are made with proper terracing. Runoff is prevented by construction of bunds, gully plugs and proper retaining walls at the toe.

The practices, level of compliance and existing facilities to manage the solid waste generated by our mines are marked by responsibility and also demonstrate our sincere efforts towards waste management.

Apart from overburden our mining and wind farm operations generate waste lube oil, cotton waste and grease. The volume generated during the reporting period is tabulated below.

**IN THE REPORTING PERIOD,
OVER 15,000 SAPLINGS
WERE PLANTED BY OUR IYLI
OPERATIONS, WITH A
SURVIVAL RATE
OF 85%**





MINES - IYLI	UNITS	2012-13	2013-14
Overburden	Tonnes	0*	1,26,939
Lube oil	KL	1.3	13.82
Grease	Tonnes	0	0.48
Cotton Waste	Tonnes	0	0.62

WIND BUSINESS	UNITS	2012-13	2013-14
Lube oil	KL	10.45	3.45
Grease	Tonnes	0.11	0.11
Transformer Oil	KL	0.67	0.02

*No operations during the year 2012-13

We strictly follow the waste disposal and management norms as stipulated by regulations. We have obtained permission from the State Pollution Control Board (SPCB) for managing hazardous waste. The waste oil generated is stored in environmentally protected areas and disposed off through authorized dealers.

To mitigate the potential environmental risks at the time of closure of our mines, all our mines have mine closure plans approved by the Indian Bureau of Mines (IBM) as required by the Indian regulations. We have not closed any of our mines till date. We understand the environmental and social impacts associated with mine closure, since they determine the long term challenges for those, who are dependent on it for income generation or who live in the neighbouring areas. Our aim is to reduce long term risks and liabilities, and to ensure that mining is the foundation of a better future for the surrounding communities.



OUR SOCIAL PERFORMANCE



OUR SOCIAL PERFORMANCE



Message from Smt. Chitra Baldota

We believe that economic and social development must go hand-in-hand. We always strive for progress of our communities along with us. Touching and improving lives is at the heart of our business model, and it is what motivates us to make a difference in communities. Our continuous engagement helps us to respond to their hopes and concerns in a time bound and effective manner thereby achieving synergies and creating a momentum to our growth. We reach out to our communities through Abheraj Baldota Foundation, addressing critical challenges facing our community - rural transformation, education, health and hygiene. Towards our increasing commitment towards community development, we have built a community development programme to support initiatives in the field of education, healthcare, infrastructure development, sports and skills training that are implemented in and around our business locations.

Message from CSR Team

It is essential that we maintain a positive relationship with the communities around our operations. Social responsibility is a fundamental part of our corporate citizenship. We are driven by our value system and commit to support and nurture societies. Establishing and maintaining good relations with the communities at all stages from exploration to post mine closure requires constant and effective two-way communication. In pursuit of such relationships we intend to develop a sustainable community development strategy which will include adhering to world best practice and form an important part of our overall Corporate Social Responsibility framework.

We assess our current community development performance with clear and measurable goals that will be continuously tracked. The information presented in this report will be the benchmark for us to improve



“ We are aware that every action we take has an effect on nearby communities and we are committed to maintaining a vibrant, economically diverse local community. ”

H.K. Ramesh
DGM-CSR

Our Approach

We recognize that maintaining a dialogue with the diverse communities in which we operate is essential. It is a key element of our approach to sustainability and risk management. The local community and the society at large are our important stakeholders.

In our relationships with local communities, we respect and promote human rights within our area of influence. This includes respect for the local cultural heritage, customs and rights of these communities. The communities surrounding our operations are our neighbors, business partners and future workforce. By working closely with them we can maximize the positive impacts of our activities, and avoid or minimize any potential negative effects. Our engagement with them helps to secure broad-based support for our activities, which is vital to ensure sustainable development.

“ I am not the owner of wealth, but privileged trustee to serve the community with it ”
Late Sri Abheraj H. Baldota, Founder Chairman

Our Performance

We are a responsible corporate citizen and believe in empowering and assisting our communities in their road to development and have tailor made programmes to this respect. We work towards helping communities irrespective of the nature of our operations.

From education to livelihood, healthcare to sanitation, environment care to infrastructure enhancement - 'corporate responsibility' has been embedded in RMML's ethos way before it became a catchphrase.

Over the years, RMML has adopted 7 villages transforming lives of its residents and will continue to adopt many more villages in the future. This year too, RMML continues to champion a series of initiatives towards sustained positive change. The Total expenditure on various CSR programmes undertaken by RMML was INR 18.47 million. Further, we have contributed INR 171,579,986 towards SPV (Special Purpose Vehicle) for the community development activities to be taken up in the region as per the directive of The Hon'ble Supreme Court of India.

