



BALDOTA



# MSPL Limited

Corporate Sustainability Report  
2015-2017



*A famous Sanskrit verse describes how one must show strength through adversity. Just like a lotus flower which remains unaffected by the dirt and mud surrounding it, even as it grows from within the muddy water. Its beauty and growth is only amplified by the nourishing mud which at first seems like an obstacle.*



प्रतिकूलतायाः शक्तिः



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Message from the  
Management

# CMD's Statement

■ *"We are environmentally conscious, and we strive towards reducing our environmental impact throughout all our operations."*

## Dear Stakeholders,

It gives me immense pleasure to present to you our ninth Sustainability Report – a data backed review of our performance across the triple bottom-line.

In the face of adversity, we continue to create positive impacts on the communities around us and to the environment we work in. We believe in working beyond just our business activities-believing in inclusive growth, we work with the communities around us for their overall growth and development. Despite many challenges that we have faced, we have initiated various CSR activities to improve the livelihoods of the communities around us.

We have started healthcare programs in the villages surrounding our operational sites - oral health camps, cardiac and diabetic check-up camps, eye-screening camps, general health camps, mother and childcare camps, orthopaedic camps and ENT camps. In 2016, we conducted an artificial limbs and calliper camp in Koppal, helping 104 beneficiaries, by donating limbs to them.

We have initiated various skill development activities within communities to improve entrepreneurship skills among them - in fact, the tailoring training program that we conducted have helped many women start up

their own tailoring business in the villages where we work. Women empowerment is of utmost importance to us, keeping this in mind we have encouraged women to be a part of Self Help Groups (SHGs), providing a platform for women to become entrepreneurs.

We have initiated DARE (Defence Against Rape and Eve Teasing), a nationwide movement for women's safety, to provide women with the best training when it comes to safety, to ensure that they feel safe, smart and empowered. In order to create awareness about smoke-free kitchens, we fuelled the change by providing households with LPG connections, to shift from the traditional chulha.

We understand the importance of education, keeping this in mind, we provide financial support to students in dire need. We also conduct counselling and coaching classes to SSLC students to provide a better learning platform for them. The Baldota Group has provided 127,000 notebooks to students across 55 schools. We conduct computer training programs to benefit students across the villages we work along with. We have initiated English coaching classes among youngsters to further improve the communication skills. We have set up an RO Plant at APMC in order to provide pure drinking water to the residents at Hosapete, a new addition to the existing RO

plants provided by Baldota Group. Previously, we set up 11 plants in our adopted villages. Understanding the importance of sanitation, we have installed toilets in the households of these villages.

We work with SWaN - Society for Wildlife and Nature, a local NGO to assess, monitor and preserve biodiversity. On a yearly basis, we conduct plantation drives by planting saplings in different places around our lease area.

Our employees are some of our most important stakeholders. Ensuring their welfare is of utmost importance to us. Our robust human rights policy ensures that there is no instance of child labour, forced labour or any kind of discrimination.

With a good balance across our triple bottom line, we present to you a detailed review of our sustainability performance in the form of this report.

**Mr. Narendrakumar A Baldota**  
Chairman & Managing Director

**"Our CSR initiatives aim to support growth and sustainable development initiatives and also solve issues around basic needs that are prominent in a developing country like ours."**

**"At MSPL, sustainability is an on-going journey. Through the years, we have ingrained sustainability into our operations and it is an integral part of our business strategy and corporate ethos."**

**Over the years, we have learnt what it takes to be a sustainable organization and have enjoyed the rewards of having faith in inclusive and holistic growth."**



## Towards Sustainable Energy

Our wind division is deeply focused on creating awareness on shifting from fossil fuel use to renewable energy use. We received the Best Performing Wind Farm in Karnataka Award in the Category 2MW and above from Indian Wind Power Association during their 4th International Conference on Wind Energy in 2015.

The mining sector has undergone immense change in terms of regulation, and is easily influenced by political trends.

These factors have made the mining business inherently risky and challenging. Our economic performance during 2015-16 was slow and our profits declined due to weaker realizations and inventory losses. However, at MSPL, we have continued to focus on increasing value to all our stakeholders by building on our core values which emphasise the power of inclusive growth and sustainable development. We made constant improvements to increase our overall performance and have been successful in recording profits for the year 2016-17.



## About us

### The Baldota Group

Established in 1961, the Baldota Group today comprises one of India's leading iron ore mining companies. Distinguished as one of the largest producers of wind power in the country in the private sector, it was built around the core ethos laid down by Shri Abheraj H. Baldota and it has demonstrated unflinching commitment to the community and environment.

### MSPL

A flagship company of the Baldota Group of Companies, MSPL Limited is a closely held public company, headquartered in Hosapete, Karnataka with its registered office in Mumbai, Maharashtra.

We take great pride in the fact that we are one of India's largest iron ore mining companies and possess one of the largest installed capacities of green energy in the country in the private sector. With over 53 years of prowess in the sector, we are a leading iron ore mining and processing company.

We have been instrumental in identifying and developing Indian High-Grade Iron Ore and we enjoy significant brand equity in India for our ability to supply high quality iron ore and value added products. We have a strong and experienced management team which has vast experience in the mining and natural resource industry.

By constantly trying to expand our horizons and venture into new

territories, we have realised that innovation is the key to business sustainability. Today, our business expands into the sectors of mining, wind power, aviation, shipping, and pelletization.

Through our iron ore mining and pelletization process, we cater to the needs of steel manufacturers. Through wind power generation, we contribute to the sustainable development of our country and cater to the demand for renewable energy. Through our aviation business, we facilitate connectivity and convenience in the age of technology, where time is money.



Apart from being an ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007 certified company, we were also the first unit certified, in the Indian mining sector, for upgrades to ISO 9001:2015 and ISO 14001:2004 status, as certified by Bureau Veritas. This stands as a testament to quality being our priority.

## Company Profile



### Mining

Our core activity at MSPL is mining. We have integrated mining associated economic activities with environment-friendly practices. By exercising a mechanised open cast method and with experience of over five decades, we have always been open to change by upgrading to modern principles. With our mission of becoming the leading iron ore supplier in the country, we have played a significant role in identifying Indian High-Grade Iron Ore.

During the reporting period, our mining operations thus continued with an increase in production capacity from 0.91 MTPA to 1.355 MTPA, as per the Honourable Supreme Court's directive.



### Aviation

With our continuous interest in the exploration of new fields, we have successfully ventured into the aviation sector. We have a fleet of three aircrafts -

- Vise VT- AHB (Cessna Grand Caravan)
- VT-NAB (CJ1+Citation Jet)
- VT-RNB (P180, Avanti II)

Our aircrafts can be hired for flight and we have terms and conditions in place that govern such arrangements.

We also have an airport spread across 116 acres in Basapur Village, Koppal District in Karnataka, which helps propel our fleet to different destinations.



### Pelletisation

The iron and steel sector all over the world has been on the lookout for alternative methods to utilize the low grade iron ore fines for iron making so that there is optimal utilization of the available iron ore resources. Technologies like sintering and pelletisation enhance the productivity of the blast furnaces in steel-making and hence, lower the cost of steel production. The Indian steel industry is gradually moving towards usage pellets instead of expensive lump ore.



### Wind Energy

MSPL has been among the top investors in wind energy in India. Our concern for the environment and the rising levels of Green House Gases (GHG) has led us to invest in wind power and fill the gap between energy supply and demand in India, with no direct GHG emissions. The presence of seven of our wind farms across Southern and Western India, is testimony to our vision of achieving sustainable development goals of harnessing cleaner and renewable energy.



**125.75 MW**

**Installed rated capacity as of 31 March 2017**

### Vyasanakere Iron Ore Mines (VIOM)

MSPL's mine - Vyasanakere Iron Ore Mine carries out iron ore open cast mining in Hosapete, Bellary region. With a lease area of 347.22 hectares and equipped with a fully mechanised downhill conveyor system, we have two on-site processing plants with processing capacity of 475 and 150 metric tonnes per hour, respectively. VIOM is ISO 14001 certified for Environmental Management System, ISO 9001 and OHSAS 18001 certified for occupational health and safety.

For our outstanding contribution to the Indian iron ore industry, we have received numerous awards by the Central Government of India and the State of Karnataka.

### Pellets plant in Koppal District

Bearing in mind, the environmental and business sustainability, we at MSPL forayed into pellets, with a plant in Koppal district. The highlight of our production process is the use of the advanced Grate Kiln technology in the pelletisation plant, with an economic index reasonable to ensure stable and reliable process technology. Our plant currently operates at a capacity of 1.2MTPA. We mainly cater to the requirements of sponge iron manufacturers in South India, by providing customers with premium quality pellets which yields higher metallised sponge iron with reduced production costs.

# Our Supply Chain



Our wind farm locations  
G R Halli and Jogimatti in Chitradurga, Karnataka  
Sogi and Jajikalgudda, in Harapanahalli, Karnataka  
Harihar, Karnataka  
Dhule, Maharashtra  
Satara, Maharashtra  
Surajbari, Gujarat



## Mining

Our supply chain for mining activities is heavily regulated. The extracted iron ore is processed and transported to our stock yard which is on our VIOM site. This ore is then auctioned in a government regulated online platform. This is the only platform through which we are allowed, by regulation, to trade iron ore. Through this process, iron ore is sold to the highest bidder, who then collects the iron ore from our site.



## Pelletisation

Our supply chain for our pelletisation unit begins when we procure our main raw material which is iron ore from local sources. The ore is then processed in our pelletisation facility with other raw materials, to form iron ore pellets, which are highly sought after in the Steel industry. The final product is sold and our customers collect the delivery from the premises of our plant.



## Wind Energy

Wind power generated from MSPL wind farms spread across India, is sold to the government power grid, which is then distributed to the end-user.



**With a vision to be valued as one of the world's leading provider of iron ore and value added products, our mission is to become the leading Iron Ore supplier in the country by meeting the direct and implied needs of domestic and global customers to their satisfaction, through the employment of state-of-the-art technology, and services of committed and knowledgeable team members. We operate with the above guiding principles.**

# About this report

At MSPL, we recognize the need to communicate our sustainability challenges and achievements to our stakeholders. We strive for credible reporting systems and encourage open dialogue with our stakeholders for enhanced transparency. This report is our effort towards achieving this goal. We present to you our 9th consecutive sustainability report which is a data-backed review of our performance, impacts and contribution in the triple-bottom line aspects.

## Report boundary

The scope of this report includes performance of our operations at MSPL - Vyasankere Iron Ore Mines, Pellet Plant, Wind Energy Division, Aviation Division and Corporate Office (Hosapete). The Report covers all the operations we control and which generate significant sustainability impact (actual and potential). We disclose these impacts and material issues as they could be of interest to our stakeholders. Our shipping operations are not covered under the scope of this report. The scope of this report does not include MSPL's subsidiaries.

## Report data

This Report includes data for the reporting period 1st April 2015 to 31st March 2017. The precision of data collection 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.

## Report content

In preparing this report, we have sought to add value through a broadened materiality process and consult not only our employees and the community directly but also consulted government officials as in previous years. Through this consultation process, we were able to identify the issues those are most material for these groups and define priorities which further allowed us to focus the report on the topics most material to our stakeholders.

## GRI Application Level

For this edition of our Sustainability Report, we have decided to report under the Global Reporting Initiative (GRI) G4 Guidelines – Comprehensive approach. These guidelines offer a more comprehensive approach when compared to the previous version of GRI.

This report also follows the GRI G4 Mining and Metals Sector Supplement.

Please refer to the GRI Index at the end of the report.

## Contact information

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Fax: (+91) (8394) 232444  
Email: sn.baldota@mspllimited.com

Our previous report for the period April 2013 to March 2015, can be found on our website at <http://baldota.co.in/downloads/csr-reports/>



# Materiality

Materiality is the guiding principle that ensures reporting is relevant and focuses on what matters to the company. MSPL's materiality process is in-line with the Global Reporting Initiative (GRI) guidance. Material issues guide our efforts in developing and implementing the sustainability framework. It is imperative to identify material issues which are not only of business interest but also

reflect stakeholder concerns and expectations.


This year we conducted training and interaction sessions with the selected stakeholders and conducted a materiality workshop. During this session we handed over set of questionnaires to the members and gained stakeholder perspectives and feedback. Additionally, face to face


interviews were conducted for better understanding. These discussions were documented and these have provided valuable inputs in mapping our materiality matrix.


Following are the key material aspects that influence the performance of the company.

## Focus Areas




 Occupational health & safety

 Economic performance

 Employee training & development


 Energy

 Local community development

 Effluent & Waste management

 Corporate governance

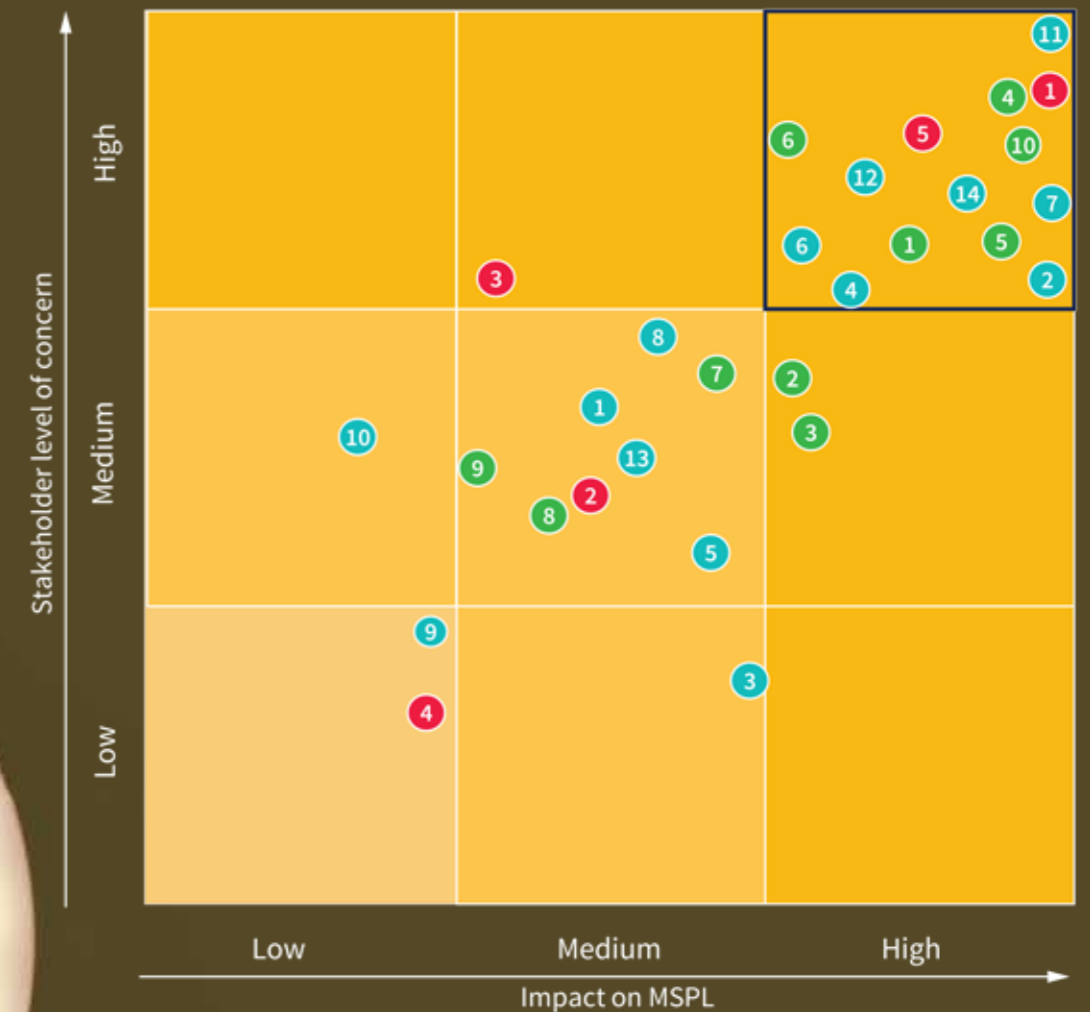
 Biodiversity

 Climate Change risk

 Grievance mechanism

 Emissions

 Risk management



### Economic

- 1 Economic Performance
- 2 Indirect Economic Impacts
- 3 Market Presence
- 4 Procurement Practice
- 5 Risk Management

### Environment

- 1 Energy
- 2 Water
- 3 Materials
- 4 Effluents and Waste Mgmt
- 5 Biodiversity
- 6 Emissions
- 7 Transport
- 8 Supplier Environment Assessment
- 9 Environment grievance mechanism
- 10 Climate change risk

### Social

- 1 Employment
- 2 Occupational Health and Safety
- 3 Labour Management Relationships
- 4 Employee Training and Development
- 5 Diversity and Equal opportunity
- 6 Local Communities development
- 7 Compliance
- 8 Customer Health and Safety
- 9 Customer privacy
- 10 Child labour
- 11 Anti Corruption
- 12 Corporate governance
- 13 Product Service & labeling
- 14 Grievance mechanism

# Our stakeholders

We at MSPL have managed to succeed against all odds of business risks, by virtue of the sustainable business practices that we adopted since the beginning.