1. Education

Education in general plays a fundamental role in the overall development of any society. We believe that contribution towards education is key to investment in the social sector. Primarily, the Abheraj Baldota Foundation has been distributing free notebooks to schools in and around Hospet region and also around our plant area in Gadag.. We have also been providing free computer training to children of higher classes. Special coaching classes for 10th and 12th standard students were organised to support continuation of education amongst the underprivileged students by hiring teachers and providing other facilities.

Note book distribution

This reporting period, on 16th of June, 2012, we conducted a free notebooks distribution program, which was inaugurated by Ma. Ni. Pra Shivashantvera Shri Gavisiddeshwara Swamiji, Samsthana Shri Govimath, Koppal. A total of 7,200 books were distributed to 1,200 students from three schools of Koppal, Halavarthi and Basapura.



Notebook distribution at Government School, Hospet



Computer education

Shashikala, having completed her SSLC, had applied for ITI during which she trained herself in typewriting. Planning her future, she wanted to obtain a job of a fitter in the maintenance department of a factory. To her dismay, the factory did not hire women workers for that profile and typewriting did not account too much in one's skill set. During that time, RMML had organised computer training at Hanumanahalli. Shashikala took this opportunity to complete her computer training successfully at our centre. Now, she works as an administrative assistant at an NGO with an appreciable salary.



Computer Education at Kanvihalli

2. Health, Hygiene & Sanitation

We believe access to healthcare is among basic necessities, though out of reach for many still. Clean drinking water and sanitation is the basic human right to ensure good hygiene and sanitation.

A study conducted to assess impact of RMML's sanitation initiative has revealed that constructing toilets for individual houses has helped arrest spread of diseases and provide greater security, to women in particular. We had organized HIV/AIDS awareness and support programs, reaching out to over 200 HIV+ patients.

TILL DATE, BALDOTA GROUP HAS CONSTRUCTED 1,967 INDIVIDUAL TOILETS WITH PROPER DRAINAGE SYSTEM ACROSS 18 VILLAGES (INCLUDING 7 VILLAGES OF RMML).

OVER THE YEARS, BALDOTA GROUP HAS IMPARTED COMPUTER TRAINING TO 967 PEOPLE.



Eye Operation

Losing eyesight is equal to losing means of livelihood for the poor. Fulfilling the need of proper eyesight treatment for the underprivileged, RMML organised 9 eye screening camps along with an organisation called 'Netralakshmi Vidyalaya' in the adopted villages. 509 people underwent eye check-up and 39 patients were operated. RMML had also taken care of all the patients travel and food during the screening and operation camps.



Eye screening at Jaishingapura

Blood Bank

Every two seconds, someone in the country needs blood. Extrapolating this statistic to the population of Hospet, 5 people in Hospet require blood every day. Unfortunately Hospet, with a history of 300 recorded accidents every year had no blood bank until 2001, when the town got a new lease of life in the form of Smt. Vasantidevi Baldota Blood Bank. From a humble beginning of 1-2 units of blood issued per day to 20-25 units per day - the blood bank has come a long way. This year marked a milestone as the blood bank finished 10 successful years of touching lives.



Blood donation camp at Hospet



Drinking water project

To improve the quality of water in villages, we have installed a water purification plant with capacity of 1,000 litres per hour at Danapur under Public Private Partnership. The building and raw water has been mobilized from the Gram Panchayat. We have set-up RO plants, a PPP project, to provide safe drinking water for villages of Kanvihally of Harapanahally Taluk, Jaishingpura of Sandur Taluk and Attikatte of Mundargi Taluk.



Our another major initiative towards healthcare is Cancer Treatment. RMML works along with the Abheraj Baldota Cancer Detection Centre, a super specialty facility equipped with world-class endoscopy equipment that aid early detection and cure of Cancer. Since its inception, a total of 933 GI Cancer patients have been diagnosed, of which 45% coming from low income groups were provided treatment at highly subsidized rates. The centre also facilitated production of 15 television programmes for public awareness on Cancer diagnosis and treatment.

3. Women Welfare & Empowerment

Gender discrimination continues to be an enormous problem within the Indian society. This drastically effects women's health, financial status, education, and involvement on all fronts of decision making. Problems of women arise primarily out of the lack of access to resources at both the household and the village level. Women's development has to go beyond the economic realm and we wanted to place emphasis on issues relating to equality, autonomy and self-reliance at the individual level and on solidarity of the community (of women) at the Group level. To address issues of empowerment and to bring in financial independence we mooted the formation of women Self Help Groups (SHGs) in our adopted villages.



For effective community development, we firmly believe that women act as enablers of change. SHGs apart from being our deliberate attempt towards strengthening the financial handling and decision making power of women, have proven to be a strong and close knit women's group that has been effectively utilised to propagate awareness on key village issues that need to be addressed. RMML facilitated the formation of 35 Self Help Groups with a provision of INR 35 Lac as revolving fund to affect socio-economic independence of women covering 529 families in 7 adopted villages under RMML project.

The members of the SHG meet every week to undertake savings and credit activities.



Tailoring training

As a means to provide value generating livelihoods to the communities of Sringarathota, at our wind farm area, we distributed 19 sewing machines after providing 6 month's training. This has helped the village women weave a stronger social fabric with colourful threads of economic independence. Their enthusiasm was visible in their eagerness to attend more tailoring training sessions.



Sewing Machine distribution



We have supported 132 families to get LP Gas connections which would reduce dependency on forests for firewood and also to reduce workload of women on fire wood collection and improve kitchen hygiene.

RMML had also organised Health Checkup Camp exclusively for women at Kanvihalli village, about 185 women underwent screening and 106 women were treated who had been suffering from Gynecologic problems.

Climbing New Heights - Creating another Bachendri Pal

Courage when supported often translates into victories. RMML has always lent a helping hand for those who have the courage to break-free and achieve success. Nandini Cholaraj, a 25 year old with dreams of climbing the Mount Everest, had to overcome societal and monetary hurdles before she could embark on this journey of a lifetime. We supported her dream by becoming her title sponsors and providing her monetary aid for her expedition. Unfortunately, Nandini had to turn back 848 meters from the summit as she was the only one left in the expedition. She now plans to fulfil her dream in the next season.

4. Environment Care - Giving Back to Nature

As part of our commitment to afforestation, we have planted over 1,825,000 trees, transforming 190 hectares of harsh mining terrain into a lush green landscape. Additionally, RMML has also been involved in other climate conservation programs:

- Broadcast of an infotainment programme Hasire Usiru (Grow Greenery for Clean Breathing) in collaboration with the All India Radio
- Financially support SWaN (Society for Wildlife and Nature) in establishing 20 nature clubs in and around Hospet.



Road side plantation at Jaishingapura



Baldota Park at Hospet



OUR PEOPLE PERFORMANCE





OUR PEOPLE PERFORMANCE

“ Our success depends on the efforts of our skilled and hard-working people ”

Our Approach

We provide a conducive work environment for employees to realize their potential and contribute to the growth of the Company. Our people are our most valuable asset, and we treat people fairly and without discrimination, with full regard for their human rights.

We know that our success depends on the efforts of skilled, hard-working people, and in return we provide ongoing trainings such as skill development, safety and rescue training, and strive to maintain a safety-aware work culture in which everyone is continually reminded of the importance of keeping themselves and their colleagues healthy and injury-free. The strong commitment of employees helps the company overcome challenging situations and emerge stronger.

The Company has put in place various communication and feedback seeking forums. Employee engagement surveys are carried out every alternate year and the outcome is shared with the Management. We provide our employees opportunities to learn new skills for professional growth and advancements. An annual training calendar is developed each year based on the outcome of the training needs assessment exercise. Apart from basic trainings, enhancement of functional skill is done through on the job training.

We ensure that there is no discrimination against any employee on the grounds of race, color, religion, caste, gender, age, marital status, disability, nationality or any other factor under applicable laws and contemporary practices at the work place. Recruitment, placement, promotion, transfer, compensation, training and other benefits are based on the merit and competency of the individual and the business needs of the Company.

Our Performance

We recognize and sustain the rights of our people to a safe workplace, collective representation, just compensation, job security and opportunities for development. We are committed to upholding the United Nations' Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Attracting the right talent, developing skills and retaining our people are the most vital aspects of conducting our business. Our remuneration structures are based on knowledge, experience and ability. We undertake regular reviews of remuneration and incentive practices that take performance and potential into account.

AS OF 31ST MARCH 2014
RMML EMPLOYED OVER 300
EMPLOYEES INCLUDING
CONTRACT EMPLOYEES

This year the total monetary benefits provided to our employees amounted to INR 10,689,260 spread over initiatives such as:

Provident Fund contribution	Mediclaime policy	Group personal accident
Paid maternity leave	Bonus	Employee marriage gift
House warming gift	EDLI	Gratuity
Canteen facility	Recreational facilities	Conveyance

The above benefits are available only to our permanent employees.

We follow due process for grievances to ensure that any serious complaints about conduct, performance or treatment are dealt with fairly. Management committee meetings are held wherein senior management from all lines of business discusses the various aspects of the firm which also includes employee grievances and the outcome is communicated to employees. Whenever there are significant organizational changes, we deliver timely communications on significant organizational changes and offer appropriate support to employees affected.

We believe that providing employment is an important aspect of our economic contribution to the communities in which we operate, and so we do give preference to employing local people; we are also committed to offering career development to these local employees.