Despite our commercial activities sustaining our business, our social contributions have added value to communities around us.

We staunchly believe in an equitable partnership with all our stakeholders. We respect the interests of all and protect the surrounding environment and communities. While we continuously engage with all our stakeholders, we give priority to local communities, government and employees thus making community care, compliance and equitable work environment our top accomplishments.

Our surrounding communities are largely dependent on us and hence we have increased our voluntary contributions for community development over the years. We have adopted a self-sustaining model of community development so that the communities can thrive with lesser external dependence. This includes a thrust on skill development, formation and strengthening of women's self help groups and entrepreneurship development in areas like animal husbandry, tailoring training etc. which can further strengthen rural economies. While the nature of our engagement can vary from an ad-hoc meeting to a long-term partnership, it is always driven by our core values.

Formal and informal ways of communication are used to engage our various stakeholders to seek participation and effective dialogue. Stakeholder expectations and concerns are mapped on regular

basis through various engagement modules and appropriate actions are developed to address their expectations. These actions are approved by our Board and is a way for our Board to engage with our stakeholders. These expectations and concerns form a vital input to materiality assessment and overall business planning.

Appropriate response actions are developed as part of sustainability framework and business planning activities to address stakeholder expectations and concerns. Communication on response actions is provided to stakeholders through various media based on the engagement modules.

During the reporting period, we conducted a stakeholder feedback collection exercise with important stakeholders to understand their perspective and expectations on our sustainability agenda. These focused group interactions with community and one-to-one interactions with stakeholders like contractors/suppliers, customers, employees, NGOs and regulatory authorities were conducted. Feedback was collated and analysed to further sharpen our sustainability focus and was also used as an input for the materiality assessment process.

Stakeholder Group	Engagement Module	Frequency of Engagement	Key Issues of Interest
Communities	Field visits and interaction by CSR executives	Regular / Need Based	Development initiatives of MSPL
Contractors/ Suppliers	Contract Negotiations, Contract Performance Reviews / Regular Interactions and Feedback	Regular / Need Based	Quality, Delivery, Cost, Following HR policies
Customers	Customer Feedback / Satisfaction Survey	Annual Feedback & Regular Interactions	Quality, Delivery, Cost
Employees	HR Policy, HR Interactions, Notices and Announcements, Mailers	Continual	HR Policies and Practices, Employee Training and Development Initiatives
Industry Associations	Participation in Industry Forums, Representation in FIMI, IWPA and PMAI	Regular / Need Based	Mining Industry Developments and Issues, Pellets industry and Pellets export
Investors / Lenders	Investment / Loan Applications	Annual / Need Based	MSPL's Financial and Operational Performance
NGOs	Initiatives' Planning and Implementation	Need Based	Initiatives' Program Management
Regulatory Authorities	Applications, Compliance Returns	Regular	Compliance

**We treat our stakeholders as partners in our journey towards growth and excellence by working together and meeting their expectations. Our periodic interactions with these stakeholder groups provide important feedback and guidance to help improve our social performance.**



# Sustainability at MSPL

At MSPL, we combine human ingenuity and natural resources for the benefit of our current and future stakeholders. This is our core contribution to a more sustainable society. We believe that following sustainable development principles makes good business sense and are therefore committed to achieving economic, environmental and social objectives associated with these principles.

Our Sustainability Policy framework is underpinned by individual policies, standards and targets implemented within MSPL encompassing triple bottom-line issues. These are material to our business, shareholders, lenders, employees, customers, communities, suppliers and regulatory authorities and also take into account the needs of future generations.

Our sustainability framework is built on principles of inclusive growth and responsible business conduct. We

have drawn inputs for the framework from a materiality assessment, which delineates material issues for MSPL. The material issues identified are aligned to our business priorities and also reflect stakeholder expectations and concerns.

The framework is aligned to various national and international guidelines and charters such as ICMM's Sustainable Development Framework, UNGC Principles, National CSR Policy/Guidelines on Social, Environmental and Economic

Responsibilities of Business, UN Millennium Development Goals, Sustainable development Goals, GRI Sustainability Reporting Framework etc. The sustainability agenda at MSPL is driven by our Chairman & Managing Director and is ably supported by a cross-functional team. The implementation efforts for various sustainability initiatives are coordinated by DGM-CSR.

## Our **SUSTAINABILITY** goals and commitments.

- We are committed to achieving the highest level of corporate governance standards, integral to our activities and processes; by following our cardinal guiding principles of creativity, commitment, concern, care and core values.
- We are committed to sustainable development and aim to monitor our environmental, economic and social performance and minimize the impact of all our operations.
- We are committed to the continued generation of renewable energy, to proactively engage in addressing climate change and preserving biodiversity.
- We seek to conduct and grow our business in a manner that is both responsible and profitable, while delivering value to all our stakeholders.
- For our direct and indirect employees, we endeavor to adhere to the highest norms of health and safety, and human rights across our operations.
- We believe we have a positive role to play for our communities - contributing towards their various needs and concerns including providing local employment, health and sanitation facilities, education and general improvement of livelihoods.
- We also aim to ensure that our contractors and suppliers also observe regulatory and human rights obligations.



## Corporate governance

■ *Our governance and risk management framework, founded on the principles of fairness, ethics and transparency, aims at efficiently overseeing our performance in economic, environmental and social aspects.*



Originally founded by late Shri. Abheraj H. Baldota in 1961, our business and operations are currently headed by the son of late Abheraj H. Baldota, Shri Narendrakumar A. Baldota, and his two sons, Rahul Kumar N. Baldota and Shrenik Kumar N. Baldota, all of whom are on the Board.

Operating under a highly volatile business environment, we at MSPL appreciate the need for stable corporate governance with strong ethical values and integrity. To us, sustainability translates to robust values, efficient management systems and fair and transparent governance practices.

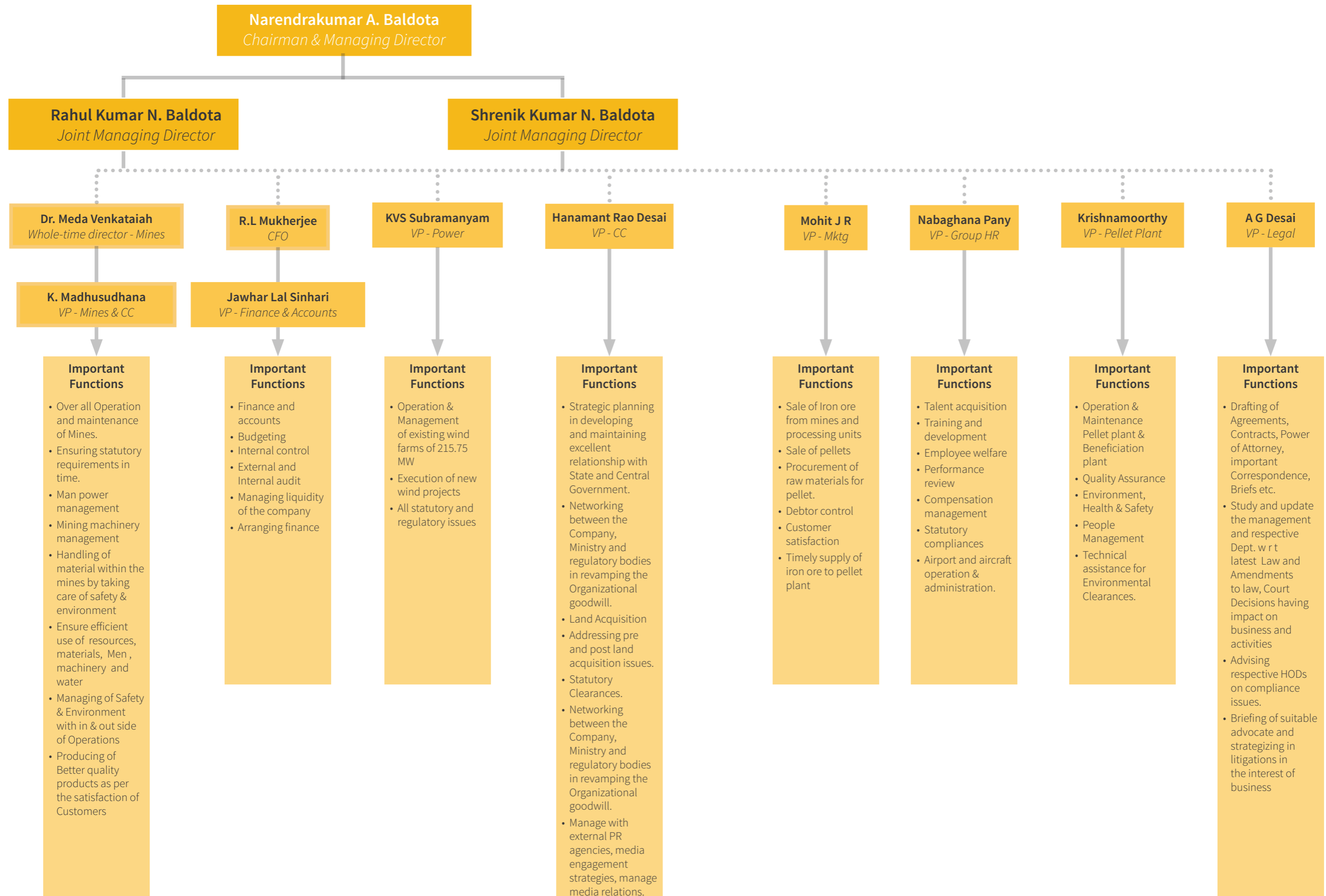
Equipped with these, we effectively manage our impacts on and our interactions with our employees, the environment, and the society. We have made responsible corporate citizenship a core pillar of our strategy, integrating it into our day-to-day work, planning and decision-making across all our activities.

We have adopted Clause 49 of the Listing Agreement which lays down the principles for good corporate governance, even though compliance of the same is not mandatory. In pursuance with Clause 49 of the listing agreements, we have set up various committees at the apex level to ensure ethical conduct in our operations.

## Our board

Name of the Director	Nature of function and independence
Mr. Narendrakumar A Baldota	Chairman & Managing Director Non-Independent
Mr. Rahul Kumar N Baldota	Joint Managing Director Non-Independent
Mr. Shrenik Kumar N Baldota	Joint Managing Director Non-Independent
Mrs. Rashmi S Baldota	Director Non-Independent
Mr. Ramakrishna Hemappa Sawkar	Non-Executive Independent Director
Mr. Madhava Ravindra	Non-executive Independent Director
Dr. Meda Venkataiah	Whole Time Director Non-Independent

# Our corporate structure



## Nomination and Remuneration Committee

The Nomination and Remuneration Committee determines the remuneration and variable pay of Executive/Whole Time Directors and reviews the performance of Executive/Whole Time Directors including parameters related to the environmental and social aspects. The Committee is also responsible for formulating criteria for determining qualifications, positive attributes and independence of a director, key managerial personnel and other employees.

### Members

- Mr. Madhava Ravindra**  
*Independent Director*
- Mr. Narendrakumar A Baldota**  
*Chairman and Managing Director*
- Mr. R.H. Sawkar**  
*Independent Director*

## Securities, Transfer and Shareholders'/Investors' Grievance Committee

At MSPL, we make our stakeholders our priority. To ensure that we maintain a sound business relationship with our stakeholders, our Board has set up the Securities, Transfer and Shareholders' / Investors' Grievance Committee. This Committee oversees all matters relating to Share Transfer and Investors' Grievance.

### Members

- Mr. Madhava Ravindra**  
*Independent Director & Chairman of Committee*
- Mr. Rahul Kumar N Baldota**  
*Joint Managing Director*
- Mr. Shrenik Kumar N Baldota**  
*Joint Managing Director*

## Corporate Social Responsibility Committee

Corporate Social Responsibility at MSPL is more than just a business strategy. It is a way for us to engage with our external stakeholders – the communities around us. We believe in inclusive growth and in the prosperity of all. To oversee our CSR initiatives, our Board has set up a CSR Committee. This Committee is responsible for high-level decision making with respect to CSR.

### Members

- Mr. Narendrakumar A Baldota**  
*Chairman & Managing Director & Chairman of Committee*
- Mr. Shrenik Kumar N. Baldota**  
*Independent Director*
- Mr. R.H. Sawkar**  
*Independent Director*
- Mr. Madhava Ravindra**  
*Independent Director*

## Audit Committee

The Committee of Directors is responsible for high level decision making. The Committee oversees and is responsible for liquidity management and application of surplus funds, opening and closing of bank accounts and dematerialization accounts of MSPL. The Committee can also grant authority and/or issue specific Powers of Attorney to act on behalf of the Company and for the purpose of business approve donations and raise funds.

### Members

- Mr. Madhava Ravindra**  
*Independent Director and Chairman of Committee*
- Mr. R.H. Sawkar**  
*Independent Director*
- Mr. Shrenik Kumar N Baldota**  
*Joint Managing Director*

## Committee of Directors

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### Members

- Mr. Narendrakumar A Baldota**  
*Chairman and Managing Director*
- Mr. Rahul Kumar N Baldota**  
*Joint Managing Director*
- Mr. Shrenik Kumar N Baldota**  
*Joint Managing Director*

# Governance procedures

## Nomination and remuneration:

MSPL's philosophy on Corporate Governance is founded upon a rich legacy of fair, ethical and transparent governance practices, many of which were implemented even before they were mandated under corporate laws and as such, we continuously attempt to achieve the highest level of transparency, accountability and equity, in all facets of our operations. We are committed to ensure that remuneration, commensurate with the role and responsibilities, is paid to Directors and employees of our Company. In order to attract and retain properly qualified Members and best talent at all levels, it is our aim to maintain fair and competitive remuneration consistent with industry standards and practices.

To ensure this, we have a Nomination and Remuneration Committee at our Board level, which creates and recommends a remuneration policy for our Directors and all our employees. The policy is performance driven and is structured to motivate our Directors and employees. We recognize their merits and achievements and promote excellence in their performance. Individual performance pay is determined by the individual's performance which is measured through an appropriate appraisal process.

The remuneration of the Board Members, Key Managerial Personnel and the Senior Management is based on our market presence, our economic and financial position, industrial trends, compensation

paid by our peers, and other such factors. Compensation reflects the responsibility and performance of our Board, Key Managerial Personnel and the Senior Management. Our policy governs that no Director, KMP or other employee is involved in deciding his or her own remuneration.

The Nomination and Remuneration Committee is also responsible to identify persons who are qualified to become directors and who may be appointed in senior management in accordance with the criteria laid down, and recommend to the Board their appointment and removal. The committee also formulates the criteria for evaluation of Independent Directors and the Board.



At MSPL, we ensure that only highly qualified directors are appointed. We have laid down the criteria and qualifications for nomination in the policy. The qualifications and criteria that we seek, include, but are not limited to, the following –

- Persons of integrity, eminence, standing and possession of relevant knowledge with significant achievements in business, professions and/or public service.
- Their financial or business literacy/skills.
- Their mining/wind power generation/steel/aviation industry experience.
- Appropriate other qualification/experience to meet the objectives of MSPL.

## Competency of our Board and Performance evaluation:

At MSPL, we require that our directors possess certain positive attributes. Our Directors demonstrate integrity, credibility, trustworthiness, ability to handle conflict constructively, and the willingness to address issues proactively.

Our Chairman and Managing Director have executive functions and delegate the authority to Environmental, Economic and Social Heads and the subsequent activities and decisions are supervised by our Board of Directors.

Our Directors actively update their knowledge and skills with the latest developments in the mining, wind power generation, steel, aviation industry, market conditions and applicable legal provisions and sustainability.

We require that our Directors assist in bringing independent judgment to bear on the Board's deliberations especially on issues of strategy,

performance, risk management, resources, key appointments and standards of conduct.

Our Board evaluates its performance in economic, environmental and social areas. Having displayed commitment and having applied its skill and experience to the betterment of our company and our stakeholders, we believe our Board is able to effectively evaluate its own performance, once every year.

Such performance evaluation is done in accordance with the provisions of the Companies Act 2013, and rules made there under, ensuring that there is no conflict of interest.

### Compliance framework:

Our perseverance and positive performance in environmental, economic and social areas even when the mining industry in general was facing slow growth, is testament to the way we conduct and carry out business activities. We could only make this possible by understanding the intricate balance between human activities and nature.

We strive each day to ensure that we are in compliance with all applicable laws. We have adopted a policy and system for Management of Legal Compliances.