Our people - Our Strength

CATEGORY OF WORKFORCE	UNITS	2012 - 31.03.2013						2013 - 31.03.2014					
		<30 YEARS		30 - 50 YEARS		>50 YEARS		<30 YEARS		30 - 50 YEARS		>50 YEARS	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Managers	Nos.	0	0	2	0	2	0	0	0	4	0	8	0
Officers	Nos.	7	0	7	0	26	1	12	4	54	1	9	0
Staff	Nos.	18	4	4	0	17	0	35	7	34	6	3	0
Workers	Nos.	20	0	1	0	53	3	31	0	122	3	7	0
Total Workforce	Nos.	165						340					

New Employee Hires - Inviting New Talents

CATEGORY OF WORKFORCE	UNITS	2012- 13						2013- 14					
		<30 YEARS		30 - 50 YEARS		>50 YEARS		<30 YEARS		30 - 50 YEARS		>50 YEARS	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Managers	Nos.	0	0	1	0	0	0	0	0	4	0	5	0
Officers	Nos.	2	0	4	0	0	0	8	2	32	0	3	0
Staff	Nos.	16	4	0	0	0	0	33	8	19	6	0	0
Workers	Nos.	1	0	2	0	0	0	16	0	76	0	7	0
Total New Hires	Nos.	19	4	7	0	0	0	57	10	131	6	15	0



Employee Turnover – Retaining Our Strength

CATEGORY OF WORKFORCE	UNITS	2012- 13						2013- 14					
		<30 YEARS		30 - 50 YEARS		>50 YEARS		<30 YEARS		30 - 50 YEARS		>50 YEARS	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Managers	Nos.	0	0	1	0	0	0	0	0	1	0	0	0
Officers	Nos.	2	0	6	1	1	0	13	1	7	0	0	0
Staff	Nos.	8	2	20	0	1	0	5	2	1	0	1	0
Workers	Nos.	14	1	53	1	1	0	5	0	7	0	1	0
Total Turnover	Nos.	24	3	80	2	3	0	23	3	16	0	2	0

Training & Development

We are committed towards developing the capabilities and skills of our employees. We offer our people training and development appropriate for their roles and performance, both via induction programmes and throughout their careers. In addition to helping our workers increase their skills and maintain job satisfaction, consistent training allows us to maintain our standards on good corporate practices. We do not have a formal training for security personnel on Human rights, however clear instructions are given to ensure there is no occurrence of human rights abuse, child labour or forced labour.

CATEGORY	UNITS	MALE	FEMALE
MANAGERS	Training manhours	127	0
EXECUTIVES/ OFFICERS	Training manhours	680.5	78
STAFF	Training manhours	542	101.5
WORKMEN	Training manhours	28	9
TOTAL	Training manhours	1377.5	188.5

People performance review

Each individual aspires of steady career advancement. This simple but profound truth has been embraced by us at RMML by ensuring that our better performing employees are recognized and rewarded consequent to appraisal of their performance. Performance appraisal in particular is focused on how effectively and to what extent an employee scores targets/goals which are pre-set to challenging levels in a bid to spur excellence on job.

AS OF 31ST MARCH 2014 THE SYSTEM OF PERFORMANCE APPRAISAL COVERED 292 PERMANENT EMPLOYEES AT MANAGERS AND OFFICERS LEVEL

Health and Safety

We acknowledge that occupational health and safety performance is a key yardstick of our duty of care of our employees. Our commitment to safety, health and welfare includes our employees, contractors and the visitors to our site, and extends to everyone in nearby communities. Immense efforts have been taken on improvements of the mine's health and safety management system, and on improving the safety and security behavior of our staff, through education and training, and refinements to policies and procedures that promote safety. We have adopted safety management practices to ensure that a systematic approach is maintained. Safety performance is reviewed on a periodic basis and evaluation is carried out to assess whether additional safety procedures are required. The personnel as well as machines are deployed as per the Mines Act, 1952. We conduct regular trainings for employees as well as contractual labor on various health and safety aspects. We also conduct refresher courses especially with respect to safety awareness. In order to ensure the health of our employees regular medical checkups are conducted for employees and contractual labour in accordance with the requirements of regulations. Competent & well experienced personnel are deployed to ensure supervision of mines. Our mine safety committees consists of equal representation of management and non management members. Our commitment to safety is demonstrated in our participation at the Mines Safety Week. Recognition is provided to employees to encourage safe practices. While, the mining operation resumed at Iyli during July 2013 there were no reportable accidents or fatalities during this reporting period. No cases of Occupational diseases have been reported based on our employee medical checkup. There have been no fines and monetary sanctions levied against the company for non compliance of laws and regulations with respect to safety of employees in the reporting period 2012-14.





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Independent Assurance Statement to Ramgad Minerals & Mining Limited on their Sustainability Report for Financial Years 2012-13 and 2013-14

To the Management of Ramgad Minerals & Mining Limited, India

Introduction

We have been engaged for the purpose of providing assurance on the Sustainability Report of Ramgad Minerals & Mining Limited ('RMML' or 'the Company') for FY 2012-13 and 2013-14 ('the Report'). The Report has been prepared by RMML as per the G 3.1 reporting framework published by GRI. Our responsibility was to provide assurance on the Report developed by the Company.

Reporting Criteria

RMML applies its own sustainability performance reporting criteria, derived from the Sustainability Reporting Guidelines (G3.1) of the Global Reporting Initiative as detailed in the 'Report scope and boundary'.

Assurance standards and guidelines used

We conducted the assurance in accordance with the Limited Assurance requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, and

Scope and limitations

- The scope of assurance covers the sustainability performance of RMML's mining operations, the Wind Energy business, mineral exploration and Corporate Office (Hospet) for the period 01 April 2012 to 31 March 2014.
- The assurance scope excludes;
 - o Aspects of the report other than those mentioned above;
 - o Data and information outside the defined reporting period;
 - o The Company's financial performance;
 - o The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim or future intention provided by the Company and assertions related to Intellectual Property Rights and other competitive issues;

Assurance Procedures

Our assurance processes involve performing procedures to obtain evidence about the reliability of specified performance information. The nature, timing and extent of procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the performance indicators as well as standard disclosures whether due to fraud or error. In making those risk assessments, we have considered internal control relevant to the preparation [and presentation] of the Report in order to design assurance procedures that are appropriate in the circumstances.

Our assurance procedures also included:

- Assessment of RMML's reporting procedures for sustainability reporting regarding their consistency with the application of GRI G 3.1 guidelines.



- Evaluating the appropriateness of the quantification methods and models used to arrive at the data presented in the Report.
- Verification of systems and procedures used for quantification, collation, and analysis of sustainability performance indicators included in the Report.
- Understanding the appropriateness of various assumptions, estimations and materiality thresholds used by RMML for data analysis.
- Discussions with the personnel responsible for the evaluation of competence required to ensure reliability of data and information presented in the Report.
- Discussion on sustainability with senior executives at the different plant locations and at the corporate office to understand the risk and opportunities from sustainability context and the strategy RMML is following.
- Assessment of the stakeholder engagement process through personal interviews and review of relevant documentation.
- Assessment of data reliability and accuracy.
- We have relied on the data and information related to RMML's financial performance, sourced from its audited annual report for the FY 2012-13 and 2013-14 and included in the Report.
- Verification of key performance data through site visits to the lyli Gurunath Mines and corporate office at Hospet.

Appropriate documentary evidence was obtained to support our conclusions on the information and data verified. Where such documentary evidence could not be collected on account of confidential information our team verified at RMML premises.

Conclusions

Based on our assurance procedures and in line with the scope and limitations, nothing has come to our attention that would cause us not to believe that:

- The Report is in accordance with the GRI G3.1 guidelines and meets the application level 'A+' criteria and covers RMML's sustainability performance covering its operations as mentioned in the scope.
- The key performance indicators and standard disclosures presented in the report by RMML are fairly represented.
- Material issues that have an impact on RMML and are of interest to its stakeholders have been highlighted in the Report.

Key Observations

Without prejudice to all our conclusions mentioned above and KPMG's, under the prevailing scope of assurance, following are some of our key observations;

- RMML can improve the accuracy and reliability of the sustainability performance data by increasing robustness of the internal review and monitoring mechanism.
- The data management systems can be further strengthened by integrating sustainability KPIs into the mainstream MIS.
- The methodology of materiality determination used for the Report considers the perspectives of senior representatives from various functions of the Company. The Company has responded to the material issues through the disclosure of performance in the report.

Independence

Assurance procedures were conducted with a multidisciplinary team including specialists in ISAE 3000 and sustainability reporting assurance engagements. Our work was performed in compliance with the requirements



of IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners) as well as the assurance firm (assurance provider) be independent of the assurance client, including not being involved in development of the report. The Code also includes detailed requirements for practitioners regarding integrity, objectivity, professional competence and due care, confidentiality and professional behavior. KPMG has systems and processes in place to monitor compliance with the Code and to prevent conflicts regarding independence.

Responsibilities

RMML is responsible for developing the Report, establishing and maintaining appropriate internal control systems and derivation of performance data reported. This statement is made solely to the Management of RMML in accordance with the terms of our engagement and as per scope of assurance. Our work has been undertaken so that we might state to RMML those matters for which we have been engaged to state in this statement and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than RMML for our work, for this report, or for the conclusions expressed in this independent assurance statement.

Santhosh Jayaram
Director
KPMG India
20th November 2014

GRI CONTENT INDEX

PERFORMANCE INDICATORS	DESCRIPTION	REPORTED	PAGE NO.	REMARK / EXPLANATION
STANDARD DISCLOSURES PART I : PROFILE DISCLOSURE				
1. STRATEGY AND ANALYSIS				
1.1	Statement from senior most decision maker of the organization	R	3	
1.2	Description of key impacts, risks, and opportunities.	R	3 - 4	
2. ORGANIZATIONAL PROFILE				
2.1	Name of the organisation.	R	-	
2.2	Primary brands, products, and/or services.	R	7	
2.3	Operational structure of the organisation, including main divisions, operating companies, subsidiaries, and joint ventures.	R	7	
2.4	Location of organisation's headquarters.	R	11	
2.5	Number of countries where the organisation operates	R	7	
2.6	Nature of ownership and legal form.	R	-	RMML is a privately owned public limited company.
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	R	-	RMML mining and wind energy business cater only the domestic Indian market.
2.8	Scale of the reporting organisation.	R	7, 43	
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	R	7	During the reporting period there were no significant changes in Organization's structure and ownership
2.10	Awards received in the reporting period.	R	9	
3. REPORT PARAMETERS				
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	R	11	
3.2	Date of most recent previous report	R	-	
3.3	Reporting cycle (annual, biennial, etc.)	R	-	Reporting Cycle is biennial
3.4	Contact point for questions regarding the report or its contents.	R	11	
3.5	Process for defining report content.	R	11	
3.6	Boundary of the report	R	11	