As per the policy, all Functional Heads/Departmental Heads are required to ensure that applicable laws have been duly complied with. All Functional Heads/Departmental Heads are required to give Departmental Compliance Report (DCR) addressed to the Chairman & Managing Director setting out the Compliances of various applicable Law. Wherever, there is any non-compliance of any Laws, the details thereof with steps taken/proposed to be taken to rectify such non-compliance is also required to be stated in the DCR.

Based on such DCRs, our Chairman & Managing Director gives a "Company Compliance Report" (CCR) to the Board.

# Acting with integrity

## Code of Conduct:

At MSPL, have a Code of Conduct which is applicable to all employees and Directors. This Code lays down important Corporate Values that shape MSPL's value system and business practices, and represents cherished values of our company. It provides guidance to employees in recognizing and dealing with important ethical and legal issues and fosters a culture of honesty and accountability.

This Code is in the form of a policy and covers the following aspects –

- **Integrity – doing what is right**  
We believe that personal integrity, upheld on a day-to-day basis, is the unshakable foundation for corporate integrity. Long-term, trusting business relationships are built by being honest, open and fair. Employees are expected to uphold the highest professional standards
- **Gifts**  
Employees will not solicit any gifts from their business relationships. Employees shall reject unsolicited gifts that may be perceived as intended to or likely to influence any business decision. Acceptance of cash gift is prohibited.

- **Conflict of Interest**  
Employees, whether dealing in personal or official capacity, are expected to avoid activities, agreements, positions, business investments or interests, and other situations that are in conflict or appear conflicting with interests of the Company or that may interfere with their individual performance. Concerns about conflicts of interest may be addressed through either:  
-prior approval in writing of or  
-complete and timely disclosure to appropriate organizational authority.
- **Legal Compliance**  
Employees must adhere to this policy on legal compliance and associated reporting.
- **Respect for People**  
Employees are expected to treat co-employees and business associates fairly and, irrespective of hierarchical level, with dignity and respect. Being treated fairly means that employees shall be judged on merits. Senior Management must maintain an open line of communication and to listen to all employees.

- **Environmental Commitment**  
Employees shall ensure compliance with the spirit and intent of environmental laws, regulations and standards and incorporate environmental protection as an integral part of the design, production, operation and maintenance of MSPL's facilities.
- **Safety**  
We assign the highest priority to the safety of our employees and all those who are influenced by our operations. Supervisors and managers are responsible for monitoring the use of all reasonable safeguards in the workplace including adherence to Company procedures, safe work practices, and wearing personal protective equipment so as to ensure health, safety and welfare of all concerned.
- **Confidential and financial information**  
Employees are prohibited from using Company's property or information, or their position within the Company, for personal gain. Financial information on Company's operations and performance provided to shareholders, equity analysts, creditors, newspapers and such others, whether statutory or voluntary, must be accurate and reliable.

Our VP-Mines receiving membership development award from Mining Engineers Association of India in 2017-18.



# Risk management

■ *Mining industry itself is a high risk industry, with regulations, business and political environments bearing high influence on our business. Operating in a highly volatile business environment, we believe risk management is a vital part of our business success formula.*

Regulatory framework is a risk to our mining business as the industry is heavily regulated, especially where our mines are located. Indian Iron Ore Industry has been streamlined during last two years. Production with limited capacity has commenced after the Supreme Court's intervention.

Regulation also includes taxation. District specific taxation and increasing amount of royalty payment to District Mineral Foundation is also a risk factor. Political influence on mining has resulted in major blows to our business in previous years. We acknowledge the impact that climate change has on our business, as we do the impacts that our activities have on the environment.

This is discussed in detail in the

'Economic' section of this report. We believe that following a precautionary approach towards risk, identifying them and taking measures to avoid and overcome such risks is the way forward.

Apart from external risks, we understand that it is important to be aware of internal risk factors. To manage this effectively, we have engaged a third party audit firm to conduct an operation level risk assessment through an internal audit. This audit process covers 22 different aspects of our operations and is a continuous process which happens biennially.

The results of this audit process is submitted in the form of an internal audit report to the Audit Committee of our Board. Our Board periodically reviews the risks and such due

diligence processes and ensures that there are mitigation plans in place to avert such risks. The current internal audit cycle is 2016-17 to 2017-18.

Industry association is of immense aid to us in mitigating the effects of regulatory risk. With our associations, we are able to collectively bargain with the government and thereby reduce the impact of taxation. This has also helped us overcome political risks.

Apart from these measures to efficiently manage risks, we have a robust risk management policy that guides these measures and is extensive in its approach.

## The audit process covers a wide range of our business aspects, including :

- Finance and Accounts
- Mining Operations
- Pelletization Operation
- Windmill Operation
- Sales, Marketing and Logistics
- Procurement of Materials
- Inventory and Stores
- Treasury
- Human Resources and Payroll
- Fixed Assets and Capex
- IT General Controls
- Project Management Review
- Insurance
- Legal
- Corporate Communications
- Statutory Compliance
- Administration
- CSR
- Aviation



**“We are committed to ensuring minimal impact on the climate and the environment. Our focus is directed towards adding value to the environment, the economy and the society.”**



## MSPL's Risk Management Policy

- Our formal risk management policy involves a monthly review by business and functional units and half-yearly review by the management, with our Board itself ensuring policies are in place to mitigate and address such risks.
- The Risk Management Policy outlines our approach to mitigate and address internal and external risks, material changes in our profile and the effectiveness of the internal control framework.
- Management incorporates the internal control system, integrates responses into the system when the need arises and reports the results of these assessments.
- Our Board ensures that the system in place for risk management and internal control are sound and effective. They oversee risk management by the Management. Our employees are also responsible for identifying, addressing, and reporting the risk.



## MSPL and Climate change

There is a growing awareness of climate change and its impact on mining industries, the reason being that these industries are often situated in exigent locations, utilise water and energy resources that are climate sensitive and rely on fixed assets with long lifetimes and balance the interests of various stakeholders.

We acknowledge that the warming of the climate is unequivocal and that the human influence is clear while physical impacts are unavoidable.

MSPL's strategy is tied to sustainable growth and this requires an effective response to climate change. As a substantial producer of renewable energy and a consumer of fossil fuels, we recognize our responsibility to take action by focusing on reducing our emissions, increasing our preparedness for physical climate impacts and working with local communities to ensure sustainable growth.

We prioritize greenhouse gas emission (GHG) reduction and energy efficiency. MSPL is among the first companies in the sector in setting an absolute target to limit GHG emissions. As we grow our business, this target encourages us to look for ways to improve our energy efficiency, increase productivity and implement additional GHG reduction projects across our operations.

To this end, we recognise the various risks and opportunities that climate change poses to our business and we are constantly working towards mitigating such risks and exploiting opportunities.

While we are aware that climate change poses physical, regulatory and other such risks to our company, at the same time, we also see the changing climate as an opportunity for us to further improve our operations and processes in terms of energy efficiency, emission reduction and efficient use of materials.

Our highly experienced Research and Development team works on researching ways to use iron and other minerals for purposes other than manufacture of steel. Research and development in the iron ore business includes efforts to increase the efficiency of mining, 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.



# + Opportunities

While we are well aware of the risks to our business, our highly qualified Board members and senior management, with relevant experience and expertise, are well placed to identify opportunities for us to grow further.

With the Supreme Court increasing the mining capacity, there is opportunity for us to expand our mining activities. We are also on the lookout for new sites to expand our wind power generation so that we can make significant contributions to the government power grid. Beneficiation of our pellet plant is also an opportunity.

We are also aware of the impacts that our operational activities have on the environment, economy and society. These impacts are detailed in the Environment section of this report.

## Industry participation

An important part of our risk management framework and stakeholder engagement initiative is our participation in various industrial forums. We possess membership in major business associations and industry forums which are extremely relevant to our business. By participating in these associations, we contribute to the development of the industry by responding on key industry issues, sharing of experience and knowledge on specific issues and challenges faced by mining and wind energy industries. We view our membership as strategic to our business and as an epitome of coherent growth.

We are strongly associated with the following industry forums -

- Indian Wind Power Association (IWPA)
- Federation of Indian Chambers of Commerce & Industry (FICCI)
- Chemicals & Allied Products Export Promotion Council (CAPEXIL)
- Council for Fair Business Practices
- Karnataka State Council Membership
- Mines Safety Association Karnataka
- Federation of Karnataka Chambers of Commerce & Industry (FKCCI)
- Mining Engineers Association of India (MEAI)
- Federation of Indian Mineral Industry (FIMI)
- Mines Environment & Mineral Conservation Association (ME & MCA)
- PMAI-Pellet Manufacturers Association of India
- BKRISSE – Bellary Koppal Regional Industrial Safety Event

**“We have adopted best global practices and work with other industry players on economic, environmental and social issues.”**





# Economy

## Economic performance



It is universally acknowledged that the iron ore and steel industry are two of the most important industries for infrastructure development. From safety pins to satellites, mining has made possible many of mankind's giant leaps. Right from the early days leading up to the modern times, major infrastructural development that our world has seen has included elements of iron or steel, making mining a vital industry.

At present India produces 65 million tonnes steel, but as per the 'National Steel Policy' our country is expected to raise this production to 180 million tonnes by the year 2020.

During the year 2015-17, the Indian mining industry saw a decline in the import and an increase in the export of steel and iron. With India being the 3rd largest producer of steel in the world and economic highlights during 2016-17 including high

infrastructure spending, it is palpable to conclude that mining for iron ore plays an inevitable role in sustaining the steel industry.

At MSPL, positive economic performance is an important factor to our overall success. In the year 2015-16, we incurred significant expenditure in rejuvenation and restoration activities to recompense the transformation of landform in the course of open cast mining and the disposal of over-burden.

Our revenue declined sharply by ~37% compared to 2014-15 due to fall in realisations of iron ore by ~50% and that of pellets by ~40%. Our profitability also declined in FY2016 mostly due to weaker realizations and inventory losses. A significant portion of the losses was on account of revaluation of our inventories in pellet operation and iron ore business.

In 2016-17, however, our revenue increased ~42% as a result of efficient cost management systems. We also went on to record a profit after tax. We did not receive any financial assistance from the government for the duration of the reporting period and we continue to add value to our stakeholders across the triple-bottom line.

# 89%

of our workforce employed since our Hosapete operations began are from the local region



### Collateral economic impact

Our suppliers are from around the area and this has promoted inflow of money and has resulted in an increase in standard of living. Increase in material movement activities because of our business has prompted locals to buy vehicles and help in the movement of materials, hence indirectly increasing employment opportunities around the area. Owing to frequent movement of vehicles, vehicle maintenance shops around the area have seen a rise in their income.

The area has seen significant development in infrastructure and all these factors have contributed to increase in land revenue around the area. Property rent has seen a sharp increase and Hosapete, despite being a taluk, has witnessed more development in terms of infrastructure, employment and standard of living because of our business activities, in comparison to some of the major districts. All our materials are locally sourced and members of our senior management are hired locally as well. We are proud to witness and be a part of such activities which contribute to the overall development of our economy and country.



# Our People



# People

The foundation of our people management strategy lies in making our employees our most important stakeholders. We at MSPL believe that employees who are valued better, perform better. Our motto is to ensure continuous improvement of workspace conditions. Keeping this in mind, we lay an extreme amount of emphasis on our most important asset- our people. We believe in fostering a strong, diverse, and well-equipped workforce, by providing them a platform to boost their talent for their own growth, as well as MSPL's overall growth and development. We aim to transform the capabilities of our people through various training, skill development and personal development activities, by constantly initiating various employee engagement activities. Our HR policy is designed to promote continuous improvement for workplace conditions, setting out standards and procedures regarding health and safety, use of child labour, forced labour, discrimination, trade union rights, disciplinary practices, remuneration, working hours etc. Our management systems are designed in order to deliver top-class working

conditions to all of our employees. We at MSPL believe in providing fair and responsible working conditions to all our employees, creating a scenario for two-way effective communications between employers and employees, in order to create an efficient and balanced environment. We at MSPL have organized various events like Founder's day function, environment day, and various sports and cultural activities to improve employee participation. MSPL's social policy is designed to ensure wellbeing of all workers.

We at MSPL are committed to:

- Develop an adequate mechanism for health and safety of all employees.
- Create congenial atmosphere where people of all caste and creed work without any discrimination.
- Comply with all the laws pertaining to hours of work, leave, wages, compensation, health, safety and environment, etc.
- Work in accordance with SA 8000.
- Communicate internally and to interested parties about the policies, programmes and procedures adopted by the company.
- Implement this policy through training, involvement and motivation for continual improvement.



# Talent Management

We have a mix of experienced professionals coming from different backgrounds, thus adding to the knowledge database and skill set of MSPL. MSPL's main vision is to produce high quality ore, and in order to do so, we've developed a workforce with a high degree of professional skills and expertise to reach all our goals. Hand in hand with the workforce, through cooperation, commitment, dedication, integrity, passion and speed, we at MSPL plan on meeting our vision.

We at MSPL intend to provide maximum amount of growth opportunities to our workers with

whatever resources we have within our company. Through various training programs, we attempt to achieve this level of growth, in order to fully utilize the potential of our employees. We take all the required steps to constantly motivate and encourage our employees to completely devote their energies towards quality production.

MSPL believes in maximizing employee skills by providing them with various opportunities to improve their skill sets. Job related training in relation to material handling, machine handling, operation and maintenance etc., soft skills training involving communication skills, and training in order to improve knowledge

database- ISO training, AutoCAD, ESI, taxes, etc. is provided to the employees. Environmental sustainability is of utmost importance to MSPL, keeping this in mind, we provide trainings based on environmental protection and energy conservation. Also holding employee health and safety as highest priority, we provide our people with different types of safety related training, to ensure their wellbeing at all times. Health and safety training provided to employees is mainly based on first aid, safety procedures at plant levels, safe handling of materials and equipment.



## Gender Empowerment

In the year 2015-2017, MSPL provided its employees with a total of 1220 hours of safety related training.

In the year 2015-17 MSPL provided its female employees with 480 hours of self defence training.

## Training

Between 2015-17, the following training programs were conducted in MSPL.



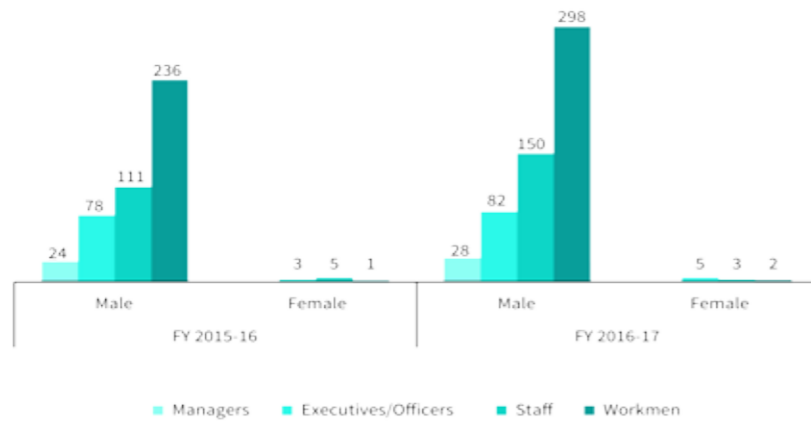
Training hours 2015-2016



Training hours 2016-2017

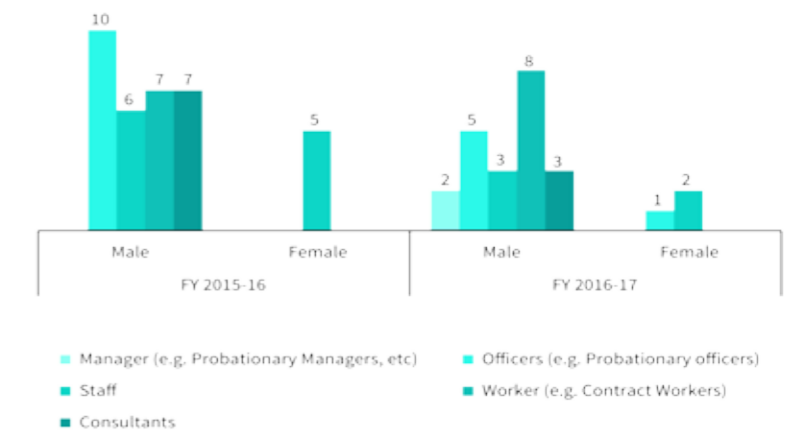
## Performance Assessments

MSPL conducts regular assessments to understand the performance of all its employees. Performance assessments help MSPL to understand the skills of our employees, and formulate measures to improve efficiency levels. Performance assessments are carried out for employees of different categories.

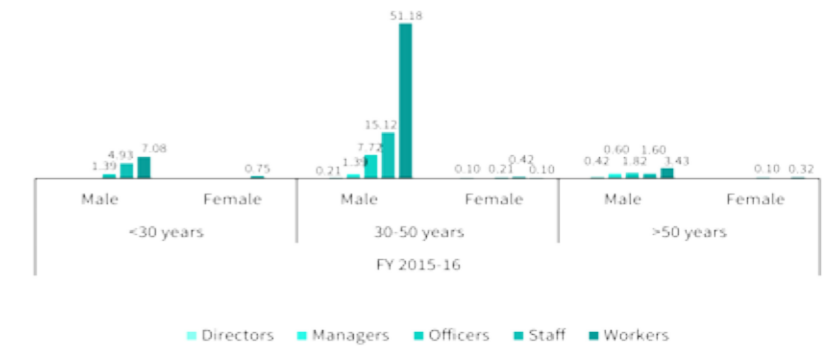


Number of permanent employees receiving performance reviews

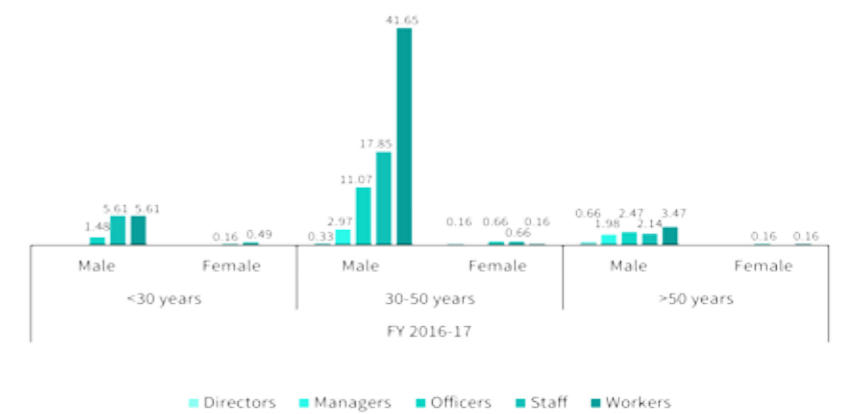
## Employee retention



Number of temporary employees receiving performance reviews

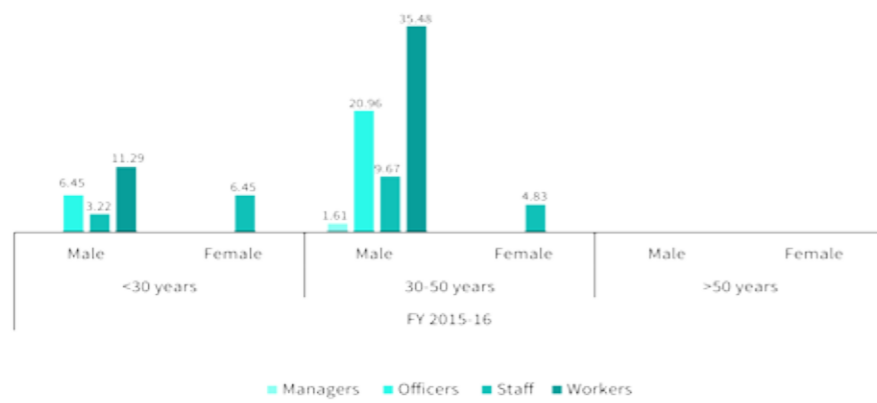


Percentage of employees by category as of March 31st, 2016

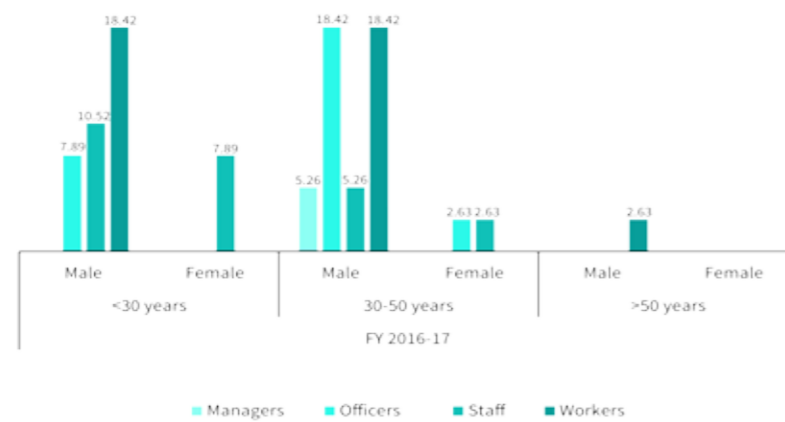


Percentage of employees by category as of March 31st, 2017

## Employee hire rate

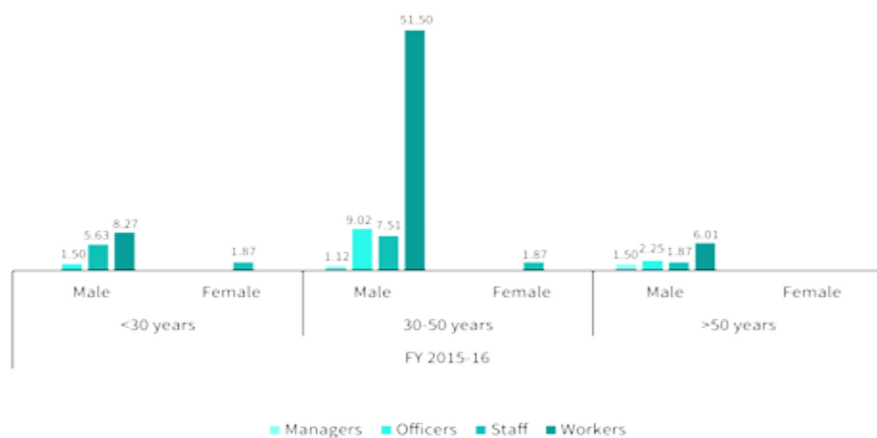


Employee Hire Rate by category as of March 31st, 2016



Percentage of employees by category as of March 31st, 2017

## Employee turnover



Employee turnover by category as of March 31st, 2016



We at MSPL are strongly against corruption of any sort happening within our organizational boundary, and have a system in place to ensure no incidents of corruption take place. Our policies are communicated to all our employees.



Employee turnover by category as of March 31st, 2017

## Grievance Mechanism

In order to ensure that our people have an effective and reliant platform to put forth their complaints, we have

developed a grievance mechanism. Our policies allow the employees to approach the HR of their respective divisions to register any complaints that they have. The HR heads

and location heads work towards resolving the issue. In the reporting period, no complaints about labour practices were filed.



“We believe in providing equal treatment to all in all matters of employment including training, increments, promotions, awards, compensation based on capability, race, caste, age, national origin, religion, disability, gender, sexual orientation, union membership or political affiliations.”

## Human Rights

Our Human Rights policy promotes excellent work conditions, and ethical sourcing for production of all our goods and services. It is based on the principles of International Human Rights as propagated by the International Labor Organization Conventions (ILO), the United Nations Convention on Child Rights, and the Universal Declaration of Human Rights.

We are deeply involved in protecting the human rights of

all our employees and the other stakeholders that we are associated with. All our agreements and contracts include human rights screening. We do not engage in or support the use of forced and compulsory labor (all employees are working for us on their own accord). We have a staunch policy for not employing child labour within any of our activities and operations. The policy against child labour is also communicated to all of our contractors, to ensure that they don't hire child labor either.

We at MSPL permit our employees to formulate collective bargaining agreements, or join unions without negative consequences, because we respect the rights of all our employees. We at MSPL provide equal remuneration for male and female workers for work of equal value. We have a disciplinary policy in place to ensure the mental, emotional and physical integrity of all our workers.

## Employee benefits

We at MSPL lay great emphasis on our people who are our most important resource. Our success is mostly dependent upon developing a skilled and efficient workforce. We believe that employees who are treated better perform better. Keeping this in mind, we provide our employees with benefits to ensure their wellbeing. With a strategy in mind to motivate employees to achieve our targets, we appreciate

the efforts of our employees by ensuring that they are provided with various benefits.

We have a defined benefit plan which includes payment of gratuity, contribution to provident fund and compensating absences. Present liability for future payment of gratuity determined on the basis of actuarial valuation at the balance sheet date. Gratuity is administered through Group gratuity scheme with LIC. Accordingly, appropriate

provisions for employee benefits like gratuity and compensated absences are made along with timely contributions to the provident and other funds.

We follow the regulations laid down, with respect to minimum wage and pay our wage workers equally, irrespective of gender. Additionally, we also have an employee housewarming gift policy, and employee wedding gift policy to communicate our wishes to them.

Benefits provided	2016-17 Amount in ₹	2015-16 Amount in ₹
Provident Fund contribution	60,298,508	29,563,836
Life insurance(GSLIS)	700,600	1,196,000
Mediclaim policy	2,334,981	2,834,195
Group personal accident	438,554	1,351,069
Paid maternal leave	89,527	NIL
Bonus	20,809,997	20,809,997
Group Insurance in lieu of EDLI	2,506,362	1,663,200
Employee Marriage gift	69,528	65,824
House warming gift	NIL	6000
Gratuity	19,976,581	8,804,101
Safety PPE's	622,673	1,393,741
Canteen	403,471	7,074,268
Transportation	6,751,764	7,029,320
<b>Total</b>	<b>95,025,966</b>	<b>51,031,717</b>

## Health and Safety

We at MSPL believe in ensuring a safe, healthy and hazard free workplace, to all its employees, and we are committed to achieving zero accident level. The department heads of MSPL are responsible for identifying health and safety related hazards within their divisions. Regular risk assessments are carried out to identify key risks in the area of health and safety within different divisions.

Safety officers and health officers guide department heads, while conducting the risk assessment, in order to put an effective health and safety mechanism in place. Safety officer is also a management representative for health and safety, who is responsible for different health and safety aspects across different plants, health and safety of all personnel, and is the key implementer of Health and Safety initiatives at plant levels. The safety officer is responsible for maintaining a record of all accidents, and take corrective actions to reduce the occurrence rate. The representative is responsible for coordinating with the recruitment team in order to conduct training programs for employees and contract labourers with regards to health and safety aspects. MSPL records all accidents and periodically releases an "Accident Analysis Report". MSPL also has a medical officer who is responsible for

conducting health check-ups of the workforce.

Being a company that is majorly into mining, we at MSPL believe in taking adequate steps in order to prevent any sorts of accidents associated with work, and in order to do so, we believe in minimizing the cause of the hazards that are inherent to the working environment. We provide Personal Protective Equipment (PPE) to all our workers, and provide them with adequate safety training to avoid any sorts of risks and accidents, and it's ensured that personnel constantly use the PPE's. We at MSPL also provide training to contract labourers on high risk areas at least once a year on various health and safety aspects. Training is conducted in local language to improve communication with workers. We at MSPL abide by OSHAS 18,001, in all our plants. Long work hours in the plants can prove to be a health risk for certain workers, keeping this in mind, we at MSPL have come up with rotation schedule for these workers, especially those who work in extremely hot, cold or toxic conditions. At plant levels, every floor has emergency exits in suitable spots that are never kept blocked. We at MSPL have established various systems to detect, avoid and respond to threats that might arise within our operational facilities. Periodically, a health and safety risk assessment is carried out in order to identify various hazards from all our

activities under the guidance of the safety office and department head. These risk assessments are reviewed on a yearly basis. Management plans are laid out for the risks that are identified and prioritized, and corrective action is taken, providing the required additional training to personnel as well. These action plans are implemented, monitored and reviewed in order to improve the working conditions at the plant level. MSPL has drafted out an Occupational Health, Safety and Environmental policy that covers all possible health and safety issues.

Records of such check-ups are maintained in the Health Register, and corrective actions are strategized. We at MSPL ensure that the required medicines are provided to our employees free of cost. First aid boxes are made available at different locations at plant level.

Sanitation is also a priority, keeping this in mind, in order to move towards health consciousness, we at MSPL ensure that clean and hygienic toilets are provided throughout all its operational areas. Toilets, bathrooms and tanks in our facilities are cleaned on a regular basis and monitored periodically. Cleaning schedules are maintained, and raw water, as well as potable water is subjected regularly to quality checks- for bacteria and arsenic from external sources. There are specific areas assigned to provide access to potable drinking water.



**“Employee health and safety is our main priority, keeping this in mind, regular health check-ups are provided to all workers who are involved with working in “high risk areas” as showcased by the risk assessment studies conducted.”**

# Safety

is our highest priority, and a key performance indicator in all our operations

*We at MSPL have a safety tool box which is presented in local language to all our employees and workers so they have a better understanding of the health and safety procedures around the plant.*

MSPL participated in a conference on “Innovative, safe and sustainable mining” organized by Mines Safety Association Karnataka (MSAK) at JN Tata Auditorium of Indian Institute of Science on 3rd and 4th June 2016 under the guidance of Directorate General of Mines Safety and the Ministry of Labour and Employment, Government of India. MSPL’s executive director, Dr Meda Venkataiah who is also the honorary secretary of MSAK, was the convener of the conference - he stressed on the

importance of occupational safety in mines.

At MSPL, plant level safety committees exist in the pellet making and mining operations. About 2.6% of the total workforce is represented in formal joint management worker health and safety committees as of 2017. In the reporting year 2015-2017, no injuries were reported in MSPL’s pellets and mines facilities.



## Building up safety awareness

Keeping in mind the importance of mine safety, MSPL conducted an exhibition on “Innovative safe practices on emerging trends in mining industry”, on National Safety day at Vishweshwarah Bhavan at The Institute of Engineers in

Hyderabad on 5th March 2016 to spread knowledge on key safety measures that are of utmost importance to mining industries.

As a part of Safety Week 2016-2017, VIOM mines were inspected on 25th November, 2016, inspected the Priming Station, 475 TPH Plant, Reef office, First-Aid Station, ANFO Mixing shed, R&R works, Mine Operations,

Excavation, Transportation, Drilling, Screening areas, Q&A Department etc. Cultural programs were conducted, including a drama called “Yaksha Prashne”, to build up awareness on health and safety of employees.

Category	Prizes
Occupational Health, welfare amenities and safety cards	1st Place
Crusher, Electrical Installation	1st Place
Safety Management System	2nd Place
Drilling and Blasting	1st Place
Contractual works vs safety and safety is my responsibility card	2nd Place
Overall Performance	2nd Place

As a part of MSPL’s Safety Week 2015-16, under MSAK, zone level safety week was celebrated from 23rd to 28th November 2015. we presented information on the

management actions for the health and safety of all employees, and management actions taken to ensure that zero harm is done to all our

people. MSPL was rewarded with the maximum number of Trade Test Prizes in Zonal as well as state levels during the safety week.

Category	Prizes
Mine workings	1st Place
Crusher, Electrical Installation	1st Place
Safety Management System	1st Place
Drilling and Blasting	1st Place
Occupational health, welfare amenities, and preparation of SOP’s	2nd Place
Maintenance of Mining Machinery	2nd Place
Overall Performance	1st Place



# Communities

We at MSPL care deeply about the communities around our operational sites, and work towards their development and wellbeing through our CSR activities. Corporate Social Responsibility (CSR) is a business philosophy ingrained deeply into the practices of MSPL Limited. We at MSPL are actively working towards expanding opportunities particularly for the disadvantaged and marginalized sections of the society. We have used our professional skill set to help uplift the local communities.

We believe that CSR helps achieve a balance between the economic, environmental and social necessities while addressing the expectations of the shareholders and stakeholders. Our CSR policy is based on five cardinals: creativity, commitment, concern, care and core values. The objective is to provide our employees and shareholders with a reference of the values with which our Company operates its business and relationship with the world. We are committed to institutionalize a stakeholders model of CSR, to ensure that our social responsibility program is stakeholder centric.

We at MSPL have carried out a variety of activities with the communities around us to ensure their constant well-being. We have representatives in all our adopted villages- villagers can communicate their issues in an easy and convenient manner to these representatives. Our CSR plan revolves around ensuring that the concerns of the villagers are resolved in an efficient manner.

To meet our CSR policy objective, we use the following four tools to measure CSR:

- Benchmarking,
- Social Audit,
- Assessment (external and internal)
- Feedback.



**Nurturing Employee health**

We at MSPL understand the various health benefits that yoga provides. Keeping this in mind we've hosted our first Mega Yoga Camp at Hosapete which was graced by Sri Baba Ramdev Guruji of Patanjali Yogapeet, Haridwar. More than 10,000 people participated and benefited from this event and got a better understanding about the importance of leading a healthy life. Due to the impact of this program, today, almost 25 yoga centres have been set up in Hosapete, where regular yoga classes are conducted. In order to develop a healthy workforce, we ensure that our employees participate in various sports activities like the Hubli Marathon, Mysuru Heritage Marathon and Bangalore Marathon. Our employees along with their families have participated in athletics, swimming, badminton, shooting and cross country for the National Sports Day function and the 4th and 5th stay-fit annual day celebration.