3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	R	11	
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities.	R	-	Mining, Wind Business and Exploration are wholly owned businesses of RMML
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report.	R	11	
3.10	Explanation of the effect of any re-statements of information provided in earlier reports.	NR	-	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	R	-	The Bharat Rayan Haravu Mine of RMML was not operational during the reporting period which is reflected in the data reported.
3.12	Table identifying the location of the Standard Disclosures in the report.	R	50	
3.13	Policy and current practice with regard to seeking external assurance for the report.	R	11, 47	

4. GOVERNANCE, COMMITMENTS AND ENGAGEMENT

4.1	Governance structure of the organisation, including committees.	R	12 - 16	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	R	12 - 16	
4.3	For organisations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	R	12	
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	R	20, 43	There is no shareholding pattern in RMML and mechanism for Employees is explained under stakeholder engagement
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives and the organisation's performance.	R	12 - 16	
4.6	Processes in place for the highest governance	R	12 - 16	

	body to ensure conflicts of interest are avoided.			
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	R	12 - 16	
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	R	5 - 6	
4.9	Procedures of the highest governance body for overseeing the organisation's identification and management of economic, environmental, and social performance.	R	12 - 16	
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	R	12 - 16	Refer the Ethical Corporate Governance Section of the report
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organisation.	R	23, 27, 43	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organisation subscribes or endorses.	R	-	
4.13	Memberships in associations and/or national/international advocacy organisations	R	20 - 21	
4.14	List of stakeholder groups engaged by the organisation.	R	19 - 20	
4.15	Basis for identification and selection of stakeholders with whom to engage.	R	19 - 20	
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	R	19 - 20	
4.17	Key topics and concerns raised through stakeholder engagement, and how the organisation has responded to those key topics and concerns.	R	21, 11	

STANDARD DISCLOSURE PART II : DISCLOSURE ON MANAGEMENT APPROACH

DISCLOSURE MANAGEMENT APPROACH EC

Aspects	Economic Performance	R	23 - 25	
	Market Presence	R	23 -25	
	Indirect Economic Impact	R	23 - 25, 35 - 41	

DISCLOSURE MANAGEMENT APPROACH EN

Aspects	Material	R	27	
	Energy	R	28	
	Water	R	27, 30	
	Biodiversity	R	27, 31	
	Emission, effluents and waste	R	27,31	
	Products and Services	NR	-	We are currently in the process of advocating good environmental performance and key environmental aspects across our supply chain.
	Compliance	R	27	We strive to ensure 100% compliance to all applicable environmental regulations
	Transport	NR		
	Overall	R	27 - 33	

DISCLOSURE MANAGEMENT APPROACH LA

Aspects	Employment	R	43 - 46	
	Labor/ management relations	R	43 - 46	
	Occupational health and safety	R	15, 43, 46	
	Training and education	R	43, 45	
	Diversity and equal opportunity	R	15, 43	
	Equal remuneration for women and men	R	43	We pay equal basic salary and remuneration to women and men for each employee category and job responsibility.

DISCLOSURE MANAGEMENT APPROACH HR

Aspects	Investment and procurement practices	NR	-	We are currently in the process of advocating and including specific clauses with respect to human rights in the significant agreements and contracts. In addition we are also in a planning stage to incorporate human rights screening for our supply chain.
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	Non discrimination	R	15, 43	
	Freedom of association and collective bargaining	R	43	
	Child labor	R	15, 43	
	Prevention of forced and compulsory labor	R	15, 43	
	Security practices	R	43	
	Indigenous rights	R	-	RMML does not operate adjacent to Indigenous people territories.
	Assessment	NR	-	We are yet to conduct a formal human rights risk assessment for our operations.
	Remediation	R	43	

DISCLOSURE MANAGEMENT APPROACH SO

Aspects	Local communities	R	35	
	Corruption	R	15	
	Public Policy	R	15	
	Anti Competitive Behavior	R	15	
	Compliance	R	12 - 16	

DISCLOSURE MANAGEMENT APPROACH PR

Aspects	Customer health and safety	R	-	Our product Iron ore does not have any significant health & Safety impacts by its nature.
	Product and service labeling	R	-	We provide requisite information to our customers about the health and safety aspects of product as per law of land.
	Marketing communications	R	-	RMML's nature of business is that of B2B type wherein no advertising or similar activities are required.
	Customer privacy	R	25	
	Compliance	R	25	