**Drinking water program**

In accordance with Sustainable Development Goal 6, access to safe water and sanitation, we understand the importance of access to clean drinking water to communities. Keeping this in mind, we have established 11 Reverse Osmosis plants in our adopted villages. RO plants were installed as the drinking water in our adopted villages was contaminated with high fluoride and acidity levels. RO plants help purify the water and provide clean drinking water to the villagers. Through the RO plants, potable water is available to the villagers at minimal cost. This project was implemented with "Public-Private Partnership" (PPP). Over 25,000 litres of purified water has been supplied to the rural communities through these plants daily. Possible water borne diseases due to consumption of impure water has also been avoided.



**Community health and well-being**

We at MSPL care deeply about the health and wellbeing of the communities in our adopted villages. In accordance with SDG 3 "Ensure Healthy Lives and Promote wellbeing for all at all ages", we've developed various healthcare camps for the benefit of communities. We've provided financial aid for the construction of a new building of Indian Medical Association, hence contributing to medical infrastructure development for supporting doctors, community health awareness and healthcare. The various healthcare camps organized in our adopted villages have helped to address various health issues faced by the villagers.

**Our CSR activities include community healthcare, sanitation, access to water, women empowerment, skill development, digital training etc.**

## Health camps



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### Eye camps

Understanding the importance of a healthy eyesight we at MSPL started conducting eye camps at our adopted villages with a mission to make clear and bright eyesight a reality for all community members. Eye Camps were conducted at Ashwini Eye Hospital, Hosapete and in the adopted villages of Jaisingpur, Kadirampura, Galemanagudi and Danapura. 32 camps were conducted in 2 years across 15 adopted villages. In the reporting period, 3299 people were screened and received free eye check-ups, of these 871 were advised for eye surgery and 461 underwent eye surgery. Food, travel and medicines were provided to the patients who were undergoing eye surgeries.

### Gynaecology camp

Understanding the importance of healthcare for women, we at MSPL have conducted gynaecology camps at 11 of our adopted villages. During this camp, awareness was created about various aspects like pregnancy, infant care, and many other gynaecological issues through seminars and informative talks. 1178 women were screened by a team of doctors and prescribed treatment for various types of illnesses. Based on the type of medicine, medicines were distributed to a majority of the women free of cost. In a few of the critical cases recorded, further investigation and treatment was carried out.



### Jaipur foot camp

Understanding the importance of providing quality care to handicapped people to ensure livelihood improvement, we at MSPL organised the Jaipur Foot Camp at Koppal for the benefit of people in need and distributed artificial limbs and calipers. Blood pressure and blood sugar levels of the patients were initially recorded, in order to get a better understanding of the health conditions of the stakeholders within the community. Accordingly 295 differently-abled people benefited from the camp that provided 66 below the knee limbs, 38 above the knee limbs and 95 calipers. Apart from this 60 crutches, 30 walking sticks, 4 wheel chairs and 2 hand paddled tricycles were also distributed.

### Mother and Child Care camp

We at MSPL understand the importance of maternal health and paediatrics. In order to raise awareness about mother and child healthcare, we at MSPL have collaborated with Asha workers, health workers and Anganwadi teachers to organize programs for neonatal and maternal health at 14 of MSPL's adopted villages. The camp helped communities understand the benefits of self-hygiene, use of RO water, need for vaccination etc. The camp also brought up several issues like joint pain, diseases like malaria, dengue, typhoid etc. 1752 women and adolescents benefitted from this camp.



### Cardiac and diabetic check-up camps

With changing lifestyle, instances of blood pressure, diabetes and hypertension are on the rise. Keeping this in mind, MSPL organised general health and awareness camps at Hanumanahalli, Danapura, Kiadal, Galemanagudi and Basapura. Between April 2015 and December 2016, 1,711 people were screened and around 292 were diagnosed with hypertension while 239 were diagnosed with diabetes. Medicine and healthcare were provided to all those affected by such issues.

### Oral health camps

Dental health is an important factor contributing to the overall health of individuals. To ensure that adequate dental health is provided to individuals in communities, we at MSPL conducted dental camps in the villages of Hosapete and Basapura in collaboration with Indian Dental Association. The prescribed medicines were distributed free of cost to 426 patients. Seminars were conducted to build up awareness on oral health, cleanliness and food habits to ensure that communities are well versed about oral health care.



## Yoga Camp

Yoga has numerous benefits- assisting in both mental health as well as physical health development. Understanding the various benefits of Yoga, we at MSPL, in association with Patanjali Yoga Samiti, Hosapete have been promoting yoga for the healthy lifestyle of the citizens of Hosapete. The yoga camps have provided various health benefits to the community. The yoga classes are conducted in MSPL Park and Baldota Park between 5:30 AM to 7 AM.

## Sustainable livelihoods

The livelihoods of the communities around us are of utmost importance to us at MSPL. Most of our CSR efforts are concentrated around community livelihood development. We at MSPL have started conducting various sustainable livelihood initiatives for farmers, self-help group members, unemployed youth, marginalized women and differently-abled people. Through the sustainable livelihood initiatives, the communities are provided with the strength to enhance their capabilities to ensure a better future.



**“A total of 73000 girls have been trained by the DARE team. The team of master trainers have also trained 475 volunteers who conduct further training sessions in their vicinity.”**

## Women’s Safety

We at MSPL strive to empower women by providing them with defence training, to help women defend themselves at all points of time. Defence against Rape and Eve Teasing (DARE) is a unique project which is being implemented as part of the CSR programme at MSPL. It was conceptualised and initiated by Ms. Vaama

Baldota who has been trained at UCCA. It is a free-of-cost workshop conducted for school girls in 8th standard and above and for women in colleges and offices for their self-defence against threats like eve teasing, harassment, rape etc. Women are trained in

- Verbal confrontation skills
- Avoidance, Response, Survival and Escape tactics
- Self-defence techniques

## Construction of household toilets

In accordance with SDG 6, Access to clean water and sanitation, we at MSPL understand the importance of providing access to sanitation to meet along with community sustainability goals. In order to do so, during the reporting period we have helped 17 household to obtain loans from SHGs for the construction of toilets. To date we have constructed 2,213 household toilets. As a result of this programme, four villages have been declared as open defecation free villages



## Road side plantation

We at MSPL are continuously striving to make our environment greener and promote the campaign for environmental protection in the surrounding areas. During the past year, we at MSPL along with volunteers have planted saplings in Bellary & Koppal districts. We planted 2779 plants, out of which 1466 were at Hosapete and 1313 saplings at Koppal district. For all the plants which we have planted, we have provided guards to protect them from grazing animals. We expect a survival rate of 90%.



**“More than 200 seniors registered for the programme and currently, 70 are in training.”**

## Digital technology for senior citizens

Understanding the importance of making senior citizens more aware of the advances in digital technology and in order to help them adapt to the changing world, we at MSPL have initiated programs to introduce senior citizens to digital technology of today. To educate those who have been left out from the use of current technology like

WhatsApp, Skype, Paytm and online banking, we have initiated an awareness programme for senior citizens.

They are taught the basic skills which they need to survive in today’s digital economy, particularly after demonitization. The training centre is located in Hosapete to aid senior citizens in the town and the surrounding villages.

## Self-help groups

To empower women in various aspects, we at MSPL have initiated and supported the formation of self-help groups, not only to improve skills of women, but also to provide them with the confidence and will-power to achieve their goals, so as to improve their livelihood.

Based on the availability of resources, markets and the occupational skills of the people, we at MSPL have supported the formation, training, financial support and functioning of SHGs to empower women.

Skill development trainings, capacity building, and life skills trainings are also provided.

MSPL has created and assisted a total of 136 SHG's, with 2 more being added in April-December 2015 in Kanvihalli, Hosahalli and Chitwadagi, Hosapete.

In order to help with income generation and asset creation, financial support was provided to the SHG's for various reasons like setting up small businesses, animal husbandry, agricultural activities, for the construction and repair of houses

and purchase of sites and household materials etc.

In the reporting period, various animal husbandry applications by various members of the SHG's were aided by MSPL. Till date, in order to prevent negative impact on women's health as well as reduce the burden on the forests, MSPL has facilitated 1291 LPG connections for households- 184 of these LPG connections were made during the reporting period.

## Skill Development for the Youth

To equip the youth of local communities with skills to increase their employability, we at MSPL started organizing regular courses on tailoring training, IT training etc. with a view in mind to improve livelihoods of the communities around us through skill development activities.

### a) Tailoring training

Tailoring training was provided to 297 women in 7 locations, to provide them with the skills to improve their livelihood and income. Currently, we at MSPL are running 7 tailoring centres in our adopted villages, where 160 members are undergoing

training. We also conducted an embroidery training programme at Halavarthi as an advanced training course for women. A total of 1,595 women underwent training in tailoring.

### b) Computer skills training

With the world IT industry booming, computer skills are absolutely necessary in all fields. In fact, having computer skills is an important criteria for hiring in various industries. Keeping this in mind, we at MSPL, provide computer training for unemployed youth to make them more employable. We have partnered with ITI Hosapete to help students studying in ITI. We completely support government ITI through provision of managerial

and technical skills training. Our vice president of HR is the chairman for Institute Management Committee of ITI. The main role of this committee is to identify the needs of the institute and fulfil those needs through support from local industries.

Keeping in mind the ever-growing importance of computer knowledge in all fields of work, we at MSPL conducted computer training programmes to educate the youth about new technologies and provide them with the knowledge of the mainstream events in IT. MSPL conducted a 6 month training course for 65 students. Up until now, 1,189 unemployed youth have been benefitted.

### Case study: Self help groups - Animal husbandry

Shantamma, a member of the SHG started by MSPL, was previously facing difficulties as she and her husband Bhamappa could barely meet along with the basic requirements of their family due to poor economic conditions. The main sources of income for their family were through a cow they owned, and from the daily labour earnings. However, Shantamma joined the SHG program of MSPL, and applied for an interest free loan through the SHG.

She was provided with financial assistance of ₹ 20,000/- for animal husbandry. She used this amount to buy an additional cow. Through this addition of the second cow, the family's overall income increased- now, they manage to earn a total of ₹ 4,800 per month.

"The SHG's started by MSPL has helped assist my family significantly, increasing our earnings every month through animal husbandry. Our overall livelihood has improved due to the additional income all owing to MSPL's assistance. Right now, I've repaid 60% of the loan taken to the SHG's. I just need to pay back the remaining amount of ₹ 8,000, which will be done soon. My entire family is



thankful to MSPL and its efforts towards community development.

We wish MSPL well in all their future projects to come!"

### Case study: skill development for the youth



Chalavati, a 23 year old holds MSPL to be the sole reason for her independence and livelihood improvement of her and her family. The tailoring training provided by MSPL helped her improve her skills, and gave her a whole new career pathway, that added to the family's income.

"The sewing machine that I own is working extremely well! It has helped me build my own identity, from being known as Durgesh's wife in my community, now I'm known as the lady who stitches dresses and blouses for the villagers! I took the 6 months course on tailoring training in 2009, and a lot has changed since then, I'm one of the most skilled tailors in my village. I earn up to ₹ 7,000 per month. I have a fixed schedule daily, I finish all my work at home by 11 AM, and get on to finishing my tailoring tasks that go on until 4:00 PM. At a stretch, I can stitch up to 3 to 4 dresses. This gets me around ₹ 250-300 every day. Not only do I earn money through tailoring, but I also have started a training program, for the girls in my village. I've provided tailoring training to 4 girls in my village, charging them ₹ 100 per month. Right now, me and my family are building a new house, and I'm concentrating on completing the construction of this new house. I honestly thank MSPL for all their efforts, and providing me with not only the tailoring training, but also the free sewing machine. This has really helped me build up my identity in my village. It has also boosted my confidence and helped me be independent and stand on my own feet!"



## Educating young minds

We at MSPL believe that education is very important in building a strong foundation in one's life. We want to see children grow into strong leaders, in order to develop and nurture the community further.

Between April 2015 and March 2017 a total of 272 students of class 10,

have benefited from the free tuitions conducted by MSPL in Danapura, Hanumanahalli, Kanivihalli, Srungarathoa, Basapura and Halvarthy villages. At these tuitions, 9 teachers were employed to aid the students by providing active coaching in Mathematics, English and Science.

To instil good habits of cleanliness and hygiene among school children, MSPL conducted awareness Camps in Halavarthi, Srungarhota, Kanvihalli and Hanumanhalli. 121 awareness trainings were conducted. 627 students were a part of the program, where they undertook training on the importance of personal hygiene.

We identified, counselled and provided financial assistance for continuing education to 19 school students and 9 college students who were dropouts.

To motivate school children to think creatively about a self-contained community or a model village, MSPL conducted drawing competitions in Srungarathota, Hanumanhalli and Danapura villages. Recognising the importance of English as a link language and an aid to get better employment, MSPL conducted a Spoken English Course at Chittavadi and Hosapete. 35 people benefitted from the 2 month course.



**“We distributed 1,27,000 notebooks to 26,614 students across 55 schools.”**



## OUR OTHER COMMUNITY DEVELOPMENT ACTIVITIES



### Inspiring sportsmen

At MSPL we understand that a fit community helps to build a fit and healthy nation. We sponsored prizes for VSK University Collegiate Volleyball Championship and also for the Zonal and Taluk level sports meet held at Higher and Primary Schools in Hosapete. We also sponsored prizes for the 6th VSK University Inter collegiate Volleyball Championship for Men and Women held from 19th to 21st September 2016 at Kamalapur.



### Cashless village

In today's digital world, it is important to have a bank account in order to keep money in a safe, secure and accountable space. In order to help communities set up bank accounts, we at MSPL initially selected two of our adopted villages- Hanumanahally and Danapura. These villages were surveyed in order to understand the bank details of the families in the villages- whether they have bank accounts, whether they use cards/online banking etc.

We at MSPL collaborated with Pragathi Krishna Gramin Bank and assisted villagers in opening bank accounts and obtaining cards. In these villages, there are 1,004 families, comprising of a total of 3,657 people. We have helped 3,048 of these people set up bank accounts. Our target is to complete setting up bank accounts for the remaining 609 people, so as to convert it into a “cashless village”.



### Grievance cell

We at MSPL have stationed our representatives in the villages in which we conduct our CSR activities to ensure that all the villagers concerns are reported to our CSR committee. The CSR committee then formulates solutions to meet along with the villagers concerns.

A photograph of a lush, green landscape. The foreground is filled with dense, low-lying vegetation and several young trees with feathery leaves. The middle ground shows a variety of trees, including some with large, rounded canopies and others with more delicate, feathery foliage. The background consists of rolling hills covered in dense forest, extending towards a clear, light blue sky. A green rectangular box with a white border is overlaid on the lower-left portion of the image, containing the word "Environment" in white text.

# Environment



## Caring for the planet

Managing our organization’s environmental impact is one of our highest priorities. We realize that being an organization involved in such diverse sectors- mining, pellet making, wind energy and aviation, each of these can have their own set of impacts on the environment. At each level, we are working towards reducing the environmental footprint of all our activities. As an organization, we’ve often been recognized for our participation in ensuring environmental stewardship and being responsible at each and every step of our growth, since our inception. With stringent regulations set by the government ruling the mining sector, we did go through hard times, yet, we are slowly climbing up the ladder again, and at the same time, ensuring that environmental protection, is still at the core of our growth. We’ve put in various measures in place across our businesses, to reduce our energy, water, and waste footprints. We are constantly working towards reducing our emissions. Biodiversity management is of great importance to us, and through our plantation drive, we plan on increasing the green cover in and

around our operational areas. We understand how integral R&R is for the sustainability of any business, and keeping this in mind, we’ve incorporated it into our agenda, not only as a statutory requirement, but as a part of our overall sustainability plan.

Our business divisions revolve around environmentally friendly techniques, and with each successful year, we hope to improve our processes for a better outcome. We ensure that our employees are a part of our environmental agenda

by conducting training programs to raise consciousness among them. We at MSPL are regular participants of the Mines Environment and Mineral Conservation week that is conducted by the Indian Bureau of Mines, actively participating in the activities since 1992. In order to improve operational efficiency in our mining operations, we installed a downhill conveyor system that reduced the environmental impact that would otherwise have been caused due to transporting the iron-ore downhill by road.




## “We use state of the art technology throughout our operational areas to reduce our overall impact.”

Our sustainability strategy lies around identifying areas for potential improvement, putting in place measures to achieve targets, and constantly monitoring our operational areas to ensure that all our targets are being met. In order to understand our impact in the first place, we’ve carried our risk assessments, and environmental impact assessments to understand our impact as an organization. Following the risk management protocol, once we assess our risks, we implement procedures to ensure minimal risk to the environment. Our HSE policy covers such risks, ensuring that national and local environmental standards are being met along with in all our operational areas.

Our sustainability model is built on ensuring that:

- Minimal environmental harm is caused due to our operations by strategizing effective measures to reduce impact.
- Reducing spillage during our operations that could potentially harm the environment.
- Identify risks, put in place risk management mechanisms and mitigate risks.
- All operations need to be compliant with national as well as local norms.
- Ensure that all environmental targets are being met.
- Plan out an environmental management system that moves MSPL towards continuous improvement.
- Ensure transparency in all operations.



### Sustainability

We understand the importance of incorporating sustainability initiatives into our company’s approach and we are constantly working towards expanding our current sustainability initiatives. Getting more out of less is our agenda, and through our resource management plan, we hope to achieve this.



## Material Management

For any industry, resource management lies in the core of its operational strength. Managing our resource use is of great importance to us. We have four diverse operations- Mining, Pellet Making, Wind and Aviation, which use a diverse range of resources. In each of these business lines, we ensure that resources are

used in an efficient and sustainable manner. We aim to develop a plan to reduce our resource usage year on year.

We understand that mining industry being an extractive industry can use a significant amount of resources, however, we've put plans in place to ensure that we minimize resource usage, yet maximize our production. In order to do so, we make optimum usage of the materials that we have on hand, to ensure that nothing goes to waste. Material recovery is a major part of our mining operations, and we ensure that our processing plans maximize iron ore recovery. While mining, we come across several other minerals too, other than just iron ore, minerals that have alternative uses.

We are putting in plans to ensure that these minerals are obtained too through our recovery processes.



Recycling is an integral part of our resource management, keeping this in mind, we recycle 100% of the lime sludge and ESP dust that is generated within our pellet making facility. This reduces our requirement for additional materials. In our mining operations, the BHQ that is generated is stored separately, and utilized whenever required.

## Specifics of material usage facilities in 2015-2017:

MSPL Mines	Units	2016-17 (Oils and Grease)	2015-16 (Oils and Grease)
Grease	Tonnes	0.19	4.00
Lubricating Oils	Tonnes	26.03	172.38
HSD	Tonnes	1,547.33	1,550.38

MSPL Mines	Units	2016-17 (Explosives)	2015-16 (Explosives)
Slurry	Tonnes	27.12	16.43
Ammonium Nitrate	Tonnes	113.81	76.15
Liquid Oxygen	Tonnes	164.50	115.58
SOD (Detonators)	Nos	552	321
Detonating fuse	Mtrs	155,725	106,175
Safety fuse	Mtrs	956.48	580.11
Other explosives	Nos	2,048	686

MSPL Pellets	Units	2016-17	2015-16
Iron Ore	Tonnes	7,69,112	757,218.54
Bentonite Lumps	Tonnes	7,270	5,467.08
Limestone	Tonnes	5,971	6,643.52
Dolomite	Tonnes	5,233	5,625.38
Grinding balls 40 mm	Tonnes	76	100
Grinding balls 50 mm	Tonnes	114	106
Grinding balls 60 mm	Tonnes	244	238
Grinding balls 70 mm	Tonnes	263	205
Bituminous Coal	Tonnes	970	1,084.23
Anthracite Coal/PCI	Tonnes	28,862	28,584.44
Flocculant	Tonnes	7.27	7.08
Furnace Oil	Tonnes	6,055	7,216.9
HSD	Tonnes	556	394.40



MSPL Wind	Units	2016-17 (Oils and Grease)	2015-16 (Oils and Grease)
Grease	Tonnes	1.37	1.43
Lubricating Oils	Tonnes	1.92	1.12
Transformer oil	Tonnes	1.16	1.55
Gearbox Oil	Tonnes	9.98	5.89
Hydraulic Oil	Tonnes	0.73	0.63

MSPL Wind	Units	2016-17 (Ancillary)	2015-16 (Ancillary)
Filter element	Nos	119	106

MSPL Aviation	Units	2016-17 (Oils and Grease)	2015-16 (Oils and Grease)
Grease	Tonnes	11.6	0.01
Lubricating Oils	Tonnes	0.05	0.063

Materials corporate office	Units	2016-17	2015-16
Paper	Reams	1.10	1.31

### Recycled materials specifics in 2015-2017:

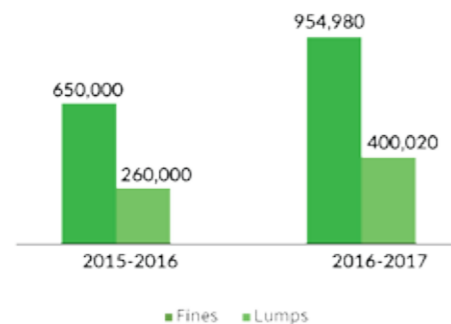
Wind Division Recycled Materials	Units	2016-17	2015-16
Cotton waste	Tonnes	1.3	1.36

Pellet Making Recycled Materials	Units	2016-17
Metal scrap: This metal scrap is generated from replacement of traveling grate chain links & its accessories. It is sold.	Tonnes	92.5
Rubber liners (removed from ball mill)-This is sold to the authorized dealer	Tonnes	3.5
Used oil- This is sold to the authorized recycler	Litres	4,830

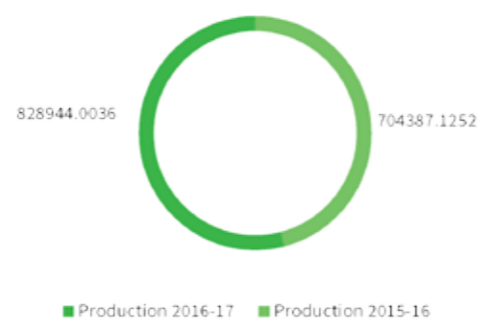


## Production details

Between 2015-17, the following were our production stats.



MSPL Mines- Iron Ore Production in 2015-2017



Pellets plant- production in 2015-2017 (tons)

## Energy Management

We at MSPL ensure that energy management is an integral part of all our business units. Climate change is one of the biggest threats facing the world, and in order to reduce our impact on the climate and reduce GHG emissions, we've taken various initiatives to invest in reliable and environment friendly technologies. We want to go beyond just statutory requirements, and keeping this in mind, we ensure that energy is managed at every level of our business activities. This ensures a reduction in the energy footprint across the supply chain. We constantly monitor our energy usage throughout our sites in order to identify areas where improvement measures could be put into place. Our operations are energy efficient throughout. We are constantly

working towards expanding our wind energy division to promote usage of renewable energy and reduce the burden on grid electricity. As of 2015-2017, our wind energy business has a total installed capacity of 127.8MW.

During the first half of 2015-2016, the performance in our wind farms was not satisfactory. This was primarily due to El Nino effect, poor operational and management performances at Suzlon installations, and grid interruptions by KPTCL State Load Dispatch Center during peak wind seasons. However, we did pickup in 2016-2017. We received the Best Performing Wind Farm in Karnataka in the Category 2MW and above from Indian Wind Power Association during their 4th International Conference on Wind Energy in 2015. Energy management in each of our divisions is of utmost

importance to us at MSPL. Our pellets plant operations use coal and oil as major fuels, whereas our mines use diesel as the primary fuel. Aviation division uses Aviation Turbine Fuel as the primary source of energy.

Our pellets plant uses the most energy, hence, keeping this in mind, in order to reduce our energy and carbon footprints and move towards efficient operations, we have installed energy efficient motors in the pellets facility which reduces overall electricity consumption. We have planned and installed energy efficient motors in our pellet plant, which consume less electricity, thus making the operations energy efficient.

## MSPL Wind Generation Details:

Site	Installed capacity in MW	Generation (MWh) (2016-17)	Generation (MWh) (2015-16)
Harihar	6	9,325.25	7,801.08
Jogimatti	11.25	27,166.71	24,077.41
Sogi & Jajjikalgudda	46.25	105,442.36	93,745.91
GR Halli	27.1	55,676.81	24,077.41
Surajbari	16.2	17,159.77	12,936.24
Satara	1	1,663.64	286.25
Dhule	20	40,251.87	37,169.69

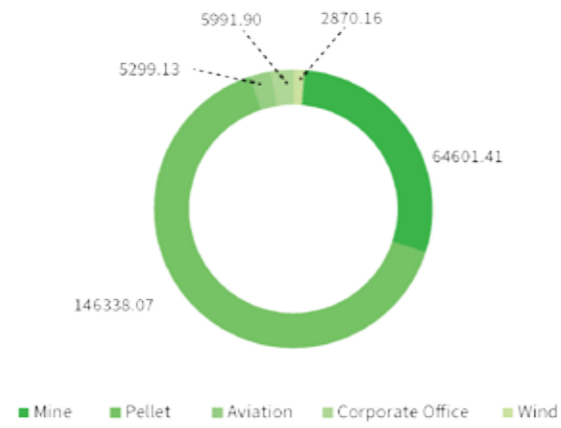
**“We generated a total of 456,780.4 MWh of electricity in 2015-2017”**



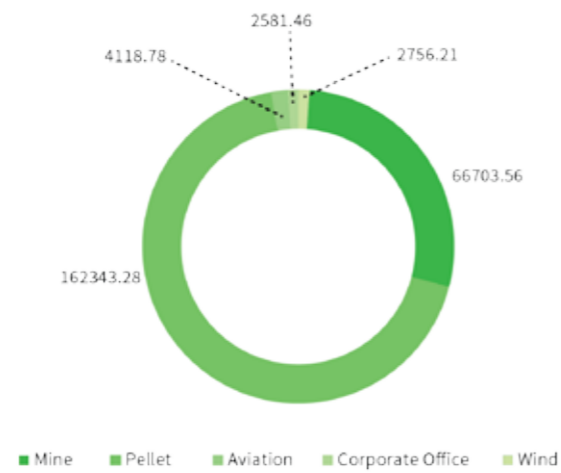
**In the year 2015-2016, we consumed 225,100.69 GJ of energy within our operational facilities, and in 2016-2017, we consumed 238,503.3 GJ of energy.**

## Energy details

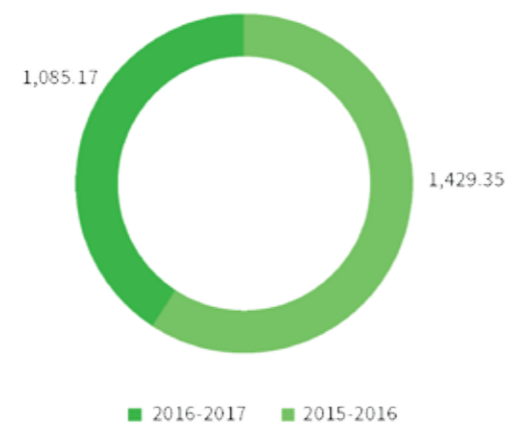
Between 2015-17, the following were our energy stats.



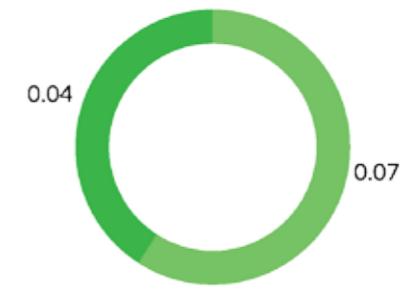
Energy use Inside the Organization (GJ)- 2015-2016



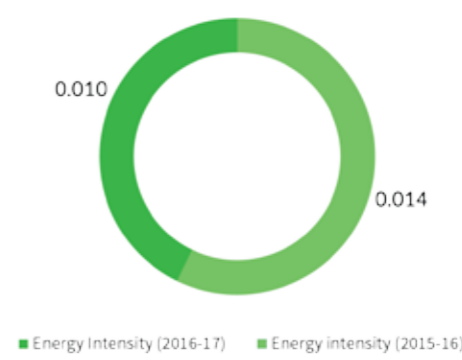
Energy use inside the organization (GJ) - 2016-2017



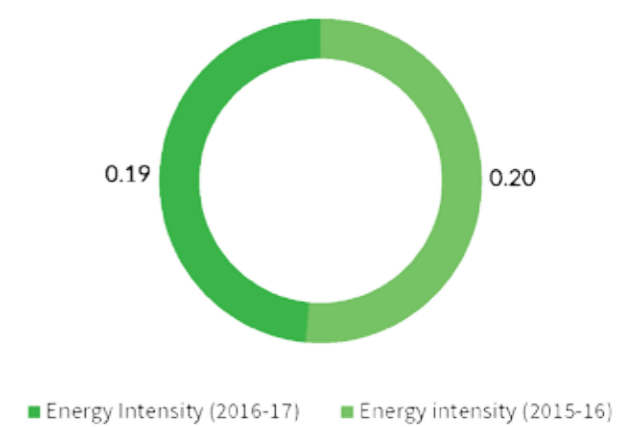
Energy consumption outside the organization in 2015-2017 (GJ)



Energy Intensity in Mines 2015-2017 (GJ/ton) iron ore



Energy Intensity in Wind Division (GJ/MWh)



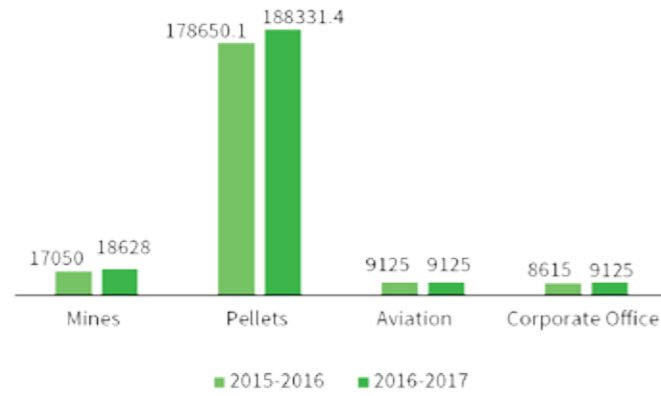
Energy Intensity in Pellets Plant 2015-2017 (GJ/ton)

Through our energy saving initiatives, we save up to 2,060,000 kWh in our operations in 2015-17

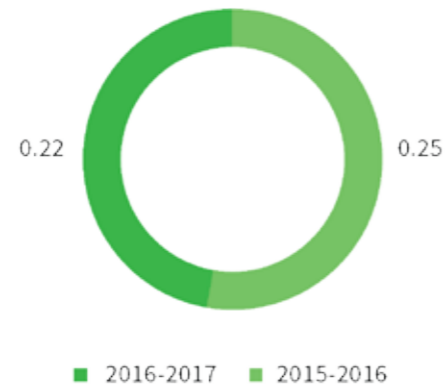
## Water use

We understand that mining can have a huge impact on water in the surrounding areas, especially surface level water and ground water. During processing and dust suppression, huge amounts of water are usually consumed. Keeping this in mind, we've set up a system in place to efficiently use our water resources to reduce overall water footprint. We regularly monitor our water consumption levels to ensure efficient water usage. To make better use of the non-operating mining pits, we've converted them into water reservoirs to save rain water, which is then further used for our operation and reduces our dependency on other water sources. 90% of water consumption for the mining operations is harvested in these pits. In our operational facilities, we've constructed various water harvesting structures to conserve water.

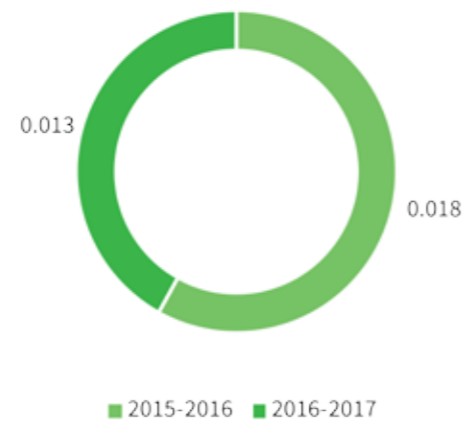
The main sources of water for our mine, pellets, aviation, and corporate divisions are tanker water, ground water, borewell water and ground water respectively. Our mines division recycles up to 60% of the water that it uses. In 2015-2016, a total of 213,440.1 KL of water was used across our divisions. In 2016-2017, 225,209.4 KL of water was used across our facilities. We regularly monitor the quality of water across all our divisions.