STANDARD DISCLOSURE PART III : PERFORMANCE INDICATORS				
ECONOMIC				
ECONOMIC PERFORMANCE				
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	R	23	
EC2	Financial implications and other risks and opportunities for the organisation's activities due to climate change.	R	24	
EC3	Coverage of the organisation's defined benefit plan obligations.	R	23	
EC4	Significant financial assistance received from government.	R	23	Significant financial assistance received from the government is in the form of Tax Relief
MARKET PRESENCE				
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	R	-	
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	R	24 - 25	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	R	-	
INDIRECT ECONOMIC IMPACTS				
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	R	36, 38	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	R	37 - 39	

ENVIRONMENTAL				
MATERIALS				
EN1	Materials used by weight or volume.	R	28	
EN2	Percentage of materials used that are recycled input materials.	NR	-	There is no recycled input material used in the operations
ENERGY				
EN3	Direct energy consumption by primary energy source.	R	29	
EN4	Indirect energy consumption by primary source.	R	29	
EN5	Energy saved due to conservation and efficiency improvements.	R	29	
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	R	28 - 29	
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	R	29	
WATER				
EN8	Total water withdrawal by source.	R	30	
EN9	Water sources significantly affected by withdrawal of water.	NR	-	
EN10	Percentage and total volume of water recycled and reused.	NR	-	
BIODIVERSITY				
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	R	31	Refer to Biodiversity section of report
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	R	31	Refer to Biodiversity section of report
EN13	Habitats protected or restored.	NR	---	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	R	31	

EN15	Number of IUCN Red List Species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	NR	-	
EMISSIONS, EFFLUENTS AND WASTE				
EN16	Total direct and indirect greenhouse gas emissions by weight	R	29	
EN17	Other relevant indirect greenhouse gas emissions by weight.	NR	-	Scope III not covered in this report
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	NR	-	
EN19	Emissions of ozone-depleting substances by weight.	R	-	
EN20	NOx, SOx, and other significant air emissions by type and weight.	R	-	Since the operations was not functional we have not monitored the emissions
EN21	Total water discharge by quality and destination.	R	-	There is no discharge of wastewater, the mine was not operational during 2012-13 and however discharge if any it meets the stipulated standards by KSPCB
EN22	Total weight of waste by type and disposal method.	PR	33	Total type and weight of waste is reported.
EN23	Total number and volume of significant spills.	R	-	There were no significant spillages in the reporting period.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	NR	-	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organisation's discharges of water and runoff.	NR	-	
PRODUCTS AND SERVICES				
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	R	28 - 33	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	NR	-	Since RMML's product doesn't require packaging material

COMPLIANCE				
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	R	15	
TRANSPORT				
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organisation's operations, and transporting members of the workforce.	PR	29	
OVERALL				
EN30	Total environmental protection expenditures and investments by type.	PR	-	
SOCIAL: LABOR PRACTICES AND DECENT WORK				
EMPLOYMENT				
LA1	Total workforce by employment type, employment contract, and region, broken down by gender	R	44	
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	R	44 - 45	
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	R	44	
LABOR/MANAGEMENT RELATIONS				
LA4	Percentage of employees covered by collective bargaining agreements.	R	-	RMML respects the right of an individual and does not prohibit employees to form unions and collective bargaining agreements. However during this reporting period, no unions were formed.
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	R	-	For significant operational changes we mutually discuss the notice period with the concerned department depending on the nature of changes. We strive to give minimum notice period of a week wherever possible and also comply with the local legislation.

OCCUPATIONAL HEALTH AND SAFETY

LA6	Percentage of total workforce represented in formal joint management worker health and safety committees that help monitor and advise on occupational health and safety programs.	PR	46	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	R	46	
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	R	46	
LA9	Health and safety topics covered in formal agreements with trade unions.	R	46	

TRAINING AND EDUCATION

LA10	Average hours of training per year per employee by gender, and by employee category.	PR	45	
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	NR	-	
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	PR	45	

DIVERSITY AND EQUAL OPPORTUNITY

LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	R	12 - 16	
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EQUAL REMUNERATION FOR WOMEN AND MEN

LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	R	-	
LA15	Return to work and retention rates after parental leave, by gender.	R	-	Only 1 female employee availed the benefits of maternity leave in the reporting period..

SOCIAL: HUMAN RIGHTS

INVESTMENT AND PROCUREMENT PRACTICES

HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	R	-	
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	R	25	Currently we are in a planning stage to incorporate human rights screening for our supply chain. We plan to do this in a phased manner by 2015
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	R	-	Awareness with respect to human rights is provided to employees by means of training, however these trainings have not been quantified.