Water consumption in MSPL for 2015-2017 (KL)



Water intensity in pellets division for 2015-2017 (KL/ton pellet)

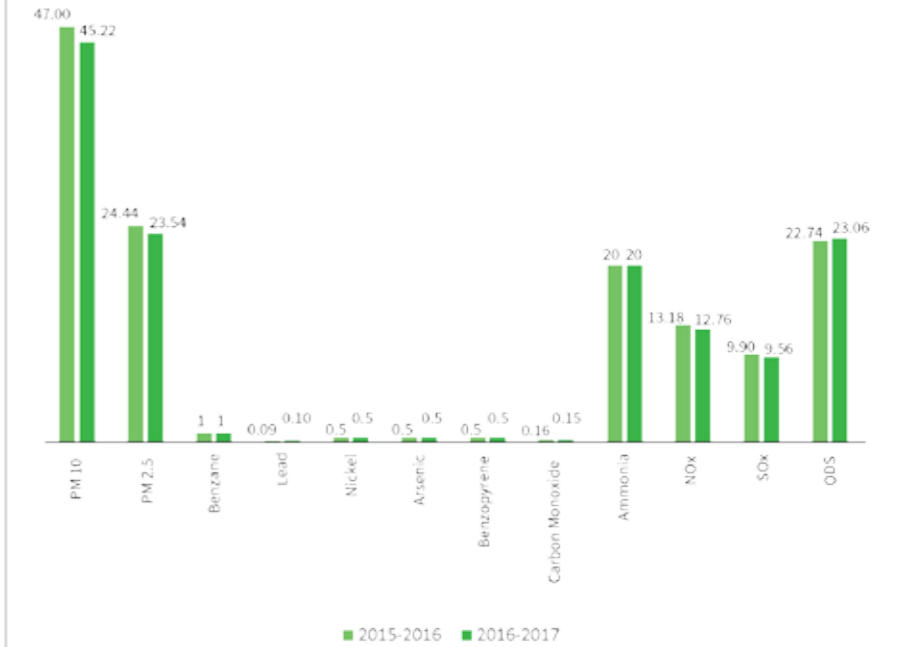


Water intensity in mines division for 2015-2017 (KL/ton ore)

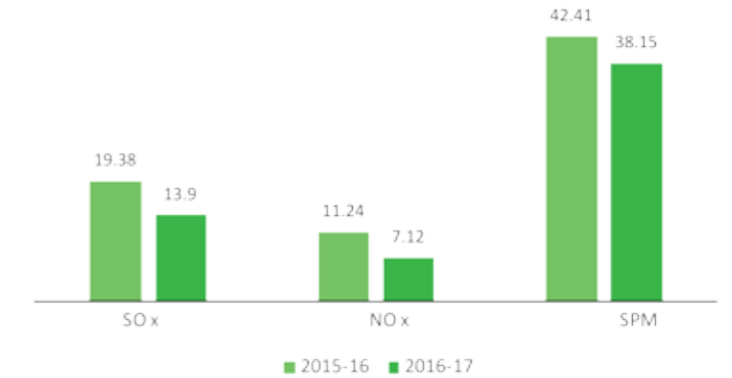
## Air emissions

We have measures in place to check air pollution in our mines and pellets facilities. We conduct regular air quality testing to ensure that particulate matter is within the statutory requirements. In order to go beyond just legal requirements, we've introduced a downhill conveyor system that reduces dust related emissions caused by transportation vehicles. We have sprinklers in place to reduce dust generated in our mining operations. We have a dust extraction system and wet drilling in place to reduce the overall impact of drilling.

We have 5 stacks in our pellet plant, and we carry out air quality monitoring near all these stacks. Air quality testing is done once a month in these areas.



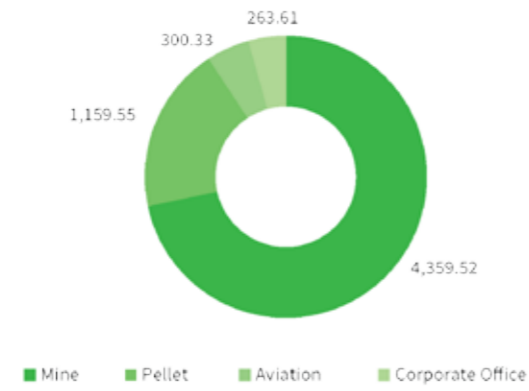
Average ambient air quality conditions in mines division in 2015-2017 (µg/m³)



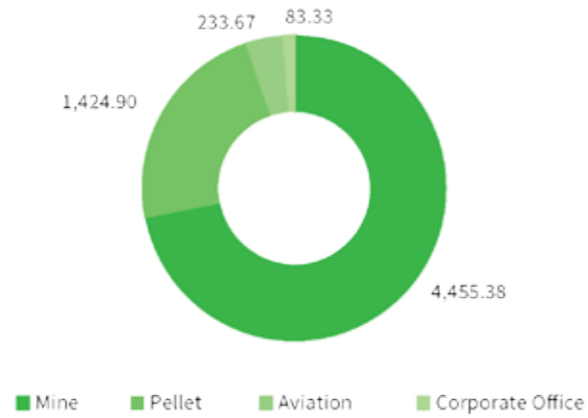
Average ambient air quality levels in pellet plant 2015-2017

## GHG emissions

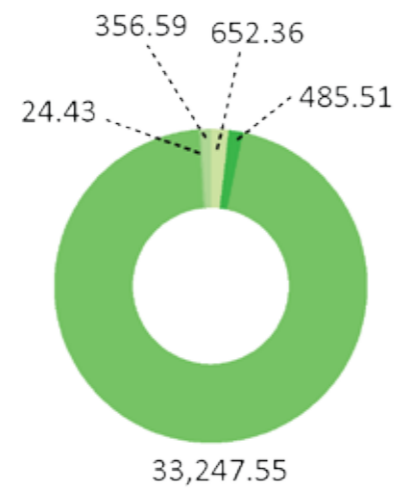
At each and every step of our operations, we work towards reducing our carbon footprint by ensuring the efficiency of our operations. Energy efficient solutions are our gateway towards reducing our overall carbon footprint. We do so by utilizing innovative solutions and world class technology to optimize our processes. In 2015-2016, total GHG impact across our operations was found to be 40,949.24 tons CO<sub>2</sub>. In 2016-2017, our GHG impact was found to be 44,683.45 tons CO<sub>2</sub>.



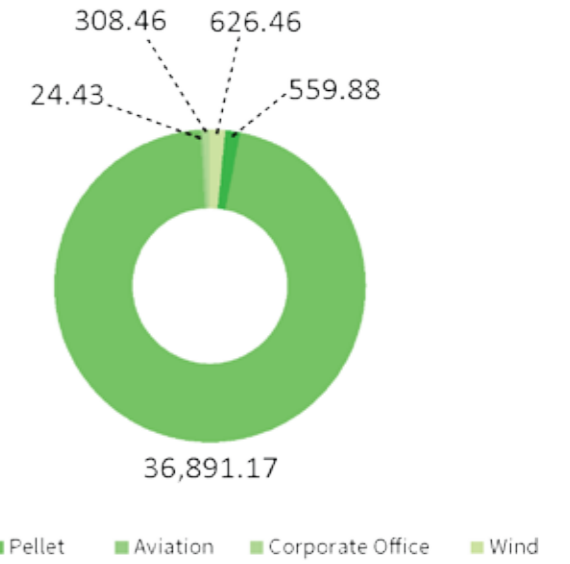
Direct emissions -Scope 1  
2015-2016 (tons CO<sub>2</sub>)



Direct emissions -Scope 1 2016-  
2017 (tons CO<sub>2</sub>)



Indirect emissions -Scope 2  
2015-2016 (tons CO<sub>2</sub>)



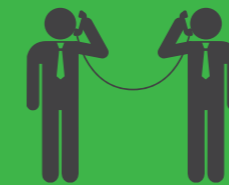
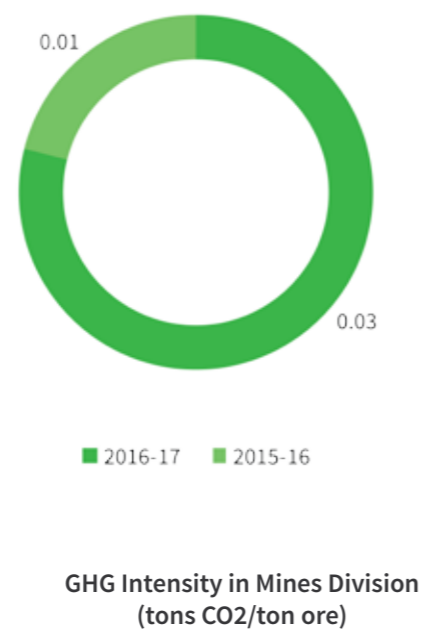
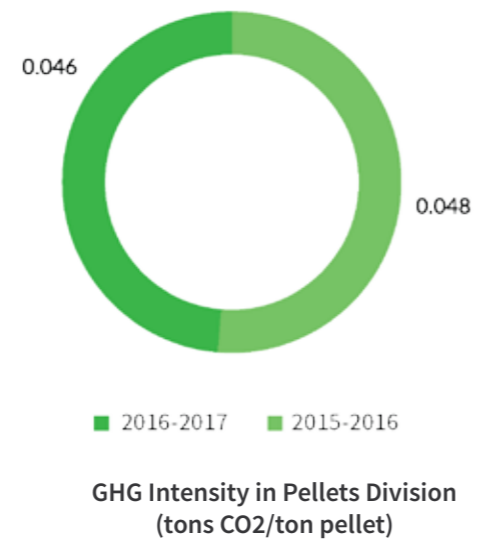
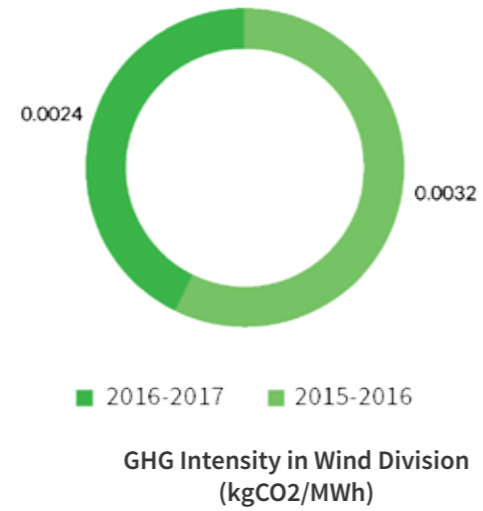
Indirect emissions -Scope 2  
2016-2017 (tons CO<sub>2</sub>)



Indirect emissions -Scope 3- 2015-  
2016 (tons CO<sub>2</sub>) from MSPL



Indirect emissions -Scope 3- 2016-  
2017 (tons CO<sub>2</sub>) from MSPL



**In 2016, we took part in an event by Jain International Trade Organization (JITO) called “Together Towards Tomorrow”, where we interacted with our customers. We ensure that customer’s requirements are met in all our products to ensure customer satisfaction.**

### Product responsibility

Quality of product is crucial to us in case of our mining and pellet operations. In case of pellets, we customize the grade of the pellet depending on the customer’s requirements. In case of our mining operations, we generate iron ore fines and lumps that are checked for quality and grade, before being handed for e-auction. Safe transport of our products is a priority. Even though we don’t have labelling or packaging in our divisions, we ensure that safe transport is carried out by ensuring that the products are adequately covered during transport, in order to reduce situations of spillage.

We do not directly deal with our customers, we sell our ore through e-auctions, where we send the iron ore to the e-auction site. From thereon, the government handles the e-auction, selling the iron ore according to the regulations. In order to interact with our customers, we carry our customer satisfaction surveys whenever necessary, and also take part in conferences and events to interact with our customers and other stakeholders to respond to their concerns and queries.



## Waste

Waste management across all our divisions is of utmost priority to us. Our operations are very diverse and generate various types of waste. We constantly monitor the disposal process of our hazardous wastes, both at our operational facilities and with our vendors through EMS and QMS audits. We generate various hazardous and non-hazardous operational wastes which include waste oil, grease, oil soaked cotton waste, tyres, scrap etc. We ensure that all our wastes are disposed according to the norms and are effectively managed to ensure minimal environmental impact. We also ensure that the overburden from our mines division is handled effectively in proper disposal areas. We understand that while mining the iron ore, other minerals might be in place too. In order to ensure effective material management and avoidance of waste, we've developed systems to help us recover minerals by following systematic mining procedures. We are working towards optimal recovery of minerals and efficient use of waste- especially tailings produced from BHQ beneficiation. We understand that water run-off from mines can have an impact on water resources nearby, hence, we contain our surface water run off through waste management that includes construction of gullies, bunds, gabion structures, and pits, to ensure only clean water is discharged. We don't generate wastewater in our pellets operations, as we follow a zero discharge plan.

MSPL Wind	Unit	Quantity (2016-17)	Quantity (2015-16)
Waste oil	Ltrs	7,564	6,680
Hydraulic oil	Ltrs	50	140
Transformer oil	Ltrs	129	129
Grease	Kgs	509.95	15.75
Oil soaked cotton waste	Kgs	726.5	1,075.5
Filter element	no.s	39	0

MSPL Mine	Unit	Quantity (2016-17)	Quantity (2015-16)
Lube Oil	Ltrs	3,820	7,200
Cotton waste	kg	0	540
Overburden	tons	1,931,185	1,457,240

MSPL Pellet	Unit	Quantity (2016-17)	Quantity (2015-16)
Waste Oil	Litres	4,830	1,000
Canteen waste	kg	3,500	3,300

MSPL Corporate Office	Unit	Quantity (2016-17)	Quantity (2015-16)
Newspapers sold	kg	763	255
Scrap	kg	6,000	13,000



We have a “Zero-Waste Management Plan” that is followed across all divisions that helps us manage our resources efficiently, be it processing, mining or stocking. We recycle materials whenever possible to minimize our waste footprint.



**In 2015, we worked towards promoting greenescapes around our pellet plant by conducting a plantation drive by plating around 1000 saplings. Mr. V Krishnamoorthy along with the team of MSPL, Pellet Plant of the Plantation Drive organized this event.**

## Biodiversity

Management of biodiversity around our lease areas is important to us. We ensure we conduct restoration activities, mostly revolving around plantation drives where we plant saplings in various locations. We conduct plantation drives on a yearly basis, planting about 25,000 saplings per year. None of our activities have any major impact on biodiversity. No areas of high biodiversity value are located around our operational sites.

We at MSPL believe that less is more, and we believe in using less resources to ensure more benefit for the environment. We celebrate World Environment Day every year. In 2015, we celebrated World Environment Day with the theme “Seven Billion Dreams. One Planet. Consume with care”. On this day, we raised awareness about the importance of sustainable resource consumption in a way that yields maximum results. The highlights of responsible resource consumption were propagated. We believe in giving back to the environment, and through world environment data, we raised awareness among children on measures to adopt for forest conservation and maintain biodiversity. We ensure that environmental methods are inculcated in all our operations to ensure minimal impact on biodiversity. We conducted a plantation drive on world environment day by planting 50 saplings near Deepayana School. We also distributed saplings among community members. We celebrated world environment day in 2016 where we stressed on the necessity behind protecting the environment through activities like planting saplings, afforestation activities, awareness building etc. In this year, 345 saplings were planted near Koppal and Ankasamundra Lake Areas.

We are constantly working towards restoring the land in and around our lease areas in order to create greenescapes. Our initiatives have always been appreciated by the Government of India, because we go beyond normal statutory requirements and constantly work towards promoting biodiversity initiatives among communities.

Areas around our operational sites in Hosapete, especially around Tungabhadra Dam are rich in biodiversity. We at MSPL ensure that we work towards supporting all biodiversity conservation related activities in these areas. We work with the Society for Wildlife and Nautre (SWaN) an NGO based in Hosapete to conserve



biodiversity. We constantly support SWaN as well as the Department of Forests. In 2015-2016, we worked with SWaN, local panchayats and the forest department in their initiatives to create awareness about flora and fauna, and protect the nesting sites of endangered species. A variety of activities like plantation drives and measures to protect forest land, as well as activities to prevent poaching were conducted. To build up community awareness, we work with these entities to promote eco-tourism and various of their initiatives like appointing bird guards, preventing illegal fishing, overfishing etc.

Alongside SWaN, and in association with Abheraj Baldota Foundation, we at MSPL worked towards identifying and mapping our rare species of birds, including migratory birds around the biodiversity rich areas. 130 species of birds that belonged to 36 families under 18 orders were identified. Out of these, 86% were residents, 6.15% were winter migratory, 0.76% were monsoon migratory, and 6.15% were local migratory. 78% of the birds that were recorded were among the common type of birds, 16.92% were uncommon, 3.07% were rare species, and 1.53% were extremely rare species. We work with SWaN towards conservation of these species. We constantly work with SWaN and ABF through awareness campaigns, signages, and patrolling activities to identify, monitor, and conserve biodiversity.

**In 2015-2017, we at MSPL, headed by our CSR team conducted a plantation drive in Bellary and Koppal districts by planting 2779 plants- 1466 in Hosapete and surrounding areas, and 1313 plants in Koppal.**



## Environmental protection

We at MSPL understand that our activities can have a certain amount of impact on the environment. Keeping this in mind, we constantly work towards ensuring that this impact is reduced, by carrying out various environmental protection activities throughout our operations. Risk assessment is a major part of all our operations- we ensure that we conduct impact assessments to understand areas that require environmental protection initiatives.