NON DISCRIMINATION

HR4	Total number of incidents of discrimination and corrective actions taken.	R	-	There have been no recorded cases of discrimination filed during the reporting period.
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FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	R	-	We are yet to conduct a comprehensive human rights risk assessment for our significant suppliers.
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CHILD LABOR

HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	R	25	All our contracts with suppliers includes clauses on no use of child labor.
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PREVENTION OF FORCED AND COMPULSORY LABOR				
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	R	25	All our contracts with suppliers includes clauses on no use of forced labor.
SECURITY PRACTICES				
HR8	Percentage of security personnel trained in the organisation's policies or procedures concerning aspects of human rights that are relevant to operations.	R	-	We are currently in process of training our security personnel in the Human Rights policies of RMML.
INDIGENOUS RIGHTS				
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	R	-	RMML does not operate closer to the indigenous people's territories; however we interact with the nearby communities surrounding our operations to understand their needs and aid the same through stakeholder engagement.
ASSESSMENT				
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	R	-	We are yet to conduct a structured human rights risk assessment for our operations.
REMEDATION				
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	R	15	There were no grievances related to Human Rights filed during the reporting period.
SOCIAL: SOCIETY				
LOCAL COMMUNITIES				
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	R	35 - 41	
SO9	Operations with significant potential or actual negative impacts on local communities.	R	35 - 41	There have been no significant negative impacts on surrounding communities due to our operations.
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	R	-	A stakeholder engagement is carried out wherein areas of development are identified. We engage with our neighbouring communities in areas of infrastructure and social development, empowering villages,

				education and health and hygiene. With respect to environmental impacts, we maintain our emission and waste generation activities as per the stipulated norms of Pollution Control Board.
CORRUPTION				
SO2	Percentage and total number of business units analysed for risks related to corruption.	R	-	Refer to Ethical Corporate Governance; also a formal system for identification and analysis of corruption across organisation is in process.
SO3	Percentage of employees trained in organisation's anti-corruption policies and procedures.	R	-	All employees are communicated and made aware of the code of conduct that is to be mandatorily adhered.
SO4	Actions taken in response to incidents of corruption.	R	-	No reported incidents of corruption during the reporting period.
PUBLIC POLICY				
SO5	Public policy positions and participation in public policy development and lobbying.	R	20	
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	NR	-	
ANTI COMPETITIVE BEHAVIOR				
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	R	-	No legal actions taken against RMML for anti-competitive behavior, anti-trust, and monopoly practices.
COMPLIANCE				
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	R	-	RMML did not have to pay any significant fine towards non compliance during the reporting period.
SOCIAL: PRODUCT RESPONSIBILITY				
CUSTOMER HEALTH AND SAFETY				
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	R	-	Our product Iron ore does not have any significant health & Safety impacts by its nature.
PR2	Total number of incidents of non-compliance with regulations and voluntary codes	R	-	No incidents of non-compliance with regulations and voluntary codes concerning health and

	concerning health and safety impacts of products and services during their life cycle, by type of outcomes.			safety impacts of products and services
PRODUCT AND SERVICE LABELING				
PR3	Type of product and service information required by procedures and percentage of significant products and services subject to such information requirements.	R	-	We provide requisite information to our customers about the health and safety aspects of product as per law of land.
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	R	-	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	R	24-25	
MARKETING COMMUNICATIONS				
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	R	-	RMML's nature of business is that of B2B type wherein no advertising or similar activities are required.
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	R	-	
CUSTOMER PRIVACY				
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	R	-	
COMPLIANCE				
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	R	-	There were no significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

UNGC/ ICMM CONTENT MAPPING

REPORT SECTION	ICMM SUSTAINABLE DEVELOPMENT FRAMEWORK	UNGC PRINCIPLES	PAGE NO.
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GLOSSARY

ABF	Abheraj Baldota Foundation
B2B	Business to Business
CEC	Central Empowered Committee
CER	Certified Emission Reduction
CO2E	Carbon Dioxide equivalent
CSR	Corporate Social Responsibility
DGMS	Directorate General of Mines Safety
EDLI	Employee's Deposit Linked Insurance
FICCI	The Federation of Indian Chambers of Commerce & Industry
FIMI	Federation of Indian Mineral Industry
FY	Financial Year
GHG	Greenhouse Gases
GJ	Giga Joules
GRI	Global Reporting Initiative
HR	Human Resources
HSE	Health Safety & Environment
IFC	International Finance Corporation
IGIOM	Iyli Gurunath Iron Ore Mines
INR	Indian Rupee
IPO	Initial Public Offering
ISO	International Organisation for Standardisation
KL	Kilo Liters
MMR	Metalliferous Mines Regulation
MSAK	Mines Safety Association Karnataka
MT	Million Tonnes
MW	Mega Watt
MWH	Mega Watt-hour
NGOS	Non-Government Organisations
NOX	Oxides of Nitrogen
ODS	Ozone Depleting Substance
R&D	Research and Development
RMML	Ramgad Minerals & Mining Limited
SHG	Self Help Groups (from report)
SWAN	Society for Wildlife and Nature