One of the biggest risks from our

mining operations is the risk of soil degradation and erosion. To prevent such occurrences, we've put in place earthen bunds, gully plugs, contour trenches, silt settling ponds, gabian structures, retaining walls etc. to keep the soil in place. Our mining operations have water harvesting structures and pits to conserve water within our facilities. In order to reduce dust pollution in our mining areas, we've installed sprinkler systems in various locations. We have systems in place to ensure optimum recovery of our minerals with the help of our zero waste management plan. Our environmental protection scope extends to our mine closure processes too. All our mine closure plans have been constituted ensuring minimal environmental impact. They've been approved by Indian Bureau of Mines.

Energy conservation is of utmost priority for us in our pellets division, because it is our most energy

consuming division. We've put various measures in place to improve the operational efficiency of our equipment in the pellets division to minimize energy usage. In order to reduce dependency on resources and reduce waste, we reuse metal scraps, lime sludge and ESP dust generated in this division. Our pellets division has a zero water discharge plan, where we reuse 100% of the wastewater that we generate within our facilities.

In order to improve the green cover in the operational sites of our Aviation Division, we've planted various trees, herbs and flowers.

We are constantly working towards monitoring our environmental impacts to ensure that appropriate environmental protection mechanisms are put in place.

Parameter	Total Environmental Protection Expenditures (INR ₹ lakhs)	
	Capital Cost	Recurring Cost
Air Pollution Control	12.3	2.5
Water pollution control	0.3	0.00084
EMP	0.15	0.057
Green belt development	0.25	0.75
Occupational Health	2	0.042
Total	15	3.3557

# ₹ 5.68 Crore

was spent on plantations\*, old dump rehabilitation, active dump rehabilitation, monitoring of ambient air levels, noise levels, water quality assessments & ground water level assessments in 2015-2017.

# ₹ 52.91 Crore

was contributed towards the SPV (Special Purpose Vehicle) and Rs.27.1 Crore to District Mineral Foundation (DMF) during 2015-2017



## Environmental awareness

In order to raise awareness about the importance of environment and biodiversity, we celebrate the Mines Environment and Mineral Conservation Week at our mines on 7th December 2015,, under the Mines Environment and Minerals Conservation Association and Indian Bureau of Mines. During this week, the environment protection measures in the Mines were inspected. MSPL bagged the first overall performance award for overall performance, afforestation drives, top soil management, management of mineral rejects, community development and rain water harvesting. MSPL won the second prize for its efforts towards energy conservation and environmental management

\* minimum of 20000 plants

# GRI Index

	General standard disclosure	Page no	Disclosure level	Comments
G4 -1	CEO's message	6	Reported	
G4- 2	Description of key impacts, risks, and opportunities.	28, 30	Reported	
<b>Organizational profile</b>				
G4- 3	Name of the organisation.	8	Reported	
G4- 4	Primary brands, products, and services.	9	Reported	
G4- 5	Location of the organisation's headquarters.	8	Reported	
G4-6	Number of countries where the organisation operates, and names of countries where either the organisation has significant operations or that are specifically relevant to the sustainability topics covered in the report	9	Reported	
G4 -7	Nature of ownership and legal form.	8	Reported	
G4- 8	Markets served (including geographic breakdown, sectors served, and types of customers).	11	Reported	
G4- 9	Scale of the organisation	9	Partially Reported	"Total number of employees - 2015-16 - 928 2016-17 - 598"
G4- 10	Employee Details			
G4- 11	Collective Bargaining	43	Reported	All employees
G4- 12	Organisational Supply Chain	11	Reported	
G4 -13	Changes in Organisation	-	Reported	No changes
G4- 14	Precautionary Principle	28	Reported	
G4- 15	External EES Charters subscribed or endorsed	19	Reported	
G4-16	Memberships & Associations	31	Reported	

	General standard disclosure	Page no	Disclosure level	Comments
<b>Identified material aspects and boundaries</b>				
G4 -17	Entities included/ excluded in consolidated financial statements or equivalent documents	13	Reported	
G4 -18	Process of defining report content & aspect boundaries process	13	Reported	
G4 - 19	Listing of material aspects during process of defining report	14	Reported	
G4 - 20	Aspect boundary - Inside organisation	14	Reported	
G4 - 21	Aspect boundary - Outside organisation	14	Reported	
G4 - 22	Restatement and reason of information provided in previous reports	-	Reported	No restatement
G4 -23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	-	Reported	No significant changes
G4 - 24	List of stakeholder groups engaged by the organization	17	Reported	
G4 - 25	Basis of identification and selection of stakeholders	16	Reported	
G4 - 26	Organization's approach to stakeholder engagement	16	Reported	
G4- 27	Key topics that have been raised through stakeholder engagement & Organization's approach to addressing them	17	Reported	
<b>Report profile</b>				
G4 - 28	Reporting Period	13	Reported	
G4 -29	Date of recent previous report	13	Reported	
G4 - 30	Reporting Cycle (annual or biennial)	13	Reported	
G4 - 31	Contact Point for Report	13	Reported	
G4 - 32	GRI Index	82	Reported	
G4- 33	Organization's policy and current practice with regard to seeking -External Assurance	-	Reported	MSPL has chosen to not seek external assurance for this report.

	General standard disclosure	Page no	Disclosure level	Comments
<b>Governance</b>				
G4 - 34	Governance structure of the organization including committees of the highest governance body responsible for decision making on economic, environment and social impacts	21	Reported	
G4- 35	Process to delegate authority on EESG	24	Reported	
G4- 36	Appointed executive-level position for EESG	24	Reported	
G4 - 37	Consultation and input from stakeholders and highest governance body EES topics	17	Reported	
G4- 38	Composition of governance body and its committees	21	Partially Reported	
G4- 39	Chair of the highest governance body is an executive officer too	26	Reported	
G4- 40	Nomination and Selection process for governance body and committees	25	Reported	
G4- 41	Processes for highest governance body to ensure conflict of interest are avoided	27	Reported	
G4- 42	Roles, development process in EESG strategies	19	Reported	
G4- 43	Measures to develop and enhance governance body's EESG knowledge	26	Reported	
G4- 44	Process of Evaluation of Performance of governance body's on EESG & Action taken to the response	26	Reported	
G4 - 45	Role of Governance body in identification and management EESG risks and opportunities, and the governance body's role in implementation of due diligence processes and stakeholder engagement used to identify EESG risks	28	Reported	
G4 - 46	Governance body's role in reviewing the effectiveness of organization's risk management process for EESG	28	Reported	
G4- 47	Frequency of highest governance body's review of EESG, risks and opportunities	28	Reported	

	General standard disclosure	Page no	Disclosure level	Comments
G4 - 48	Highest committee or position that formally reviews and approves the organization's sustainability report	-	Reported	The Board of Directors
G4- 49	Process of Communicating critical concerns to the governance body	16, 24, 43, 57	Reported	
G4 - 50	Nature and total number of critical concerns that were communicated to governance body and mechanism used to address and resolve them	-	Reported	None
G4- 51	Remuneration policies for governance body and senior executives for the below types of remuneration	25	Reported	
G4- 52	Process for Determining remuneration	25	Reported	
G4- 53	Stakeholder views of remuneration	-	Not reported	
G4- 54	Ratio of annual total compensation for highest-paid individual in each country of significant operation to median annual total compensation for all employees in the same country	-	Not reported	
G4- 55	Ratio of percentage of increase in annual total compensation of highest paid individual in each country of significant operation to median percentage increase in annual total compensation for all employees in the same country	-	Not reported	
<b>Ethics and integrity</b>				
G4 - 56	Code of Conduct and Code of Ethics	27	Reported	
G4- 57	Mechanisms for seeking advice on internal and external governance related matters	-	Not reported	
G4- 58	Internal and external mechanism reporting concerns about unethical or unlawful behavior	-	Not reported	
<b>Economic indicators</b>				
G4- EC1	Direct Economic value generated and distributed (EVGD)	34	Partially Reported	Please refer to MSPL's annual report for detailed economic performance details.

	General standard disclosure	Page no	Disclosure level	Comments
G4- EC2	Financial Implications and other risks and opportunities for organization's activities due to climate change	29	Reported	
G4- EC3	Coverage of the organization's defined benefit plan obligations	-	Not reported	
G4-EC4	Financial Assistance received from government	34	Reported	
G4- EC5	Ratio of standard entry level wage by gender compared to local minimum wage at significant locations of operation	-	Reported	Equal pay for men and women.
G4- EC6	Proportion of senior management hired from local community at significant locations of operations	-	Reported	100%
G4- EC7	Development and impact of infrastructure investment and services supported	35	Reported	
G4- EC8	Significant indirect economic impact, including extent of impact	35	Reported	
G4- EC9	Proportion of spending on local suppliers at significant locations of operations	-	Not reported	
<b>Social indicators</b>				
<b>Labour</b>				
G4 -LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	40,41	Reported	
G4 -LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	44	Reported	
G4 -LA3	Return to work and retention rates after parental leave,by gender		Reported	No parental leaves were taken during the reporting period
G4 -LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements		Reported	2 months notice period.
G4 -LA5	Percentage of total workforce represented in formal joint management - worker health and safety committees that help monitor and advice on occupational health and safety programs	46	Reported	

	General standard disclosure	Page no	Disclosure level	Comments
G4 -LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work - related fatalities, by region and by gender		Reported	No injuries were recorded during the reporting period
G4 -LA7	Workers with high incidence or high risk of diseases related to their occupation		Reported	There are no workers with high incidence or high risk of diseases related to their occupation.
G4 -LA8	Health and safety topics covered in formal agreements with trade unions		Reported	There are no unions present.
G4 -LA9	Average hours of training per year per employee by gender, and by employee category	40,41	Reported	
G4 -LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	40,41	Reported	
G4 -LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	40,41	Reported	
G4 -LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	42,43	Partially Reported	
G4 -LA13	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operations		Reported	Equal pay for men and women.
G4 -LA14	Percentage of new suppliers that were screened using labor practice criteria		Reported	Our humans rights policy ensure that our suppliers are following fair labor criteria.
G4 -LA15	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken		Reported	No such negative impacts.
G4 -LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms		Reported	No such grievances filed.

	General standard disclosure	Page no	Disclosure level	Comments
	Human rights			
G4 -HR1	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		Reported	All our investment agreements and contracts undergo human rights screening
G4 -HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained		Reported	All our employees are emailed about human rights policies, procedures and code of conduct relevant to operations.
G4 -HR3	Total number of incidents of discrimination and corrective actions taken		Reported	No such incidents of discrimination.
G4 -HR4	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights		Reported	No trade unions are present within the organization.
G4 -HR 5	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor		Reported	No such risks in our supply chain.
G4 -HR 6	Operations and 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		Reported	No such risks in our supply chain.
G4 -HR 7	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations		Reported	All our employees including security personnel are emailed about human rights policies, procedures and code of conduct relevant to operations.
G4 -HR 8	Total number of incidents of violations involving rights of indigenous peoples and actions taken		Reported	No such incidents of violation.

	General standard disclosure	Page no	Disclosure level	Comments
G4 -HR 9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments		Reported	All our operations are subject to human rights reviews and impact assessment.
G4 -HR 10	Percentage of new suppliers that were screened using human rights criteria		Reported	All our suppliers are screened using human rights criteria.
G4 -HR 11	Significant actual and potential negative human rights impacts in the supply chain and actions taken		Reported	No such negative impacts.
G4 -HR 12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms		Reported	No such grievances filed.
	Society			
G4 -SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs		Reported	All our operations implement these activities.
G4 -SO2	Operations with significant actual and potential negative impacts on local communities		Reported	No such negative impacts.
G4 -SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified		Reported	No such risks present.
G4 -SO4	Communication and training on anti-corruption policies and procedures		Reported	All our employees are mailed details on anti-corruption policies and procedures.
G4 -SO5	Confirmed incidents of corruption and actions taken		Reported	No such incidents.
G4 -SO6	Total value of political contributions by country and recipient /beneficiary		Reported	No such political contributions.
G4 -SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes		Reported	No such legal actions.
G4 -SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations		Reported	No such fines.

	General standard disclosure	Page no	Disclosure level	Comments
G4 -SO9	Percentage of new suppliers that were screened using criteria for impacts on society		Reported	We try our best to ensure that all our suppliers are screened to ensure minimal impact in various aspects. We plan on putting a formal mechanism in place for supply chain assessment using society as a criteria.
G4 -SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken		Reported	No such negative impacts.
G4 -SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms		Reported	No such grievances filed.

#### Environment indicators

G4 - EN 1	Materials by weight or volume	62,63, 64,65	Reported	
G4 - EN 2	Percentage of materials used that are recycled input materials	65	Reported	
G4 - EN 3	Energy Consumption within the organization	66-69	Reported	
G4 - EN 4	Energy consumption outside the organization	66-69	Reported	
G4 - EN 5	Energy Intensity	66-69	Reported	
G4 - EN 6	Reduction of energy consumption	66-69	Reported	
G4 - EN 7	Reduction of energy requirements in products and services	66-69	Not applicable	
G4 - EN 8	Total Water Withdrawal by Source	66-69	Reported	
G4 - EN 9	Water sources significantly affected by withdrawal of water	70	Reported	
G4 - EN 10	Percentage and total volume of water recycled and reused	70	Reported	
G4 - EN 11	Operational sites owned/leased/managed/ or adjacent to, protected areas and high biodiversity value outside protected areas	78,79	Reported	No such protected areas present close to our operational sites.

	General standard disclosure	Page no	Disclosure level	Comments
G4 - EN 12	Description of activities in these biodiversity rich areas		Reported	No such biodiversity rich areas close to our operational site.
G4 - EN 13	Habitats protected or re-stored		Reported	We conduct plantation drives and sapling drives to promote afforestation.
G4 - EN 14	Total number of IUCN red list species and national conservation list species with habitats affected by operations, by level of extinction risk		Reported	No such species.
G4 - EN 15	Direct GHG emissions (Scope 1)	72-74	Reported	
G4 - EN 16	Energy Indirect GHG emissions (Scope 2)	72-74	Reported	
G4 - EN 17	Other Indirect GHG emissions (Scope 3)	72-74	Reported	
G4 - EN 18	GHG emission intensity	72-74	Reported	
G4 - EN 19	Reduction of GHG emission	72-74	Reported	
G4 - EN 20	Emissions of ozone depleting substance (ODS)		Not applicable	
G4 - EN 21	NOx, SOx and other significant air emissions	71	Reported	
G4 - EN 22	Total Waste Discharge by quality and destination	76	Reported	No wastewater from our operational facilities.
G4 - EN 23	Total Weight of Waste by Type and Disposal Method	76,77	Reported	
G4 - EN 24	Total Number and Volume of Significant Spills		Reported	No such spills.
G4 - EN 25	Weight of transported, imported, exported, or treated Hazardous Waste	76,77	Reported	All our wastes are directed to the relevant waste contractors or recycled.
G4 - EN 26	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff		Reported	No water bodies are affected by our operations.

	General standard disclosure	Page no	Disclosure level	Comments
G4 - EN 27	Extent of impact mitigation of environmental impacts of products and services	69	Reported	
G4 - EN 28	Percentage of products sold and their packaging materials that are reclaimed by category		Reported	As minimal packaging is involved in our operations, we do not reclaim our packaging.
G4 - EN 29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations		Reported	No such fines.
G4 - EN 30	Environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	68,73	Reported	
G4 - EN 31	Total environmental protection expenditures and investments by type	80,81	Reported	
G4 - EN 32	Percentage of new suppliers that were screened using environmental criteria		Reported	Currently, there is no formal mechanism in place to screen our suppliers using environmental criteria, but we plan to put such a mechanism in place in the future.
G4 - EN 33	Significant actual and potential negative environmental impacts in the supply chain and actions taken		Reported	No such negative impacts.
G4 - EN-34	Number of Grievances about environmental impacts filed, addressed and resolved through formal grievance mechanisms		Reported	No such grievances filed.
<b>Product responsibility</b>				
G4 -PR1	Percentage of significant products and services assessed for health and safety impacts		Reported	All our products are assessed to ensure high quality.
G4 -PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes		Reported	No such incidents.

	General standard disclosure	Page no	Disclosure level	Comments
G4- PR3	Type and percentage of products and services that require information and labelling		Reported	All our products are customized to meet along with customer requirements.
G4- PR4	Total number of incidents of non-compliance for labelling		Reported	No such incidents.
G4- PR5	Results of survey measuring customer satisfaction	75	Reported	
G4 -PR6	Marketing Communications – Sale of banned/disputed products		Reported	No such products.
G4 -PR7	Marketing Communications – Incidents of non-compliance with regulations and voluntary codes incl. advertising, promotion, sponsorship etc		Reported	No such incidents.
G4- PR8	Customer privacy – Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data		Reported	No such complaints.
G4- PR9	compliance – monetary value of significant fines		Reported	No such fines.



BALDOTA

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